



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **September 6, 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**

Approve the minutes of the August 1, 2022 and August 15, 2022 regular meetings of the board.

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

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

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

**H. 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, September 19, 2022 at 6:30 p.m.

**O. ADJOURNMENT**

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

**DEPUTY SUPERINTENDENT**

**E.1. RECOMMENDATION:**

Enter into an agreement with ACT, a 501(c)(3) nonprofit organization, to purchase curriculum for the ACT WorkKeys assessments for students for use 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:** \$2,500

**FUND NAME/ACCOUNT:**

Title 1

11-5118-1000-506530-494-000000-000-05-636-5118

**RATIONALE:**

North Star Academy is an alternative school and often seeks alternative ways for our students to be ready for life BEYOND high school using multiple pathways. For the 22-23 school year, we have a small number of in- person students who are earning college credit through Tulsa Community College for Transitional English and Comp I; we also have a record number of students enrolled in Tulsa Technology Center. Though we have bolstered our opportunities for multiple pathways, there are still a few students who are missing an additional credential to give them an advantage into adulthood. WorkKeys Curriculum and National Readiness Certificates will complement a high school diploma and prove that these students have the foundational skills needed to learn and succeed in a career.

This curriculum supports Board Goal #3: "The percentage of graduates earning a post-secondary credits and qualifying credentials will increase from k% in May 2022 to 1% by May 2027." The ACT® WorkKeys® Curriculum is a proven tool for helping individuals acquire skills critical to workplace success—and represents the more than 25 years of hard work we've put into understanding and improving career readiness. The ACT WorkKeys National Career Readiness Certificate (ACT WorkKeys NCRC®) is an assessment-based credential issued at four levels. The NCRC measures and certifies the essential work skills needed for success in jobs across industries and occupations. North Star Academy is purchasing the curriculum. Our goal is for our students to be prepared and to graduate from North Star Academy with a Work Ready Certificate.

**E.2. RECOMMENDATION:**

Initiate the co-op agreement that will allow KIPP Middle School and Central Middle School to play the sport of junior high football as sanctioned by the Oklahoma Secondary Schools Activities Association.

**FURTHER RECOMMEND:**

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

**RATIONALE:**

This is a benefit to Central Middle School by adding depth to the number of students participating in junior high football. The students from KIPP would not have the opportunity to participate in football without this co-op agreement. KIPP has 15 students participating along with 15 students from Central MS. A total of thirty students are currently on the roster. KIPP will provide their students transportation to practices. KIPP students will ride with Central students on Tulsa Public Schools' transportation to games. The district will provide equipment, officials, and coaches.

**E.3. RECOMMENDATION:**

Enter into agreement with College Board, a 501(c)(3) organization, to provide the Springboard platform for Edison High School 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:** Not to exceed \$20,080

**FUND NAME/ACCOUNT:**

Title I - 11-5118-1000-506350-494-0000000-000-05-712-5118

**REQUISITION/CONTRACT:**

The College Board's Springboard digital program provides students with an interactive educational experience. These experiences require students to build critical thinking and problem-solving skills through the close observation and analysis of text, evidence based writing, higher order questioning and engaging academic conversations and discourse. These skills will prove beneficial for students across all disciplines. Students will enhance their literacy skills through the program's close reading workshop. The close reading workshops give students deliberate practice with close reading strategies, including analyzing vocabulary, marking the text, questioning the text, and rereading. Each workshop is organized to provide gradual release of instruction starting with teacher-directed guided reading, then moving into collaborative work, and finally releasing students to apply what they've learned in independent practice. Springboard's resources and tools will enable teachers to differentiate instruction to meet the needs of all students. These are especially important when working with English language learners, students that require modifications, addressing unfinished learning, and enhancing academic rigors. Utilization of the College Board's program assists educators in data literacy competencies, provides opportunity for common formative assessments, and review of curriculum gaps and/or overlaps in grades 9-12.

**E.4. RECOMMENDATION:**

Enter into an agreement with the University of Tulsa for Will Rogers High School

JROTC to hold the annual Military Ball at the Allen Chapman Activity Center scheduled for April 8, 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 \$800

**FUND NAME/ACCOUNT:** SAF JROTC #564

**RATIONALE:**

The JROTC Military Ball is a part of the JROTC Program of Instruction.

**E.5. RECOMMENDATION:**

Enter into a license agreement by and between SMG-BOK Center, an Oklahoma General Partnership, and Tulsa Public Schools to conduct the 57th Annual Tournament of Champions at the BOK Center which will be held on December 28-30, 2022.

**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:**

Tulsa Public Schools is entering into a license agreement with SMG and there is no cost to the district for use of the BOK Center.

**RATIONALE:**

The Tournament of Champions provides great exposure for Tulsa Public Schools at a world class entertainment venue, the BOK Center. The tradition and prestige are recognized state-wide, and this event provides students, coaches and fans a memorable experience. The widely attended tournament provides a sizable and much needed economic boost to the athletic department on an annual basis. Revenue is generated through the agreement with SMG. SMG provides TPS a monetary guarantee per the agreement along with a portion of each ticket sold. The basketball tournament will be sanctioned by the OSSAA.

**TEACHING AND LEARNING**

**E.6. RECOMMENDATION:**

Enter into an agreement with College Board, 501(C)3, to provide high school college readiness assessments 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:** Not to exceed \$166,000

**FUND NAME/ACCOUNT:** General Fund/11-0000-2240-506140-000-000000-000-

06-070

REQUISITION/CONTRACT: 12303164

**RATIONALE:**

As part of a board goal in Pathways to Opportunity, the PSAT/NMSQT predicts how students are expected to score on the SAT and determines National Merit Scholarship eligibility. These assessments also indicate AP/IB potential for students and yield data that is tightly aligned to board goals.

**E.7. RECOMMENDATION:**

Enter into an agreement with FC Tulsa, LLC, Oklahoma's premier professional soccer club, to partner with TPS secondary science educators to provide hands-on application of concepts in real-world scenarios 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.

