



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **August 1, 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.** 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.

**A.3.** Flag salute

**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, August 15, 2022 at 6:30 p.m.

**O. ADJOURNMENT**

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

### **DEPUTY SUPERINTENDENT**

#### **E.1. RECOMMENDATION:**

Pay International Baccalaureate, a nonprofit foundation, for International Baccalaureate (IB) examination fees for Booker T. Washington High School students for the 2022-2023 school year.

#### **COST:**

Total cost not to exceed \$55,000. A portion of the fees will be paid by B. T. Washington students into the Washington Student Activity Fund (#528), and the balance of fees will be paid by BTW Site Funds/IB Account, amount not to exceed \$20,000.

#### **FUND NAME/ACCOUNT:**

BTW Site Funds, IB Program Account  
11-0735-1764-50-6100-251-000000-00-07-735

#### **RATIONALE:**

Post secondary readiness is a key strategy in the Pathways to Opportunity district plan. In alignment with this goal, Booker T. Washington High School is one of only two high schools in the state of Oklahoma that is authorized to offer the International Baccalaureate Diploma Program. All Booker T. Washington juniors and seniors are eligible to participate in the program. BTW offers an extensive set of IB courses. The faculty has a strong commitment to the program and has been specially trained by the International Baccalaureate Organization. Students pursuing the IB diploma take six college-level courses in the junior and senior years and have the option of taking the IB exam for possible college credit. Students that are not interested in the full IB diploma are still encouraged to take individual IB courses.

The individual subject exam fee is \$119 per exam. BTW uses Total Registration to collect those student fees which are deposited into SAF Account #528. Economically challenged students pay \$20 per exam with the BTW Foundation contributing \$60 per exam for these students and the school assumes responsibility for the remainder of the cost for economically challenged students. In 2022, BTW administered 340 exams to 125 students.

### **TEACHING AND LEARNING**

#### **E.2. RECOMMENDATION:**

Renew a contract with the Oklahoma Caring Foundation, a 501(c)(3) organization, Caring Van Program and Tulsa Health Department to offer, upon district request, immunization services to students who qualify for the State Vaccine for Children's Program, during 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.

**RATIONALE:**

Tulsa Public Schools is committed to supporting the whole child, inclusive of health and wellness. This contract will help the district provide no cost vaccinations to families who need these health services. Vaccination administration would require approval from the parent or legal guardian of the students. In 2021-2022, the Caring Van hosted 16 vaccination clinics that served a total of 75 students and 21 adults. Seven COVID vaccination opportunities were held with a total of 125 student vaccines given.

**E.3. RECOMMENDATION:**

Approve the arrangement letter with RSM US, LLP, to complete a review of the ED 506 forms for the Title VI student count in school year 2018-2019. The review is a required action in response to the routine monitoring of the Title VI grant by the Office of Indian Education at the United States Department of Education.

**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 \$40,000

**FUND NAME/ACCOUNT:**

81-2044-2318-503310-429-000000-000-05-604

REQUISITION/CONTRACT: 12301665

**RATIONALE:**

Office of Indian Education at the United States Department of Education has requested a review of a subset of the initial forms (2,718) which - based on the initial monitoring review - were not completed in full. The Indian Education team has since worked with parents and guardians to complete the forms.

**E.4. RECOMMENDATION:**

Enter into a memorandum of understanding with the Kiowa Tribe to promote the successful implementation of the Kiowa Language and Culture Revitalization Program to benefit all students across the district during 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.

**RATIONALE:**

This partnership will allow the Kiowa Tribe to implement Kiowa language instructional sessions for children and families, conduct teacher trainings, provide teachers with culturally and linguistically relevant instructional materials, and provide students with opportunities to learn about the Kiowa Tribe including the language and culture.

**E.5. RECOMMENDATION:**

Renew the contract with American Red Cross, a 501(c)(3) organization, to provide

blood drives and related educational programs during 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.

**RATIONALE:**

District blood drives support the American Red Cross in their goal of maintaining adequate blood supply.

**FINANCIAL SERVICES**

**E.6. RECOMMENDATION:**

Approve the July 8, 2022 to July 28, 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.

**TALENT MANAGEMENT**

**E.7. RECOMMENDATION:**

Purchase services from Leadership Consultancy, LLC to provide immersion leadership training and individual training in accordance with the terms and conditions of Request for Proposal 22042 during the 2022-2023 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:**

Not to exceed \$250,000.

**FUND NAME/ACCOUNT:**

11-0224-2573-503590-000-000000-000-05-041-0224

11-XXXX-2573-503590-000-000000-000-05-041-XXXX

**REQUISITION/CONTRACT:** 12301112

**RATIONALE:**

Leadership Consultancy will provide professional development focused on improving leadership skills, team performance goals, productivity, management, decision-making, and organizational outcomes amongst managers of district office teams. The current recommended services will support up to 20 individuals from teams across the district in cohort and individual settings. Individual coaching will be designed to

identify and focus on goals and techniques designed to build capacity, transfer knowledge, and overcome barriers of growth, cohort-based coaching will be informed by the skills, abilities, and growth needs of the cohort focusing on team dynamics, communication, dispute resolution and other group dynamics. Support for teams or individuals with acute needs will also be provided under this scope of work. The scope of work will ensure project and professional success that will drive organizational outcomes.

**E.8. RECOMMENDATION:**  
Extend the FY22 New Teacher Center, a 501(c)(3) organization, contract approved on the June 21, 2021 agenda, item E-61, to continue consultation services through September 2022, and modify the statement of work to reflect an exchange in the type of consultation services being provided by the vendor.

**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 additional cost to the district as a result of the exchange of service types.

**RATIONALE:**  
This extension is necessary to continue work with New Teacher Center that began in the 2021-2022 school year and was included in the FY22 New Teacher Center contract. The full scope of work was not delivered in 2021-2022, and this amendment will allow for New Teacher Center to deliver remaining services during the 2022-2023 school year, at no additional cost to the district.

**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.

## **BOND PROJECTS AND ENERGY MANAGEMENT**

**E.10. RECOMMENDATION:**  
Approve Amendment #2C with Flintco, LLC establishing a guaranteed maximum price for the fieldhouse at East Central.

**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.

Trades	\$149,000
Reimbursables	\$296,000
Allowances	\$63,364

General Conditions	\$20,025
Management Fee	\$ 18,494
	\$546,883

COST: Total cost not to exceed \$546,883

FUND NAME/ACCOUNT:

Contingent upon successful sale and receipt of 2022B bond funds.