**RATIONALE:**

In the 2021-2022 school year, FC Tulsa partnered with Booker T Washington HS and Memorial HS. Approximately 60 students participated in the inaugural "Kickin' for Kinematics" event with FC Tulsa in the 2021-2022 school year. Based on positive feedback from students and teachers, FC Tulsa and TPS would like to enter into an agreement to continue partnering science classes with FC Tulsa professionals to provide students with real-world challenges in soccer to problem-solve using their knowledge of science. This provides our students a once-in-a-lifetime opportunity to collaborate with athletes and other sports professionals in solving problems with science. This year, the partnership will include the physics programs at Rogers High School and Booker T Washington High School.

**E.8. RECOMMENDATION:**

Enter into an agreement with Global Gardens, Inc. to provide educational services and garden-based programming 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.

**RATIONALE:**

Global Gardens will provide Tulsa Public Schools with operational support for garden-based programming at school sites. Specifically, Global Gardens will provide curriculum, materials, and instruction for garden-based programs including garden-based STEM instruction, extended learning programs, and family and community programs. Global Gardens will install and manage the upkeep of raised bed gardens at program sites. Global Gardens will operate programming, training, and resource storage at Remington Elementary.

**E.9. RECOMMENDATION:**

Approve the continuation of the High School Internship Program for high school

students where various businesses and nonprofit organizations in the Tulsa community (including, but not limited to, YMCA, OneGas, and Tulsa Public Schools) will provide credit-earning career exploration and career-related experiences to participating junior and senior students pertaining to the students' individual career academic plans (ICAPs) 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.

**RATIONALE:**

The High School Internship Program will provide student interns an opportunity to earn an elective credit and gain meaningful work assignments and experience at participating organization's work sites designed to enhance their academic and career development. Participating organizations must allow a safety inspection by the internship coordinator and are expected to adhere to the terms of the employer agreement which includes educating the student intern on the industry in which the organization conducts its business, including, if applicable, its production processes, technology employed, management structure, and pertinent business and operational issues. The approval of this agenda item will authorize the district to enter into standard internship agreements with participating organizations and students.

**E.10. RECOMMENDATION:**

Appoint the following additional Gifted Education and Talent Development Local Advisory Committee members for a two-year term (2022-2024), per Oklahoma statute 70 O.S. § 1210.308.

**New appointments to the Local Advisory Committee:**

Dr. Eschelle Gilkey, manager of Academic Counseling  
Consuela Franklin, coordinator of College and Career Advisor  
Brena Meadows Thrash, Tulsa Foundation  
Hannah Jarman, Program Manager at Tulsa Changemakers  
Alpha Benson, principal (East Central Middle School)

**RATIONALE:**

The additional appointments to the committee fill a gap in secondary representation to support the Gifted Education and Talent Development Strategic Plan to further identify and serve secondary gifted and talented students.

According to the Education of Gifted and Talented Children Act Section 910.1, the district is required to create a Board approved local advisory committee tasked with the duties to assist in the formulation of district goals for gifted education, to assist in development of the district plan for gifted child education programs, and to perform other advisory duties as may be requested by the Board of Education. The district welcomes nominations submitted by associations whose purpose is advocacy for gifted and talented children and community members who wish to support gifted education. Advisory committee meetings are open to the public.

**E.11. RECOMMENDATION:**

Amend the June 6, 2022 agenda item E.59 with Modus, Inc. a 501(c)(3) organization, to correct the cost for exceptional student services (ESS).

**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 correct amount is \$120,000, the original item read \$120.000

**RATIONALE:**

Modus is a non-profit that works to make sure all of Tulsa's youth can access essential medical and social services as well as be independent through mobility. At the rate of \$15 per ride and used judiciously, Modus is one of our most cost effective and safe student transportation options.

**E.12. RECOMMENDATION:**

Enter into a grant matching agreement with the National Education Foundation, 501(c)(3), to provide skill development for our Career Tech students and professional development for our Postsecondary Readiness staff for the 22-23 school year. The grant covers 50 Career Tech students at Edison High school and 14 staff members on the Postsecondary Readiness team.

**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 \$10,560

**FUND NAME/ACCOUNT:** 11-4120-2213-508600-320-000000-000-05-064-4120

**REQUISITION/CONTRACT:** 12302570

**RATIONALE:**

This grant opportunity will provide professional career development that can help our Career Tech students be prepared for entering the job market with the skills they need to succeed. The National Education Foundation will cover 100% of the course costs for the pilot group of 50 students and 14 Post-Secondary Readiness staff members for the courses. The matching portion, which is the registration fee of \$165/person will be covered by the Post-Secondary Readiness team's budget. The total cost that will be provided by district funds is \$10,560.

We have selected Edison High School to pilot this opportunity because they are currently the only high school that has a Career Tech Capstone program where students go out into internships to develop job skills as they prepare to leave high school. The 50 students accounts for the total number of Career Tech students in that capstone program.

This grant opportunity will also provide the Post-Secondary Readiness team staff with professional development resources to help them work more efficiently and



effectively as they serve the needs of a diverse population of students and teachers across all of our Tulsa Public Schools secondary sites. This team is a natural fit to pilot this grant opportunity because they directly support Career Tech as well as College/Career Counselors across all school sites.

The National Education Foundation provides access, through their grant opportunities, to the Skillsoft platform, which is used by 70% of Fortune 1000 companies across 165 countries as a professional and workforce development tool. School districts who take advantage of their grant opportunities to provide this access to their students and/or staff members report increases in career development and workforce skills that allow them to advance their career opportunities. This makes the grant opportunity a good fit to pilot in our Career Tech population and the Post-Secondary Readiness team that supports Career Tech and College/Career Counseling.

**E.13. RECOMMENDATION:**

Enter into a contract with Panorama Education, Inc., to establish an interactive platform for the implementation and monitoring of multi-tiered systems of support (MTSS) during the 2022-2023 fiscal year in accordance with the terms and conditions of Request for Proposal #22016.