RATIONALE:

This increase is due to unstable soil and replacing with engineered fill. This project is part of the 2015 bond issue.

**E.11. RECOMMENDATION:**

Approve Change Order # 1 with Dunham's Asphalt Services, Inc. to remove unstable soil and replace with engineered fill. The existing contract was approved on 06/06/22, E.196 in the amount of \$706,000.

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:

Total cost of change order not to exceed \$105,000

FUND NAME/ACCOUNT:

This project is contingent upon the sale and receipt of 2022B bond funds.

RATIONALE:

Once project was started, unstable soil was discovered so engineered fill was required.

**E.12. RECOMMENDATION:**

Approve contract with the lowest responsible vendor, Lee Enterprises, LLC for the electrical upgrades at Monroe MS, East Central HS, and Hale HS auditoriums.

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:

Total cost of the project not to exceed \$88,210.

Phase I, \$56,594 33-1308-4720-504500-000-000000-XXX-12-XXX

Phase II, \$31,616: Contingent upon the successful sale and receipt of 2022B bond funds.

RATIONALE:

The auditorium improvements are part of the 2021 bond issue.

**E.13. RECOMMENDATION:**

Approve contract with the lowest responsible bidder, Performance Stage Inc. for the stage curtain replacements at Monroe MS, East Central HS, Hale HS, Memorial HS,

Lewis & Clark Elementary, Rogers HS, Booker T Washington, McClain HS, and Central HS auditoriums.

**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:**

Total cost of this project not to exceed \$448,665

Phase I, \$120,000: 32-1135-4720-504500-000-000000-XXX-12-XXX

Phase II, \$328,665: Contingent upon the successful sale and receipt of 2022B bond funds.

**RATIONALE:**

The auditorium improvements are part of the 2021 bond issue.

**E.14. RECOMMENDATION:**

Amend the purchase HVAC equipment and repair parts from Lennox Industries, Inc., Trane Technologies, PLC, Carrier Enterprise, LLC and AAON, Inc during the 2022-23 school year in accordance with the terms and conditions of Request for Proposal #21035. the district is exercising the first of two optional renewals.

**COST:** Not to exceed \$500,000

**FUND NAME/ACCOUNT:**

Building Fund, 21-0056-2620-504500-000-000000-000-03-025 - \$350,000/ESSER Funds - \$150,000.

**RATIONALE:** This item is being amended to reflect additional funding source from Esser funds. Per previous agenda item the parts and equipment will be purchased as needed to maintain and repair the HVAC systems throughout the district.

Expenditures during the 2021-22 school year totaled approximately \$450,000.

**E.15. RECOMMENDATION:**

Enter into an operating lease and capital lease with DLFC CNG Investments, LLC for the acquisition of 16 compressed natural gas (CNG) buses and assign the purchase contract with Midwest Bus Sales Inc. to DLFC CNG Investments that was approved on the 12/6/2021 agenda, item E-18. It is the intent of the district to pay the capital lease off in 90 days after receiving the buses. The operating lease will be paid off in 39 months.

**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 Phase 1 will be \$1,086,104 will be paid as follow: First payment will be \$995,000 to pay off the capital lease and acquire the buses. The operating lease covering the CNG equipment will be paid in 36 monthly payments of \$864 and a final payment of \$60,000. The phase 1 buses should be delivered in December 2022.

The total cost of Phase 2 will be \$1,181,104 will be paid as follow: First payment will



be \$1,090,000 to pay off the capital lease and acquire the buses. The operating lease covering the CNG equipment will be paid in 36 monthly payments of \$864 and a final payment of \$60,000. The phase 1 buses should be delivered in October 2023.

**FUND NAME/ACCOUNT:**

The first and last payments will be paid with bond funds. The lease payments will be paid from General Fund. Bond funds are contingent upon the successful sale and receipt of 2022B bond funds.

**RATIONALE:**

The lease structure allows the lessor to take advantage of state energy tax credits and to pass along a portion of the cost savings to the district, saving the district about \$350,000. The purchase of buses is part of the 2021 bond issue. The existing purchase order to Midwest Bus Sales Inc. will be assigned to DLFC CNG Investments, LLC.

**BOARD OF EDUCATION**

**E.16. RECOMMENDATION:**

Adopt proposed changes to Board Policy 2204 - Student Attendance. It is recommended that the board vote on the proposed changes.

**RATIONALE:**

Rule Impact Statement 210:10-13-25 authorizes school districts to develop chronic absenteeism policies to define and exempt certain chronic absences for medical conditions from the calculation of the chronic absenteeism indicator for state accountability purposes.

**DESIGN AND INNOVATION**

**E.17. RECOMMENDATION:**

Enter into an agreement with KIPP Tulsa University Preparatory for KIPP high school students to participate in the JROTC program offered at Webster High School.

**COST:** No cost to district

**RATIONALE:**

Webster High School has an active JROTC program and the ability to expand the program to accept students from other areas of Tulsa. As a Tulsa Public Schools authorized charter school, an estimated 50 KIPP Tulsa students would participate in JROTC programming on the Webster campus. JROTC is a character development and citizenship program for youth in the world originally created as part of the National Defense Act of 1916.

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

**ROUTINE STAFFING**

<b>ELECTIONS</b>	<b>Effective</b>	<b>Contract</b>		<b>Grade/</b>
<b>Name</b>	<b>Date</b>	<b>Amount</b>	<b>Position</b>	<b>Degree Step</b>
Apt, Shelley	8/8/2022	\$43,700.00	Teacher	B-7
Baker, Junegrid	8/8/2022	\$40,820.00	Teacher	B-2
Blevins, Angela	7/22/2022	\$47,000.00	Zone Manager	BG-4
Brady, Justin	8/8/2022	\$46,574.00	Teacher	B-13
Brame, Shawn	8/8/2022	\$41,250.00	Teacher	B-3
Brunjes Hall, Sarah	8/8/2022	\$41,000.00	Teacher	M-0
Carter, Jonathan	8/8/2022	\$41,250.00	Teacher	B-3
Clark, Rodney	8/8/2022	\$57,985.00	Teacher	D-19
Cook, Brandi	7/1/2022	\$64,000.00	Assistant Principal	EG-6
Danley, Erica	8/8/2022	\$45,574.00	Teacher	B-13
Davis, Mykah	8/8/2022	\$30,000.00	Apprentice	NS
Donaldson, Natalie	8/8/2022	\$40,820.00	Teacher	B-2
Farris, Heather	8/8/2022	\$42,250.00	Librarian	M-3
Felty, Zachary	8/8/2022	\$30,000.00	Apprentice	NS
Flores, Clayton	8/8/2022	\$30,000.00	Apprentice	NS
Ford, Marcus	8/15/2022	\$11.21	Paraprofessional	IS-6
French, Ashley	8/8/2022	\$40,000.00	Teacher	B-0
Gill, Melody	8/8/2022	\$30,000.00	Apprentice	NS
Hansen, Tyler	8/8/2022	\$47,435.00	Teacher	B-15
Homes, Kendria	8/8/2022	\$30,000.00	Apprentice	NS
Jinks, Jennifer	8/8/2022	\$48,448.00	Teacher	B-17
Johnson, Rebecca	8/8/2022	\$30,000.00	Apprentice	NS
Jones, Frederick	8/8/2022	\$30,000.00	Apprentice	NS
Lewis, Joseph	8/15/2022	\$11.21	Paraprofessional	IS-6
Limes, Danny	8/8/2022	\$60,667.00	Teacher	M-30
Lyles, Jeanine	8/8/2022	\$10.31	School Clerk	CA-3
Medina, Krystal	8/8/2022	\$43,700.00	Dean	M-5
Moesta, Trey	8/8/2022	\$40,000.00	Teacher	B-0
Navitskaya, Veronica	8/8/2022	\$30,000.00	Apprentice	NS
Nguyen, Jade	8/8/2022	\$30,000.00	Apprentice	NS
Paredes, Elaina	8/15/2022	\$11.21	Parent Involvement Facilitator	IS-6
Rich, Kari	8/8/2022	\$30,000.00	Apprentice	NS
Ridgeway, Catherine	8/8/2022	\$40,000.00	Teacher	B-0
Solis, Kytana	8/8/2022	\$10.31	School Clerk	CA-3
Suggs, Kristen	8/8/2022	\$30,000.00	Apprentice	NS
Wallace, Amanda	8/8/2022	\$30,000.00	Apprentice	NS
Williams, Valerie	8/8/2022	\$30,000.00	Apprentice - Counselor	NS
Yang, Cheng	8/8/2022	\$30,000.00	Apprentice	NS

**SUPPORTING INFORMATION  
CONSENT ITEM E.9**

**ROUTINE STAFFING**

**ADJUSTMENTS**

<b>Name</b>	<b>Effective Date</b>	<b>Contract Amount</b>	<b>Current Position</b>	<b>Proposed Position</b>	<b>Grade or Degree &amp;</b>
Adkism, Carlin	07/01/22	\$ 13.08	Teacher	Paraprofessional	IS-6
Arrazola, Belia	07/01/22	\$ 13.09	School Clerk	Parent Involment Facilitator	IS-3
Bachman, Keely	08/10/22	\$ 30,000.00	Teacher Assistant	Apprentice	NS
Baldrige, Derek	07/01/22	\$ 43,700.00	Teacher	Librarian	B-7
Banoub, Sabrina	08/10/22	\$ 52,514.00	Reading Intrerventionist	Teacher	B-20
Barber, Cynthia	08/01/22	\$ 55,237.00	Manager-Instructional Resources	Teacher	M-22
Beavers, Jacqueline	08/01/22	\$ 49,895.00	Teacher	Dean	M-16
Blackmon, Kimberly	08/10/22	\$ 12.54	ED Paraprofessional	Teacher Assistant	IS-6
Brewer, Kyleigh	08/15/22	\$ 30,000.00	Teacher Assistant	Apprentice	NS
Brown, Susan	07/01/22	\$ 35,660.00	Half Time Teacher	Part Time Teacher .8 FTE	B-9
Burkhalter, Leah	08/10/22	\$ 45,575.00	Teacher	Dean	B-11
Climpson, Gwendolyn	08/01/22	\$ 67,177.00	Counselor	Teacher	M-32
Coffman, Christina	07/01/22	\$ 50,000.00	Operations Support Manager	Operations Support Manager	BG-6
Cornman, Elisa	08/10/22	\$ 56,805.00	Librarian	Teacher	M-23
Cossmann, Tracy	07/01/22	\$ 81,000.00	School Strategy Partner	School Strategy Partner	BG-10
Creekmore, Kylie	08/01/22	\$ 12.04	Autism Paraprofessional	Health Assistant	CA-4
Crowl, Lori	08/10/22	\$ 30,000.00	Para Teacher	Apprentice	NS
Daniels, Tony	07/01/22	\$ 48,575.00	Teacher	Dean	M30-12
Del Rio, Ana	07/01/22	\$ 13.09	School Clerk	School Clerk Assistant	CA-3
Dillard, Pamela	08/10/22	\$ 15.23	MD Paraprofessional	ID Paraprofessional	IS-10
Dixon, Jayde	08/10/22	\$ 45,019.00	Teacher Coach	Teacher	B-10
Dollarhide, Shannon	08/10/22	\$ 50,946.00	Teacher	Librarian	B-19
Duncan, Blake	07/01/22	\$ 45,200.00	Teacher	Dean	M-7
Enloe, Millie	07/01/22	\$ 15.15	Paraprofessional	ID Paraprofessional	IS-10
Erter, Amanda	08/15/22	\$ 13.85	Autism Paraprofessional	Teacher Assistant	IS-6
Evans, Carla	07/01/22	\$ 12.20	ID Paraprofessional	School Clerk	CA-3
Evans, Robbin	08/01/22	\$ 30,000.00	Social Worker	Apprentice	NS
Everidge, Mary	08/10/22	\$ 13.62	DD Paraprofessional	Teacher Assistant	IS-6
Fischer, Colleen	07/01/22	\$ 43,735.20	Half Time Teacher .5FTE	PartTime Teacher .8FTE	M-21
Flanagan, Kimberly	08/10/22	\$ 27,834.50	Full Time Counselor	Half Time Counselor	M-21
Garrett, Nicole	07/01/22	\$ 53,870.00	Teacher	Counselor	B-22
Garrison, Misty	06/27/22	\$ 40,820.00	Teacher	Dean	B-2
Gautney, Jason	08/01/22	\$ 30,000.00	Teacher Assistant	Apprentice	NS
Gobourne Doughty, Cydney	07/01/22	\$ 20,910.00	Assistant Principal	Part Time Learning Director/ Part Time Dean	M-2
Good Voice, Senlin	08/01/22	\$ 45,640.00	Teacher	Counselor	M-8
Green, David	07/01/22	\$ 12.33	Teacher Assistant	Autism Paraprofessional	IS-10
Griffin, William	06/29/22	\$ 71,416.00	Counselor	Dean	M60-34
Guthrie, Bruce	07/01/22	\$ 13.08	Teacher	Part Time Teacher Assistant	IS-6
Harper, Kori	08/10/22	\$ 11.45	Health Assistant	Teacher Assistant	IS-6
Hayes, Linda	08/08/22	\$ 13.38	Para Teacher	Office Clerk	CA-3
Henderson, Beverly	08/01/22	\$ 9.82	DD Paraprofessional	Teacher Assistant	IS-3
Hernandez, Dora	08/08/22	\$ 30,000.00	Teacher Assistant	Apprentice	NS
Hicks, Jessica	07/01/22	\$ 67,800.00	Coordinator - SEL Cont Improvment	Coordinator of Multi-Tier Systems	BG-8
Hightower, Vickie	07/13/22	\$ 15.13	Principal's Secretary	Teacher Assistant	IS-3
Hill-Taylor, Taylor	07/01/22	\$ 84,000.00	School Strategy Partner	School Strategy Partner	BG-10
Holguin, Daisy	08/10/22	\$ 10.51	Teacher Assistant	Health Assistant	CA-4
Howell, Mollie	08/15/22	\$ 41,250.00	Teacher Coach	Teacher	B-3
Hudgins, Victoria	08/08/22	\$ 40,000.00	Half Time Teacher .5FTE	Full Time Teacher	B-0
Hudson, Kristin	07/01/22	\$ 60,000.00	Counselor	Assistant Prinicpal	EG-4
Humphrey, Kynita	07/01/22	\$ 43,700.00	Reading Interventionist	Teacher	M-5
Hyams, Jennifer	07/01/22	\$ 69,000.00	Inventory Control Mgr	Inventory Control Manager	BG-7
Jackson, Tonya	07/14/22	\$ 17.41	MD Paraprofessional	Autism Paraprofessional	IS-10