**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 \$300,000

**FUND NAME/ACCOUNT:** Bond Funds, 34-XXXX-2212-505300-000-000000-000-06-070-

**REQUISITION/CONTRACT:** 12300180

**RATIONALE:**

Student outcome data suggest that the students in TPS struggle with unmet social, emotional, academic and mental health needs and these needs are having a negative impact on school climate and student outcomes. A multi-tiered systems of support (MTSS) framework is defined as a comprehensive framework that uses a collection of research-based strategies designed to meet the needs of the whole child (academic, behavioral, physical, social, emotional and cognitive). MTSS intentionally interconnects all systems and subsystems in support of successful learners, schools, districts, and community outcomes. The MTSS framework provides schools and districts with an efficient way to organize resources to support educators in the implementation of effective practices with fidelity so that all learners succeed. Panorama Education was the most responsive bidder to request for proposal #22016 will provide an established MTSS platform with Tulsa-specific customizations aligned to the Tulsa Way for Teaching and Learning and district needs. The platform will allow educators to identify students in need of tiered supports, collaborate on evidence-based interventions, monitor progress, and provide progress updates to parents/guardians.

**E.14. RECOMMENDATION:**

Enter into a memorandum of understanding with the Oklahoma School of Science and Mathematics (OSSM) to provide hybrid instruction to TPS Advanced Placement physics students at high school sites without a certified physics teacher from 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.

**RATIONALE:**

Due to the challenge in finding and hiring teachers who are certified to teach physics at advanced levels, OSSM has offered to partner with TPS to supply an OSSM teacher, paid under the funding of OSSM, to teach AP Physics I, II, and C. This teacher will be based out of Rogers High School, will teach and record lessons for students, assign work, and travel as needed to conduct hands-on labs at another site. Currently, the sites to benefit from this program will be Rogers High School, Memorial High School, and Edison High School.

**TALENT MANAGEMENT**

- E.15.** RECOMMENDATION: Approve routine staffing items.

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

- E.16.** RECOMMENDATION: Approve positions creates, deletes and updates.

**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.

- E.17.** RECOMMENDATION:

Purchase services from Catalyst Fellowship at Cambiar Education, a 501(c)(3) organization, to participate in a fellowship program designed to prepare Tulsa Public School staff to assume system leadership roles. This fellowship will be for the 2022-2023 school year and conclude no later than July 2023.

COST: Not to exceed \$60,000

FUND NAME/ACCOUNT: 11-0224-2573-503590-000-000000-000-05-070-0224

**RATIONALE:**

This year-long program includes cohort-based seminars across the academic year. In 2022, four Tulsa staff members were chosen for this competitive fellowship. Cambiar fellows will learn key concepts of school system improvement strategy, gain exposure to promising practices, meet with leaders in the field, receive individual coaching, and will complete a work-based project using design-based strategy techniques that will

benefit the district. This work supports our district strategy to build and support a skilled team and specifically initiative three to build accessible pathways for promotions and leadership development within the Tulsa team.

**E.18. RECOMMENDATION:**

Enter into an agreement to complete employee drug screenings, other testing and physicals with Occupational Health Centers of the Southwest, Concentra, Inc. as needed beginning October 1, 2022 – June 30, 2023, with four options for renewal in accordance with the terms and conditions of the Request for Proposal <22033> and internal purchasing guidelines.

**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 \$50,000

**FUND NAME/ACCOUNT:** 11-0000-2574-503360-000-000000-000-04-041

**REQUISITION/CONTRACT:**

This vendor was selected through a competitive Request for Proposal process. This contract will allow for drug screening of all-new hires and any related testing and physicals as needed. The cost of these services during the 2021-2022 school year was approximately \$66,000.

**E.19. RECOMMENDATION:**

Approve contracts with Teachers Council, Inc. and the Law Office of Kevin Michael Riley, effective October 1, 2022, through June 30, 2023, to obtain work visas for international teachers.

**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:** COST: \$6,000

**RATIONALE:**

The district strives to recruit and retain a diverse workforce of quality teachers. Sponsoring international teachers for work visas will facilitate the district's ability to fill difficult-to-staff vacancies with qualified teachers and will enable the district to retain currently employed teachers who need visa sponsorship to remain authorized to work in the United States. The costs associated with these contracts will cover management and legal fees associated with the process of securing work visas for certified teachers.

**FINANCIAL SERVICES**

**E.20. RECOMMENDATION:**

Approve the **August 12, 2022 - September 1, 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.

**E.21. RECOMMENDATION:**

Approve sanctioning of the following booster clubs in accordance with Board Policy 5707 for the 2022-2023 fiscal year:

**BTW Swim Booster Club  
Carver Middle School Men of Power  
Carver Wildcats Fastpitch Softball Booster Club  
East Central Lady Cardinals Booster Club  
Tulsa Central Football Booster**

**RATIONALE:**

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

**E.22. RECOMMENDATION:**

Purchase paper and copy supplies for the print center from Veritiv Operating Company, a Veritiv Corporation, for the period July 1, 2022 through June 30, 2023.

**COST:** Not to exceed \$100,000

**FUND NAME/ACCOUNT:** General Fund, 11-0000-2530-506110-000-000000-000-03-031

**REQUISITION/CONTRACT:** 11900125

**RATIONALE:**

Paper and copy supplies are purchased as needed to fulfill print center job requests.

**BOND PROJECTS AND ENERGY MANAGEMENT**

**E.23. RECOMMENDATION:**

Enter into CNG vehicle capital lease agreements with DLFC CNG Investments, LLC for the acquisition of 16 compressed natural gas ("CNG") buses in two phases consisting of eight buses in each phase. To facilitate the leases, the District will assign its purchase contract with Midwest Bus Sales, Inc. approved on the December 6, 2021 agenda, Item E-18, to the lessor. It is the intent of the District to exercise its purchase option at the end of the 36-month maximum term. The District's leasehold obligations are subject to annual ratification of renewal.

**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 I**, in the amount of \$1,086,104, will be paid as follows: First payment of \$995,000, followed by 36 monthly payments of \$864, and a final payment of \$60,000. The Phase I buses should be delivered in December, 2022.

**The total cost of Phase II**, in the amount of \$1,181,104, will be paid as follows: First payment of \$1,090,000, followed by 36 monthly payments of \$864, and a final payment of \$60,000. Phase II buses should be delivered in October, 2023.