**SUPPORTING INFORMATION  
CONSENT ITEM E.9**

**ROUTINE STAFFING**

**ADJUSTMENTS**

Jasso-Garcia, Estefania	08/16/22	\$ 11.89	School Clerk	Paraprofessional	IS-6
Jewett, Joy	07/01/22	\$ 12.62	School Clerk	Principal's Secretary	CA-8
Johnson, Cheyenne	08/10/22	\$ 25,047.00	Teacher	Learning Coach .6 FTE	B-4
Johnson, Twanna	08/05/22	\$ 30,000.00	Social Worker	Apprentice	NS
Jones, Anisa	07/01/22	\$ 83,003.00	School Strategy Partner	School Strategy Partner	BG-10
Jones, Harmony	07/01/22	\$ 74,500.00	School Strategy Partner	School Strategy Partner	BG-10
Katta, Vineela	08/14/22	\$ 14.38	Autism Paraprofessional	Paraprofessional	IS-6
Kilman, Karla	07/01/22	\$ 14.09	Paraprofessional	1:1 Paraprofessional	IS-3
Kosterlistzsky, April	08/15/22	\$ 11.88	Teacher Assistant	Paraprofessional	IS-3
Krupenya, Vera	08/10/22	\$ 16.85	MD Paraprofessional	ID Paraprofessional	IS-10
Lacy, Julie	08/10/22	\$ 10.21	Library Teacher Assistant	Parent Involment Facilitator	IS-3
Lefler, Janet	08/01/22	\$ 36,208.00	Full Time Teacher	Half Time Teacher	M60-34
Levine, Erin	07/01/22	\$ 48,074.00	Librarian	Teacher	M-13
Maloney-Jacobs, Katherine	08/01/22	\$ 41,250.00	Teacher	Librarian	B-3
Mannell, Karen	07/01/22	\$ 50,946.00	Half Time Teacher	Full Time Teacher	B-19
Marrujo, Jason	07/01/22	\$ 84,000.00	School Strategy Partner	School Strategy Partner	BG-10
McAnally, Mary	08/10/22	\$ 12.37	Paraprofessional	Teacher Assistant	IS-6
McKee, Tricia	08/16/22	\$ 15.82	1:1 Autism Paraprofessional	Autism Paraprofessional	IS-10
Mcspadden, Sharon	07/01/22	\$ 88,000.00	School Strategy Partner-Stimulus	School Strategy Partner-Stimulus Funded	BG-10
Medlock, Allen	08/12/22	\$ 30,000.00	Teacher Assistant	Apprentice	NS
Menagh, Melissa	08/10/22	\$ 29,412.00	Full time Reading Interventionist .6 FTE	Half Time Teacher	M60-22
Miller, Nina	07/01/22	\$ 14.09	1:1 Autism Paraprofessional	ID Paraprofessional	IS-10
Mitchell, Michele	08/10/22	\$ 16.70	Paraprofessional	ID Paraprofessional	IS-10
Monday, Patricia	08/08/22	\$ 30,000.00	Teacher Assistant	Apprentice	NS
Morales, Kristal	08/10/22	\$ 10.31	School Clerk	Para Teacher	IS-3
Morris, Tandra	08/10/22	\$ 44,660.00	Teacher	Reading Interventionist	M-6
Moss, Melisa	07/01/22	\$ 13.49	1:1 Paraprofessional	ID Paraprofessional	IS-10
Nguyen, Amber	07/01/22	\$ 57,000.00	Instructional Mentor	TTC Instructional Mentor	EG-3
Noble, Matthew	07/01/22	\$ 13.08	1:1 Autism Paraprofessional	Teacher Assistant	IS-6
Okonkwo, Jenny	07/01/22	\$ 84,000.00	School Strategy Partner-Stimulus	School Strategy Partner-Stimulus Funded	BG-10
Parra, Jennifer	08/08/22	\$ 44,365.00	Teacher Assistant	Teacher	D-2
Payne, Lashaunda	08/01/22	\$ 40,820.00	Teacher	Counselor	B-2
Phillips, Ethel	08/01/22	\$ 12.94	School Clerk Assistant	Principal's Secretary	CA-8
Phillips, Patrice	08/01/22	\$ 15.88	Para Teacher	Paraprofessional	IS-6
Pierce, Alphonzo	07/06/22	\$ 13.08	Teacher	Teacher Assistant	IS-6
Pilkington, Carson	08/10/22	\$ 10.72	DD Paraprofessional	Teacher Assistant	IS-3
Ponder, Willie	07/01/22	\$ 13.08	Teacher	Parent Involment Facilitator	IS-6
Powers, Marcus	07/01/22	\$ 41,820.00	Teacher	Dean	B-2
Prescott, Sabrina	08/01/22	\$ 13.49	Paraprofessional	Autism Paraprofessional	IS-10
Radabaugh, Janie	07/15/22	\$ 19.41	ID Paraprofessional	Autism Paraprofessional	IS-10
Ramirez Ramirez, Silvia	08/08/22	\$ 30,000.00	Para Teacher	Apprentice	NS
Ramirez, Jenny	08/01/22	\$ 9.82	Library Teacher Assistant	Parent Involment Facilitator	IS-3
Reich, Pamela	08/10/22	\$ 13.48	ED Paraprofessional	Teacher Assistant	IS-3
Rooks, Dawn	08/15/22	\$ 14.04	1:1 Autism Paraprofessional	Paraprofessional	IS-3
Rubio Martinez, Samantha	07/01/22	\$ 10.12	Parent Involment Facilitator	Library Teacher Assistant	IS-3
Sanchez, Omar	08/17/22	\$ 15.49	Before/After Site Coordinator	Paraprofessional	IS-3
Sayago, Silvia	08/10/22	\$ 13.68	Teacher Assistant	Para Teacher	IS-6
Segobia, Angel	07/01/22	\$ 30,000.00	Autism Paraprofessional	Apprentice	NS
Simpson, Anisia	08/01/22	\$ 14.47	Para Teacher	Paraprofessional	IS-6
Smith, Amber	07/01/22	\$ 23,037.50	Full Time Counselor	Half Time Teacher	M-9
Smith, Angela	07/01/22	\$ 54,028.00	Instructional Mentor	TTC Instructional Mentor	EG-3
Stokes, Joy	07/01/22	\$ 80,000.00	School Strategy Partner	School Strategy Partner	BG-10
Taylor, Stanvon	08/10/22	\$ 15.47	ID Paraprofessional	Autism Paraprofessional	IS-10
Terrell, Octavia	03/01/22	\$ 14.09	ID Paraprofessional	1:1 MD Paraprofessional	IS-10

**SUPPORTING INFORMATION  
CONSENT ITEM E.9**

**ROUTINE STAFFING**

**ADJUSTMENTS**

Thomas, Breonna	08/15/22	\$ 11.94	1:1 Autism Paraprofessional	Teacher Assistant	IS-3
Thomas, Debroah	08/01/22	\$ 53,449.00	Dean	Teacher	M-20
Thompson, Annette	08/01/22	\$ 53,449.00	Teacher	Counselor	M-20
Thompson, LaKeasha	08/01/22	\$ 18.39	1:1 Paraprofessional	ID Paraprofessional	IS-10
Todd, Jannett	08/15/22	\$ 10.42	Para Teacher	Paraprofessional	IS-3
Torres, Kenny	08/08/22	\$ 30,000.00	Para Teacher	Apprentice	NS
Travis, Pauline	07/01/22	\$ 15.40	Teacher Assistant	Paraprofessional	IS-6
Troglin, Britni	08/15/22	\$ 45,640.00	Teacher	Dean	M-8
Vann, Mary	07/01/22	\$ 13.79	Paraprofessional	Autism Paraprofessional	IS-10
Wabaunsee, Will	08/01/22	\$ 45,640.00	Assistant Principal	Dean	M-8
Walker, Jimmie	07/01/22	\$ 15.17	Paraprofessional	1:1 MD Paraprofessional	IS-10
Walker, Lorrain	07/01/22	\$ 47,575.00	Counselor	Teacher	M30-11
Wallace, Christa	07/01/22	\$ 43,883.20	Part Time Teacher .75 FTE	Part Time Teacher .8 FTE	B-25
Wallace, Christy	07/01/22	\$ 94,000.00	School Strategy Partner	School Strategy Partner	BG-10
Williams, Marichael	07/18/22	\$ 16.72	Grounds Journeyperson	Evening Assistant Head Custodian	MT-8
Wooten, Susan	08/12/22	\$ 11.94	Autism Paraprofessional	Teacher Assistant	IS-3
Zamor, Rlsha	08/16/22	\$ 15.38	1:1 Autism Paraprofessional	Autism Paraprofessional	IS-10

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

<b>SEPARATIONS</b>	<b>Effective</b>	
<b>Name</b>	<b>Date</b>	<b>Position</b>
Amador, Ashli	05/27/22	DHI Paraprofessional
Barnett, Janelle	08/01/22	Academic Partner - Math
Biggs, Keri	06/30/22	Autism Paraprofessional
Brantley, Tarik	05/27/22	Teacher
Bryan, Jennifer	07/01/22	Teacher
Coday, Melissa	07/12/22	Teacher
Colbert, Cameron	05/27/22	Teacher
Cruse, Cody	07/08/22	Autism Paraprofessional
Day, Kelly	07/19/22	Teacher
DUncan, Amanda	05/27/22	Teacher
Duncan, Lanette	07/29/22	Teacher
Durham, Camran	05/27/22	Teacher
Esparza, Virginia	06/30/22	Parent Involvement Facilitator
Espinoza, Maria	06/30/22	Head Custodian
French, Jamie	07/06/22	Dean
Fryer, Nicole	05/27/22	Teacher
Garcia, Amy	07/05/22	Teacher
Hayward-Preaus, Bricynn	07/05/22	Teacher
Holder, Barrett	07/15/22	Teacher
Hudson, Shaniqua	07/25/22	Secretary
Ignatenkova, Nina	05/26/22	Cook I
Knutson, Josephine	07/01/22	Teacher Assistant
Lane, Larry	05/27/22	Teacher
Lewis, Lesheana	05/25/22	Cafeteria Assistant
Lindsay, Rayel	07/19/22	Teacher
Mace, Casey	07/08/22	Teacher
Martin-Dillon, Hope	05/27/22	Teacher
Morris, Gwendolyn	07/20/22	Principal's Secretary
Norwood, Jordan	08/08/22	Apprentice - Declined Position
Potts, Teresa	07/01/22	Teacher
Regidor-Aranzueque,	05/27/22	Teacher
Reid, Holly	08/01/22	Teacher
Rhoden, Stephen	05/27/22	Teacher
Rios, Lizandra	06/30/22	Evening Custodian
Rodriguez, Monica	06/30/22	Evening Custodian
Schneider, Miranda	07/18/22	Teacher
Smith, Amber	07/05/22	Half Time Teacher
Smith, Khyli	06/28/22	Teacher
Smith, Scott	07/01/22	Teacher
Straight, Shelby	07/01/22	Teacher
Thomas, Traci	07/29/22	Principal
Thompson, Lindsey	07/11/22	Teacher
Torres, Kenny	07/19/22	Paraprofessional
Tucker, Cynthia	07/30/22	Speech Pathologist
Tunnell, Rhonda	09/01/22	Teacher
Wagner, Daniel	07/13/22	Teacher
Walker, Natasha	07/12/22	Cook
Yarbrough, Mallory	06/30/22	Interventionist
Smith, Caryil	07/09/22	Head Custodian