**FUND NAME/ACCOUNT:** 35-1410-2720-507620-000-000000-000-03-003-

**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. The District will save approximately \$350,000 through this leasehold structure. The purchase of the buses is part of the 2021 bond issue.

**E.24. RECOMMENDATION:**

Approve the request of Vision Air Services, LLC to withdraw its bid of \$493,000 for HVAC replacement at Enrollment Center and exonerate the bidder's bid bond.

**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:**

The contractor did not have the manpower to complete all of the work as required bid documents.

**E.25. RECOMMENDATION:**

Enter into a contract with the lowest responsible bidders for HVAC replacement at Enrollment Center, Academy Central, Springdale Elementary and Traice.

	<b>American Air Conditioning of Tulsa, LLC</b>	<b>Vision Air Services, LLC</b>
Enrollment Center	\$ 496,000.00	
Academy Central		\$ 396,070.00
Springdale		\$ 41,176.00
Traice Academy		\$ 451,870.00
<b>Total Cost:</b>	<b>\$ 496,000.00</b>	<b>\$ 889,116.00</b>

**FURTHER RECOMMEND:**

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

**COST:** The total cost of the project is not to exceed \$1,385,116.

**FUND NAME/ACCOUNT:**

ESSER Funding

11-7950-4720-504500-000-000000-080-35-100-7950

11-7950-4720-504500-000-000000-001-35-194-7950

11-7950-4720-504500-000-000000-050-35-415-7950

11-7950-4720-504500-000-000000-079-35-745-7950

**RATIONALE:**

This project is being paid by ESSER funds and will be completed during the spring of 2023.

**E.26. RECOMMENDATION:**

Enter into contract with the lowest responsible bidders for the ADA restroom improvements at Hale High School.

	Amount	Vendor
Demolition	\$ 34,372.00	Grisham Drywall and Acoustics, LLC
Drywall/Ceilings	\$ 82,014.00	Grisham Drywall and Acoustics, LLC
Wall Protection/Paint	\$ 30,161.00	Grisham Drywall and Acoustics, LLC
Plumbing	\$ 246,131.00	J & M Plumbing, Inc.
Toilet Partitions	\$ 189,870.00	Jones Commercial Hardware, Inc.
Flooring	\$ 147,907.00	C & C Tile and Carpet Company, Inc.
Electric	\$ 58,115.00	Lighthouse Electric, LLC
Fire Sprinkler	\$ 13,200.00	All American Fire
Total Cost	\$ 801,770.00	

**FURTHER RECOMMEND:**

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

**COST:** The total cost of the project is not to exceed \$801,770.

**FUND NAME/ACCOUNT:** 35-1231-4720-504500-000-000000-071-12-715-A120

**RATIONALE:**

The ADA restroom improvements are part of the 2021 bond issue.

**E.27. RECOMMENDATION:**

Approve supplement #4 and #5 with Allied Engineering Group, LLC. for the HVAC improvements at Hale High School and Edison Middle School.

**FURTHER RECOMMEND:**

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

**COST:**

The engineer will be paid on a floating fee schedule based on the size of the project

approximately \$11,000,000 for Hale High School and \$7,000,000 for Edison Middle School.

FUND NAME/ACCOUNT:

ESSER Funding

11-7950-4720-504500-000-000000-071-35-715-7950

11-7950-4720-504500-000-000000-061-35-537-7950

RATIONALE:

The HVAC improvements at Hale High School and Edison Middle School are part of ESSER improvements.

**E.28. RECOMMENDATION:**

Approve change order #2 with Sprinturf, LLC for the turf replacement at Rogers and Hale High School in the amount of \$37,550. The original contract was approved on the February 7, 2022 agenda for \$879,780.

FURTHER RECOMMEND:

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

COST: The total cost of the change order is \$37,550.

FUND NAME/ACCOUNT:

35-1317-4300-507100-000-000000-071-12-715-W0002

35-1317-4300-507100-000-000000-068-12-578-W0002

RATIONALE:

The improvements of TPS athletic facilities is part of the 2021 bond issue. The additional work will provide a new pole vault, long jump pit and runway.

**E.29. RECOMMENDATION:**

Approve supplement #3 for Rogers High School athletic improvements and bus loop and #4 for Bell Elementary interior renovations with Crossland Construction Co., Inc. The hiring of a construction manager is necessary to complete the new construction and interior renovations.

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 is based on a floating fee per the construction cost for the project. The estimated cost of the Rogers High School project is \$3,000,000. The estimated cost of the Bell Elementary project is \$5,500,000.

FUND NAME/ACCOUNT: Applicable bond funds

RATIONALE:

These projects are part of the 2021 bond issue.

**E.30. RECOMMENDATION:**

Approve supplement #4 with Nabholz Construction Corporation for the interior renovations at Burroughs Elementary. The hiring of a construction manager is

necessary to complete the interior renovations.

**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 is based on a floating fee per the construction cost for the project. The estimated cost of the Burroughs project is \$3,411,000.

**FUND NAME/ACCOUNT:** Applicable bond funds

**RATIONALE:**

These projects are part of the 2021 bond issue.

**E.31. RECOMMENDATION:**

Approve supplement #4 with Trigon Construction Contractors and Construction Managers, Inc. for the secure entry, accessibility and kitchen improvements, at Memorial High School. The hiring of a construction manager is necessary to complete the improvements.

**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 is based on a floating fee per the construction cost for the project. The estimated cost of the project is \$5,500,000.

**FUND NAME/ACCOUNT:** Applicable bond funds

**RATIONALE:**

This project is part of the 2021 bond issue.

**E.32. RECOMMENDATION:**

Enter into a contract with the lowest responsible bidder, Jones Commercial Hardware Inc, for the interior door replacement at Memorial High School.

**FURTHER RECOMMEND:**

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

**COST:**

The total cost of this project is not to exceed \$157,644.

**FUND NAME/ACCOUNT:** 3D-1313-4720-504500-000-000000-072-07-725-

**RATIONALE:**

This project is being paid by the site bond funds in the 2021 bond issue.