**SUBSTITUTE AND TEMPORARY ELECTIONS**

**ADJUNCT COACHES**

Washington: Kevin Sango, 9th grade boys' head basketball adjunct coach @ \$2,119, September 1, 2022 to May 29, 2023

**SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES**

**Athletics – School Activity Fund #536**

Pay Edison football coaches Robert Borgstadt a total not to exceed \$6000.00 and Cory James a total not to exceed \$2000.00 for extra coaching duties providing all coaching requirements have been completed. Total stipend not to exceed \$8000.00. Edison Touchdown Club has reimbursed the district so therefore there will be no cost to the district.

**East Central MS - 11-0000-1000-501700-421-113000-210-07-659**

Pay certified employee, to be named, a stipend not to exceed \$3,300, to hold after school and Saturday detention during the 2022-2023 school year.

**Summer Food Service Program (Summer Café) – 2 22-7660-3120-501210-700-000000-953-03-023**

Support staff, listed below, at the hourly rates listed below, to work in the Summer Café Program. Total cost to be reimbursed by the United States Department of Agriculture through Child Nutrition Programs Division of the State Department of Education, May 27, 2022 through August 17, 2022 unless noted.

**Lead Program Monitor @ \$19.65**

Brown, Amanda – June 1-TBD  
 Hernandez Castorena, Maria – June 1-TBD  
 Streater, Julie – June 1-TBD

**Program Monitors @ \$16.65**

Barnes, Allyson – June 1-TBD  
 Kinney, Maureen

**Program Monitors @ \$16.65**

Patrick Sutton, Jennifer  
 Powdrill Sigli, Michelle – June 1-TBD

**Summer Café Meal Production Site Managers @ \$16.05 - (May 27, 2022 through August 17, 2022)**

Banuelos, Alicia – June 1-TBD	Holly, Ginnie – June 1-TBD	Ortega, Argena	Ware, Danetta
Carter, Kay – June 1-TBD	Jones, Heather	Place, Elizabeth – June 1-TBD	Wassom, Leticia
Durbin, Melanie – June 1-TBD	Kendrick, Stacey – June 1-TBD	Ponder, Tabatha – June 1-TBD	Wells, David
Griffin, Regina – June 1-TBD	Logan, Adairia	Requena, Stella	Williams, Brandy – SUB – June 1-TBD
Grisham, Mary (Becky) – June 1-TBD	Marquez, Nancy	Stutsman, Jana	Wimberly, Shelley
Hill, Vera	Norris, Berri	Walker, Jo – June 1-TBD	Zaragoza Naranjo, Estefania - SUB

**Summer Café Cook 2 @ \$14.05 - (May 27, 2022 through August 17, 2022)**

Boone, Earlene	Gibson, Laura	Lugo, Yaitza	Thomas, Denise
Boyle, Helena	Goff, Dana	Markland, Angela	Torres, Nidia
Chancey, Sharon	Jamison, Erica	Porteous, Patricia	Torres, Sandra
Chronister, Mei - SUB	Khan, Ruqia	Roberts, Betty	Villarruel De Chaire, Maria
Espinosa, Frank	King, Fannie	Sandoval, Marisela	Walker, Natasha
Flores, Maria	Listenbee, Jimmie	Simmons, Nicolle	
Frierson, Donna - SUB	Lopez, Maria E - SUB	Taylor, Tiffany	

**Meal Site Program Employees @ \$11.05 - (May 27, 2022 through August 17, 2022)**

Allen, Linda	Hawkins, Deborah	Osornia, Alejandrina	Stockton, Tyra
Banks, Dawn	Henderson-Outland, Mary	Perez Garcia, Angelica	Suarez, Arnita
Beas, Maria	Hernandez Soberano, Raquel	Perry, Terra	Thornton, Byrder
Becker, Elisa	Johnson, Margaret	Phillips, Lashawna	Torres, Veronica
Bernal Sanchez, Diana	Khokhar, Shazia	Pitts, Amanda	Tottress, Thea
Cavin, Ralph	King, Lawrence	Ponce Cienfuegos, Gisela	Vaughn, Aldene
Clagg, Mary	Littlejohn, Juliaett	Ramey, Kayla	Verdin, Adriana
Crossno, Jonathon	Logan, Towana	Ramirez Gonzales, Maria	Ware, Patsy
Cruz Escobar, Marisol	Manjarrez Hurtado, Maria	Renteria, Nancy	Washington, Beverly
Dominguez, Annabel	Mass, Carmela	Ritterhouse, Mary Grace	White, Brittany
Duran, Ma Teresa	Mayes, Loretta	Roberson, Debra	Williams, Raquonna
Fike, Russell	Moreno de Gonzalez, Maria	Rotramel, Sharon	Works, Earserla
Fogel, Ranette	Morse, Wynema	Sims, Rosa Dell	Wright, Deborah

**Bus Assistant Employees @ \$11.05 - (May 27, 2022 through August 17, 2022)**

Calvert, Marieta	Hardiman, Ashley	Lopez De Luevano, Maria	Martinez, Maria
Green, Everette	Hope, Thomasina	Malek, Sandra	

**Meal Site Program Substitute Employee @ \$11.05 - (May 27, 2022 through August 17, 2022)**

Bell, Mary	Crisp, Carrie	Galdamez Rivera, Gladys	Ramirez Lopez, Tania
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**SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES**

Burgess, Timothy	Cross, Lisa	Jackson, Beverly	Thompson, Tina
Castaneda, Juana	Easley, William	Padilla, Maricela	
Colbert, Jejuan	Echevarria Garcia, Angel	Quiroz De Almader, Irma	

**Child Nutrition Summer Labor – 22-3850-3180-501210-700-000000-953-03-053**

Pay Liz Lazar at current hourly rate to work June 1, 2022 – July TBD at Ross Child Nutrition. Hours will be determined weekly.

**Child Nutrition Summer Labor – 22-0223-3150-501210-700-000000-958-03-053**

Pay Sara Gutierrez, Gerald Kenneth Goodvoice and Dorothy Willis at current hourly rate to work May 27, 2022 – TBD at ESC Haven cafeteria. Hours will be determined weekly.

**Child Summer Labor 2022 – 22-3850-3120-501210-700-000000-958-03-053**

Pay support management staff @ hourly rate listed below to work May 27, 2022 through July 29, 2022.

**Summer CAP Manager (Disney) @ \$16.05 – Botello, Rita – June 1-TBD**

**Summer CAP Manager (Eugene Field) @ \$16.05 – Frederick, Melissa – June 1-TBD**

**Summer CAP Manager (Frost) @ \$16.05 – Pierce, Tammy**

**Summer CAP Manager (McClure) @ \$16.05 – Cummings, Kelly – June 1-TBD**

**Summer CAP Manager (ECDC Reed) @ \$16.05 – Musungayi, Misenga – June 1-TBD**

**Summer CAP Manager (Skelly) @ \$16.05 – Edwards, Frances – June 1-TBD**

**Pay Support staff @ the hourly rates listed below to work May 27, 2022 through July 29, 2022.**

Summer CAP Assistant Manager/Cook 2 (Disney) @ \$14.05 – Ramirez, Elsa--Assistant Manager & Gallegos, Silvia--Cook 2

Summer CAP Assistant Manager/Cook 2 (Eugene Field) @ \$14.05 – Ponder, Mary

Summer CAP Assistant Manager/Cook 2 (Frost) @ \$14.05 – Hernandez De Torres, Antonia

Summer CAP Assistant Manager/Cook 2 (McClure) @ \$14.05 – Johnson, Rhonda—Assistant Manager & Fields, Trineka—Cook 2

Summer CAP Assistant Manager/Cook 2 (ECDC Reed) @ \$14.05 – Salcedo, Graciela

Summer CAP Assistant Manager/Cook 2 (Skelly) @ \$14.05 – Aguilar Vergara, Lizeht

**Summer Cap Kitchen Assistant/Cook 1 @ \$12.05 – May 27, 2022 through July 29, 2022**

Clonts, Georgia	Martinez, Anna	Salas Rendon, Silvia	Tejeda De Carbajal, Maria
Davis, Patty	Perez, Velma	Salas, Gabriela	Valles, Maria
Hamlin, Martea	Rodriguez Delgadillo, Ma Barbara	Samuels, Cheryl	Williams, Joan
Kurowicki, Crystal			

**Summer Cap Staff @ \$11.05 – May 27, 2022 through July 29, 2022**

Akins, Ronnie

**Federal Programs - 11-0273-2511-501210-000-000000-305-05-0273**

Pay employee, Beth Richardson, a monthly stipend of \$400/month for additional responsibilities in the 2022-2023 school year. Stipend will be evaluated periodically and will be discontinued once additional responsibilities are no longer needed.

**Team Tulsa - 11-7950-xxxx-501x00-000-xxx000-xxx-05-xxx-7950**

Pay certified and support employees, working summer school, a one time end of summer attendance stipend for non 12 month employees for summer 2022 based on the eligibility listed below.

<b>Schedule</b>	<b>Attendance Incentive</b>	<b>Eligibility</b>
Full days - everyday (19 days)	\$1,250.00	May have 1 Absence
Half days - everyday (19 days)	\$625.00	No Absences
Full days - M/W/F (11 days)	\$725.00	No Absences
Half days - M/W/F (11 days)	\$365.00	No Absences
Full days - T/Th (8 days)	\$525.00	No Absences
Half days - T/Th (8 days)	\$363.00	No Absences

**Team Tulsa - 11-7950-xxxx-501x00-000-xxx000-xxx-05-xxx-7950**

Pay certified and support employees working summer school at the rates listed below for summer 2022 duties.

<b>Position</b>	<b>Rate</b>
Summer Site Administrator	\$35/hr.
Assistant Summer Site Administrator	\$30/hr.
Certified Teacher / Nurse	\$26/hr.
Counselor/Social Worker/Dean	\$26/hr.
Health Assistant	Normal hourly rate
Para/TA/Group Leader	Normal hourly rate
Secretary/Clerk/PIF	Normal hourly rate

\*12 month employees will be expected to support summer planning & implementation as part of their regular duties



## **SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES**

### **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 during the 2022-2023 fiscal year.

### **Memorial MS - 11-0000-1000-501700-210-0000-000-07-558**

Pay two certified teachers, to be named, a stipend not to exceed \$2,000/each to provide afterschool detention during the 2022-2023 school year

### **Fully Staffed and Equipped Schools (FUSE) - Hawthorne, Whitman, Celia Clinton, John Hope Franklin, Central MS, Central HS**

These incentives are in addition to recruitment and retention incentives available to all district staff.

**11-7930-XXXX-50XXXX-XXX-XXXXXX-000-05-XXX-7930**

**11-7950-XXXX-50XXXX-XXX-XXXXXX-000-05-XXX-7950**

**11-0224-XXXX-50XXXX-XXX-XXXXXX-000-05-XXX-0224**

For new and returning teachers at FUSE Sites, pay incentives not to exceed \$3,000 per teacher.

For new and returning site-based support staff (instruction, administrative/office, health care, custodial, child nutrition) at FUSE Sites, pay incentives not to exceed \$2,000 per staff member.

For principals of FUSE Sites, pay an incentive not to exceed \$6,000.

For assistant principals of FUSE Sites, pay an incentive not to exceed \$3,000.

### **Retention incentives - Team Tulsa**

**11-7930-XXXX-50XXXX-XXX-XXXXXX-000-05-XXX-7930**

**11-7950-XXXX-50XXXX-XXX-XXXXXX-000-05-XXX-7950**

Pay returning teachers a retention incentive of \$2,000 provided the notification of intent to return form was completed and the signed employment contract was returned by the deadlines outlined in the email sent by Team Talent on April 15th, 2022.

Pay returning site-based support staff a retention incentive of \$1,000 provided the notification of intent to return form was completed and the signed employment contract was returned by the deadlines outlined in the email sent by Team Talent on April 15th, 2022.

Pay returning central office staff (not site-based staff) a retention incentive of \$1,000 provided the notification of intent to return form was completed and the signed employment contract was returned by the deadlines outlined in the email sent by Team Talent on April 15th, 2022.