**E.33. RECOMMENDATION:**

Approve change order #1 to Imagine Builders, IB Acquisition LLC for digital marquees at various sites. The original contract was approved on the August 24, 2021 agenda, item E.8.

**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 cost of the change order is not to exceed \$130,000.

FUND NAME/ACCOUNT: 33-1165-4720-504500-000-000000- XXX-12-XXX-M0002

**RATIONALE:**

This project is part of the 2021 bond issue. The district is using similar designs throughout the district for new marquees at elementary schools. These additional funds will be used to enhance the secondary school marquees with a more elaborate design and structure to match the scale of secondary buildings. Funds will be used for increased electrical costs and to make needed repairs and upgrades to existing older marquees.

**E.34. RECOMMENDATION:**

Approve amendment #5, #6 and #7 with Trigon Construction Contractors and Construction Managers, Inc. for the improvements at Traice, Greely and Cherokee.

<b>Cherokee</b>	
Allowances	\$ 45,281.49
General Conditions	\$ 11,613.83
Mgmt Fees	\$ 7,362.56
Reimbursables	\$ 10,844.36
Trade Contracts	\$ 71,125.00
Total GMP	\$ 146,227.24
<b>Greely</b>	
Allowances	\$ 62,542.34
General Conditions	\$ 13,706.70
Mgmt Fees	\$ 8,689.33
Reimbursables	\$ 11,060.75
Trade Contracts	\$ 75,678.00
Total GMP	\$ 171,677.12
<b>Traice Academy</b>	
Allowances	\$ 48,088.61
General Conditions	\$ 21,957.29
Mgmt Fees	\$ 13,919.77
Reimbursables	\$ 11,913.81
Trade Contracts	\$ 176,127.00
Total GMP	\$ 272,006.48

**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 for Cherokee is not to exceed \$146,227.24

The total cost for Greeley is not to exceed \$171,677.12

The total cost for Traice is not to exceed \$272,006.48

**FUND NAME/ACCOUNT:**

35-1261-4720-504500-000-000000-078-12-750-SL007

35-1216-2620-504380-000-000000-078-01-750-SL007

32-1215-4720-504500-000-000000-093-12-808-SL007

32-1522-4720-504500-000-000000-093-12-808-SL007

**RATIONALE:**

This project is part of the 2015 and 2021 bond issue.

**E.35. RECOMMENDATION:**

Approve amendment #1B with Trigon Construction Contractors and Construction Managers, Inc. for the ADA improvements at Edison High School.

**FURTHER RECOMMEND:**

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

**COST:**

General Conditions	\$ 11,829.30
Management Fees	\$ 7,684.82
Reimbursables	\$ 942.52
Trade contracts	\$ 168,990.00
<b>Total GMP</b>	<b>\$ 189,446.64</b>

**FUND NAME/ACCOUNT:**

\$89,466.64 from fund 3D-1313-4720-504500-000-000000-xxx-07-xxx-

\$100,000 from fund 35-1212-4720-504500-000-000000-061-12-712-KN001

**RATIONALE:**

This project is for additional paving upgrades on the South bus loop. This is part of the 2021 bond issue.

**OPERATIONS**

**E.36. RECOMMENDATION:**

To approve an agreement with Concentric by Ginkgo, LLC formerly known as Project Beacon to maintain Covid-19 testing and test result reporting according to state requirements during the school year 2022-23.

**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 \$24,000

FUND NAME/ACCOUNT: Grant - 11-XXXX-2490-503420-000-000000-000-05-059-XXXX

**RATIONALE:**

Last year the district had an agreement with Project Beacon to support Covid-19 testing and test results reporting according to State requirements. Project Beacon was acquired by another company, and for that reason we now need to update the agreement to be with the entity Concentric by Ginko. The application will continue to provide our health care staff performing rapid tests with a safe, secure, and simple way to track and report test results being conducted at our testing sites. This application also allows staff, students, and families to track their scheduled testing days and past test results. This tool is HIPAA compliant and has been purpose-built for the Covid-19 rapid testing strategy that Tulsa Public Schools is implementing. The features of this tool are essential to allow us to expand rapid testing while ensuring that results are accurately recorded in real-time. Our current test providers BinaxNOW and QuickVue do not have the capabilities to report on this data, and the Tulsa Health Department has identified this platform as the best provider for this service. The platform also enables the district to send the notification directly to the employee or parent (if the student is being tested).

**E.37. RECOMMENDATION:**

Approve the lease with the Hight Point Youth Ranch, Inc. of the district's Helmzar Challenge Course building. The term of the lease will be from October 1, 2022 until 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:**

There is no cost to the lessee for this facility. The lessee will be responsible for all utilities, custodial and grounds and course certification. TPS will have free admission for one grade level of students with a certified instructor.

**RATIONALE:**

The existing facility has not been used within the last two years. The new entity provides new course certification and access for TPS students to use the course.

**GENERAL COUNSEL**

**E.38. RECOMMENDATION:**

Approve an extension of the subscription approved last fiscal year regarding Thomson Reuter's Westlaw services to allow legal counsel and staff ability to research legal authorities. This extension will allow the district to continue using the services in FY2023 through the end of October 2022.

**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 \$2,500

**FUND NAME/ACCOUNT:**

General Fund, 11-0000-2317-505300-000-000000-000-09-006

**RATIONALE:**

The online subscription will allow the district's legal team to better serve the district's legal needs by providing them with current and extensive authorities and guidance pertaining to a wide array of legal questions and needs. The FY2022 agenda item should have clarified that the subscription approved in the summer of 2021 would run until November 2022. This agenda item corrects that error and encumbers the appropriate funds.

**SUPERINTENDENT OF SCHOOLS**

- E.39.** RECOMMENDATION: Accept and recognize receipt of interim board guardrail reports 1.1, 1.2, 2.1, 2.2 and 2.3.

**RATIONALE:**

These guardrail reports provide information on district performance related to the board approved interim guardrails as part of student outcome focused governance.