Pay returning Principals a retention incentive of \$3,500 provided the notification of intent to return form was completed and the signed employment contract was returned by the deadlines outlined in the email sent by Team Talent on April 15th, 2022.

Pay returning Assistant Principals a retention incentive of \$2,500 provided the notification of intent to return form was completed and the signed employment contract was returned by the deadlines outlined in the email sent by Team Talent on April 15th, 2022.

### **Team Tulsa - 11-0000-2490-501110-000-000000-107-16-080-**

Pay certified employee, Karesha Solomon, a stipend not to exceed \$8,000 for additional responsibilities from July 1, 2022 to June 30, 2023.

## **CORRECTIONS TO PREVIOUSLY APPROVED ITEMS**

SUPPORTING INFORMATION  
CONSENT ITEM E.16

TULSA PUBLIC SCHOOLS

Policy 2204

STUDENT ATTENDANCE

**PURPOSE:** To specify the Board’s intention regarding student attendance expectations and to clarify the impact absenteeism may have upon a student’s potential for promotion and/or earning passing grades, revocation of transfers, and referral to the District Attorney for violation of the Oklahoma Compulsory Attendance Law.

Recording Attendance

Official attendance shall be reported and recorded in “half-day” increments. Students shall be in attendance for at least two hours to be counted as “present” for one-half day. Students arriving late and/or departing early shall have their attendance record accurately reflect the portion of the school day they were reported as “present.”

Kindergarten and early childhood students attending half-day programs shall be counted “present” for the whole day if they attend for two and one-half or more hours of any scheduled daily session.

Chronic Absenteeism

Chronic absenteeism is defined as absence from school at least ten percent (10%) of the time that school is in session and the student is included in membership. In the event of a chronic or reoccurring illness, documentation by the student’s doctor indicating the nature of the chronic or reoccurring condition will suffice for a doctor’s statement for each individual absence. Documentation will not extend beyond the end of the current school year.

A “significant medical condition” means, for the purposes of this policy and related state law, a severe, chronic, or life-threatening physical or mental illness, infection, injury, disease, or emotional trauma. A district medical exemption committee will convene to determine which absences due to a significant medical condition qualify for a medical exemption such that they will not count toward the chronic absenteeism indicator on the school site report for state accountability purposes. This determination will be made using the guidelines and processes provided by the Oklahoma State Department of Education.

Elementary Student Absences

Students attending elementary schools (or enrolled in grades typically defined as elementary grades) shall be in attendance a minimum of ninety percent (90%) of the instructional time scheduled for that school (or grade) and make satisfactory academic progress in order to be unconditionally recommended for promotion to the next grade. All absences (excused and

unexcused) shall be included in the calculation of the 90% attendance minimum except that excused absences for religious holidays, participation in a military funeral honors ceremony, or extracurricular activities that do not exceed the maximum number allowed shall not be counted for the purpose of determining a student's eligibility for promotion or revocation of transfer. The maximum number of absences for activities, whether sponsored by the school or outside agency/organization, which removes any student from the classroom shall be ten for any one class period of each school year. Excluded from this number are state and national levels of school-sponsored contests.

All absences must have a written or verbal explanation provided by the parent/guardian within 48 hours of the student's return to school. An absence for which no acceptable explanation is received shall be deemed unexcused.

Principals shall review all students' attendance records reflecting absenteeism in excess of 10% of the scheduled instructional time and shall make a determination, after such review, regarding a recommendation for retention based thereon.

Parents/guardians shall be notified, in writing, of any recommendation for retention (non-promotion) or revocation of transfer due to excessive absenteeism (absences exceeding 10% of the scheduled instructional time). Retention/revocation of transfer actions due to excessive absenteeism may be appealed by the parent/guardian.

#### Secondary Student Absences

Students attending secondary schools (or enrolled in grades typically defined as middle or high school grades) shall be in attendance a minimum of ninety percent (90%) of the instructional time scheduled for any particular class/course in that school (or grade) and make satisfactory academic progress in order to be unconditionally recommended for a passing grade. All absences (excused and unexcused) shall be included in the calculation of the 90% attendance minimum except excused absences for religious holidays, participation in a military funeral honors ceremony, or extracurricular activities that do not exceed the maximum number allowed shall not be counted for the purpose of determining a student's eligibility for promotion/credit or revocation of transfer. The maximum number of absences for activities, whether sponsored by the school or outside agency/organization, which removes any student from the classroom shall be ten for any one class period of each school year. Excluded from this number are state and national levels of school-sponsored contests.

All absences must have a written or verbal explanation provided by the parent/guardian within 48 hours of the student's return to school. An absence for which no acceptable explanation is received shall be deemed unexcused.

Principals shall review all students' attendance records reflecting absenteeism in excess of 10% of the scheduled instructional time and shall make a determination, after such review, regarding a recommendation for a failure to earn credit based thereon.

Parents/guardians shall be notified, in writing, of any recommendation for a failure to earn

credit or revocation of transfer due to excessive absenteeism (absences exceeding 10% of the scheduled instructional time). Actions leading to failure to earn credit/revocation of transfer due to excessive absenteeism may be appealed by the parent/guardian.

Referral to the District Attorney for violations of Oklahoma Statutes, Title 70, Sec. 10-106)  
Oklahoma Compulsory Education Law

If a child is absent without valid excuse four (4) or more days or parts of days within a four-week period or if the child is absent from school for ten (10) or more days or parts of days within a semester without a valid excuse, the attendance officer shall immediately report such absences to the district attorney in the county wherein the school is located for juvenile proceedings.

Attendance Incentive and Awards Program

In an effort to promote and reward regular attendance, each school will establish an incentive awards program. Some activities for such are:

- Conduct school-wide orientation assemblies at the beginning of the school year to review the attendance policy and promote the idea that good attendance is essential if students are to gain the maximum benefit of the educational program.
- Develop school-wide incentive programs to improve attendance.
- Develop and utilize positive rewards for students with exceptional attendance records during any one grading period and/or for the school year.
- Send quarterly commendation letters to students and parents/guardians for improved attendance.
- Issue certificates for good attendance.

Adopted: November 1982

Revised: August 2022

Legal Reference: 70 OS. Sec. 10-106

210:35-17-2. OSDE Standards of Accreditation for OK Schools

210: 10-13-25

Cross Reference: 2204, 2204-R, Student Attendance

2614, Tardiness and Truancy

2617, Student Absences Due to Activities