**F. Public Comment On Action Agenda Items**

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

**BOARD OF EDUCATION**

**G.1.** RECOMMENDATION:

Discuss reapportionment options and matters relating to the development of a schoolboard redistricting plan for board districts, with the board's selection of a redistricting plan to be considered at a future meeting.

**RATIONALE:**

Oklahoma law requires school districts to reapportion board districts by December 31 of the year following the official Federal Decennial Census submission. INCOG, the technical expert advising the district will discuss the various redistricting options and answer board questions

**SUPPORTING INFORMATION**
**CONSENT ITEM E.16**
**ROUTINE STAFFING**

<b>ELECTIONS</b>	<b>Effective</b>	<b>Contract</b>		<b>Grade/ Degree Step</b>
<b>Name</b>	<b>Date</b>	<b>Amount</b>	<b>Position</b>	
Aderinwale, Savannah	08/23/22	\$ 14.31	Communication Specialist	TS-05
Akibu, Samuel	08/05/22	\$ 30,000.00	Apprentice	NS
Allen, Colette	08/11/22	\$ 65,000.00	Assistant principal	EG-4
Anderson, Tamie	08/05/22	\$ 30,000.00	Apprentice	NS
Anderson, Wilma	08/15/22	\$ 10.31	School Clerk	CA-3
Arrington, Sheritta	08/05/22	\$ 30,000.00	Apprentice	NS
Babel, Rebecca	08/12/22	\$ 30,000.00	Apprentice	NS
Bailey, Leah	08/15/22	\$ 13.08	Teacher Assistant	IS-6
Barr, Christa	08/15/22	\$ 10.11	Teacher Assistant	IS-03
Bartholomew, Rick	08/05/22	\$ 30,000.00	Apprentice	NS
Bawden, Sarah	08/11/22	\$ 40,000.00	Teacher	B-0
Baxley, Lauryn	08/08/22	\$ 43,160.00	Teacher	B-6
Bernard, Ashley	08/08/22	\$ 40,000.00	Teacher	B-0
Blitch, Mike	08/05/22	\$ 30,000.00	Apprentice	NS
Boller, Pamela	08/10/22	\$ 23,787.50	.5 FTE Teacher	M-12
Bonner, Brianna	08/08/22	\$ 30,000.00	Apprentice	NS
Bontemps, Marjorie	08/22/22	\$ 30,000.00	Apprentice	NS
Bradley, James	08/15/22	\$ 77,500.00	Interim principal	EG-7
Brant, Chloe	08/05/22	\$ 30,000.00	Apprentice	NS
Brant, Paula	08/22/22	\$ 62,177.00	Teacher	M-32
Briggs, Darren	08/08/22	\$ 52,114.00	Teacher	M-18
Brown, Hannah	08/15/22	\$ 13.08	Teacher Assistant	IS-6
Brown, Janell	08/15/22	\$ 10.83	Teacher Assistant	IS-3
Bugg, Stephen	08/08/22	\$ 41,250.00	Teacher	B-3
Butler, Allison	08/08/22	\$ 30,000.00	Apprentice	NS
Caldwell, Linda	08/15/22	\$ 13.08	Teacher Assistant	IS-6
Campbell, Marsha	08/08/22	\$ 47,895.00	Teacher	B-16
Carter, Erica	08/15/22	\$ 30,000.00	Apprentice	NS
Castro, Belkis	08/08/22	\$ 30,000.00	Apprentice	NS
Cata, Devin	08/08/22	\$ 40,000.00	Teacher	B-0
Ciriaco, Jemima	08/05/22	\$ 30,000.00	Apprentice	NS
Clark, Adazhawa	08/05/22	\$ 30,000.00	Apprentice	NS
Coleman, Ashlee	08/05/22	\$ 30,000.00	Apprentice	NS
Collins, Mia	08/22/22	\$ 10.83	School Clerk	CA-03
Combs, Lisa	08/16/22	\$ 46,075.00	Teacher	M-9
Cook, Carol	08/18/22	\$ 10.83	School Clerk	CA-3
Cooke, Makenzy	08/19/22	\$ 30,000.00	Apprentice	NS
Corrigan, Thomas	08/05/22	\$ 30,000.00	Apprentice	NS
Couch, Caitlin	08/15/22	\$ 13.08	1:1 Paraprofessional	IS-6
Couch, Wendy	08/10/22	\$ 49,726.00	Teacher	B-18
Cox, Inmer	08/08/22	\$ 41,410.00	Teacher	M-1
Curry, Shaunteka	08/05/22	\$ 30,000.00	Apprentice	NS
D'Orazi, Angelina	08/08/22	\$ 30,000.00	Apprentice	NS
De Santiago, Sophia	08/16/22	\$ 30,000.00	Apprentice	NS
Demers, Lisa	08/16/22	\$ 46,075.00	School nurse	M-9
Depalma, Daniel	08/05/22	\$ 12,000.00	.4 FTE Apprentice	NS
DeVore, Dustin	08/08/22	\$ 45,763.00	Teacher	D-5
Dickey, Paige	08/18/22	\$ 21,125.00	Half Time Teacher	M-3

<b>ELECTIONS</b>		<b>Effective</b>	<b>Contract</b>		<b>Grade/ Degree Step</b>
<b>Name</b>	<b>Date</b>	<b>Amount</b>	<b>Position</b>		
Dixon, Tiawona	08/08/22	\$ 30,000.00	Apprentice		NS
Dowdell, John	08/08/22	\$ 45,640.00	Teacher		M-8
Downing, Deanna	08/24/22	\$ 47,435.00	Teacher		B-15
Elkamil, Arlecia	08/05/22	\$ 30,000.00	Apprentice		NS
England, Andrew	08/15/22	\$ 12.37	Teacher Assistant		IS-6
Epperson, Christina	08/08/22	\$ 40,000.00	Teacher		B-0
Eskitch, Allyson	08/18/22	\$ 15,000.00	Half Time Apprentice		NS
Falagrady, Alexandra	08/08/22	\$ 30,000.00	Apprentice		NS
Fields, Benjamin	08/05/22	\$ 30,000.00	Apprentice		NS
Foster, Emily	08/08/22	\$ 18.98	Before & After Care Site coordinator- stimulus funded		MT 16
Frauman, Ali	08/08/22	\$ 43,500.00	Teacher		D-0
Garland, Kylie	08/08/22	\$ 18.98	Before & After Care Site Coord		MT-16
Gautney, Jason	08/08/22	\$ 40,000.00	Teacher		B-0
Gibbs, Vickie	08/05/22	\$ 30,000.00	Apprentice		NS
Gibson-Farringer, Anna	08/15/22	\$ 13.08	Teacher Assistant		IS 6
Giffin, Franchon	08/18/22	\$ 30,588.50	.5 Teacher		M-31
Gilcrease, William	08/05/22	\$ 30,000.00	Apprentice		NS
Goad, Dennis	08/08/22	\$ 59,177.00	Teacher		M-27
Goff, Johnny	08/12/22	\$ 17.57	Behavior Interventionist		CA-15
Gomez, Melissa	08/15/22	\$ 9.82	Teacher Assistant		IS-03
Goree, Aron	08/08/22	\$ 30,000.00	Apprentice		NS
Gorges, Kathleen	08/08/22	\$ 45,640.00	Counselor		M-8
Habibi, Qurban	08/09/22	\$ 11.38	Evening Custodian		MT-3
Hahn, Amanda	08/08/22	\$ 21,580.00	Part Time Teachre		B-6
Hallmark, Evan	08/05/22	\$ 30,000.00	Apprentice		NS
Hargett, Lily	08/08/22	\$ 40,000.00	Teacher		B-0
Harris, Emma	08/15/22	\$ 30,000.00	Apprentice		NS
Hayes, Denise	08/23/22	\$ 67,416.00	Teacher		M60-34
Hernandez Carrasco, Ariana	08/08/22	\$ 40,000.00	Teacher		B-0
Hernandez Lopez, Maria	08/10/22	\$ 42,320.00	Teacher		M30-2
Hollingsworth, James	08/05/22	\$ 30,000.00	Apprentice		NS
Houriham, Sheila	08/08/22	\$ 30,000.00	Apprentice		NS
Hulbert, Christine	08/08/22	\$ 45,640.00	Teacher		M-8
Ibison, Michael	08/08/22	\$ 30,000.00	Apprentice		NS
Ickes, Heather	08/08/22	\$ 40,000.00	Teacher		B-0
Isley, Sydney	08/10/22	\$ 30,000.00	Apprentice		NS
Jackson, Ambre	08/08/22	\$ 40,000.00	Teacher		B-0
Jackson, Chasity	08/10/22	\$ 40,410.00	Teacher		B-1
Jackson, Ruby Karen	08/10/22	\$ 42,200.00	Teacher		B-5
Jahn, Amy	08/08/22	\$ 43,700.00	Teacher		B-7
Johnson, Alleannah	08/23/22	\$ 30,000.00	Apprentice		NS
Johnson, Tyrese	08/23/22	\$ 13.49	ID Paraprofessional		IS-10
Johnston, Jeanette	08/05/22	\$ 30,000.00	Apprentice		NS
Jorgenson, Patricia	08/09/22	\$ 28,087.50	Half Time Teacher		M+60-30
Judkins, Jennifer	08/05/22	\$ 30,000.00	Apprentice		NS
Judkins, Karen	08/22/22	\$ 62,177.00	Teacher		M-32
Keester, Stephanie	08/22/22	\$ 12,000.00	Teacher		B-32
Kenney, Christine	07/01/22	\$ 41,000.00	Counselor		M-0
King, Kimberly	08/08/22	\$ 46,574.00	Teacher		B-13
Kordatzky, Troy-Lynn	08/05/22	\$ 30,000.00	Apprentice		NS
Krohn, Jenna	08/05/22	\$ 30,000.00	Apprentice		NS

<b>ELECTIONS</b>	<b>Effective</b>	<b>Contract</b>		<b>Grade/ Degree Step</b>
<b>Name</b>	<b>Date</b>	<b>Amount</b>	<b>Position</b>	
Lapham, Alyssa	08/05/22	\$ 30,000.00	Apprentice	NS
Latvala, Vanessa	08/05/22	\$ 30,000.00	Apprentice	NS
Lawson-Verner, Tarsha	08/10/22	\$ 40,000.00	Teacher	B-0
Leatherman, Shantelle	08/15/22	\$ 10.83	School Clerk	CA-3
Leavenworth, Joseph	08/16/22	\$ 30,000.00	Apprentice	NS
Lewis, George	08/12/22	\$ 40,820.00	Teacher	B-2
Little, Holly	08/15/22	\$ 11.21	Teacher Assistant	IS-6
Llewellyn, Bronwen	08/05/22	\$ 30,000.00	Apprentice	NS
Loftis, Melinda	08/08/22	\$ 40,000.00	Teacher	B-0
Lowe, Jaylen	08/17/22	\$ 30,000.00	Apprentice	NS
Lowther, Jennie	08/23/22	\$ 55,000.00	Instructional Mentor	EG-3
Lutz, Luke	08/08/22	\$ 43,700.00	Teacher	M-5
Mahurin, Julie	08/08/22	\$ 41,000.00	Lbrarian	M-0
Manago, Raechel	08/22/22	\$ 11.55	DD Paraprofessional	IS-6
McCracken, Charleen	08/08/22	\$ 49,895.00	Counselor	M-16
McNack, Taywone	08/05/22	\$ 30,000.00	Apprentice	NS
Mcneal, Celeste	08/05/22	\$ 30,000.00	Apprentice	NS
Metzger, Kristen	08/05/22	\$ 30,000.00	Apprentice	NS
Mikulenka, Presley	08/08/22	\$ 40,000.00	Teacher	B-0
Mills Graves, Jojo	08/05/22	\$ 30,000.00	Apprentice	NS
Mills, Debbie	08/05/22	\$ 30,000.00	Apprentice	NS
Mitchell, Kristi	08/08/22	\$ 30,000.00	Apprentice	NS
Mix, Linda	08/22/22	\$ 52,475.00	Teacher	M+60-23
Montes, Zadilee	08/05/22	\$ 30,000.00	Apprentice	NS
Moody, Tina	08/05/22	\$ 30,000.00	Apprentice	NS
Moore, Joanne	08/08/22	\$ 30,000.00	Apprentice	NS
Morris, Gretchen	08/08/22	\$ 55,805.00	Teacher	M-23
Moyer, Jeremiah	08/05/22	\$ 30,000.00	Apprentice	NS
Murphy-Williams, Dawn	08/15/22	\$ 13.08	Teacher Assistant	IS-6
Murphy, Nicholas	08/22/22	\$ 30,000.00	Apprentice	NS
Nelson, Adriana	08/15/22	\$ 13.08	Teacher Assistant	IS-6
Nelson, Marisa	08/10/22	\$ 40,000.00	Speech pathologist	M-0
Nguyen, Heston	08/15/22	\$ 41,000.00	Teacher	M-0
O'Connell, Sheila	08/08/22	\$ 13.08	Parent Involvement Facilitator	IS-6
Pardo, Odalys	08/19/22	\$ 10.31	School Clerk	CA-3
Parks, Tiffany	08/15/22	\$ 30,000.00	Apprentice	NS
Parra, Jennifer	08/08/22	\$ 43,910.00	Teacher	D-1
Parrett, James	08/08/22	\$ 52,792.00	Teacher	M-19
Patrick, Tiffany	08/22/22	\$ 30,000.00	Apprentice	NS
Paul, Theron	08/08/22	\$ 41,000.00	Counselor	M-0
Payne, David	08/11/22	\$ 67,866.00	Teacher	D-29
Peace, Michelle	08/18/22	\$ 10.42	Teacher Assistant	IS-3
Peavey, Jennifer	08/05/22	\$ 30,000.00	Apprentice	NS
Perez, Ana	08/10/22	\$ 30,000.00	Apprentice	NS
Perry, Elizabeth	08/05/22	\$ 30,000.00	Apprentice	NS
Petit, Candise	08/15/22	\$ 30,000.00	Apprentice	NS
Phillips, Duggan	08/05/22	\$ 30,000.00	Apprentice	NS
Powell, Jasiamé	08/15/22	\$ 11.90	1:1 Paraprofessional	IS-6
Prigel, Bailey	08/05/22	\$ 30,000.00	Apprentice	NS
Quillman, John	08/08/22	\$ 30,000.00	Apprentice	NS
Ramirez Navarro, Tarsis	08/15/22	\$ 10.31	School Clerk	CA-3
Ray, Amanda	08/19/22	\$ 30,000.00	Apprentice	NS

<b>ELECTIONS</b>	<b>Effective</b>	<b>Contract</b>		<b>Grade/ Degree Step</b>
<b>Name</b>	<b>Date</b>	<b>Amount</b>	<b>Position</b>	
Raynor, Caleb	08/05/22	\$ 30,000.00	Apprentice	NS
Reed, Kyaula	08/15/22	\$ 13.08	Teacher Assistant	IS-06
Richardson, Lakeishia	08/05/22	\$ 15,000.00	Half Time Apprentice	NS
Roberson, Crystal	08/08/22	\$ 41,000.00	Teacher	M-0
Robinson, Destini	08/16/22	\$ 30,000.00	Apprentice	NS
Rodriguez, Natalia	08/15/22	\$ 13.08	Teacher Assistant	IS-6
Rogers, Ramona	08/08/22	\$ 30,000.00	Apprentice	NS
Roode, Christina	08/05/22	\$ 30,000.00	Apprentice	NS
Samson, Brittany	08/11/22	\$ 40,000.00	Teacher	B-0
Sandridge, Kristina	08/05/22	\$ 30,000.00	Apprentice	NS
Schwartz, Varian	08/08/22	\$ 40,000.00	Teacher	B-0
Scott, Kimberly	08/15/22	\$ 11.21	Teacher Assistant	IS-6
Serwanga, Naomi	08/17/22	\$ 13.08	Teacher Assistant	IS-06
Shanahan, Andrew	08/22/22	\$ 30,000.00	Apprentice	NS
Shaw, Abigail	08/05/22	\$ 30,000.00	Apprentice	NS
Shaw, Mariesha	08/08/22	\$ 41,000.00	Teacher	M-0
Shreve, Brenda	08/10/22	\$ 48,074.00	Teacher	M-13
Sims, Colleen	08/05/22	\$ 30,000.00	Apprentice	NS
Sivertsen, Suzanne	08/05/22	\$ 30,000.00	Apprentice	NS
Smith, Arlanda	08/15/22	\$ 13.08	Office Clerk	IS-6
Smith, Daniel	08/08/22	\$ 41,820.00	Teacher	M-2
Smolko, Anna	08/15/22	\$ 13.08	DHI Paraprofessional	IS-6
Strmecki, Karoline	08/08/22	\$ 30,000.00	Apprentice	NS
Swanson, Christopher	08/05/22	\$ 30,000.00	Apprentice	NS
Swimmer, Ruth	08/05/22	\$ 30,000.00	Apprentice	NS
Tallent, Katrina	08/05/22	\$ 30,000.00	Apprentice	NS
Tate, Matthew	08/16/22	\$ 30,000.00	Apprentice	NS
Tebid, Neil-Peace	08/15/22	\$ 40,000.00	Teacher	B-0
Tisfale, Marilynne	08/15/22	\$ 53,449.00	Teacher	M-20
Tompkins, Cory	08/05/22	\$ 30,000.00	Apprentice	NS
Torrez, Olivia	08/15/22	\$ 30,000.00	Apprentice	NS
Tutskey, Ross	08/05/22	\$ 30,000.00	Apprentice	NS
Vann, Robbin	08/08/22	\$ 30,000.00	Apprentice	NS
Vargas, Itzayana	08/08/22	\$ 11.55	Parent Involvement Facilitator	IS-6
Verdin Rendon, Adriana	08/10/22	\$ 10.07	Cafeteria Assistant	MT-1
Verner, Derrick	08/05/22	\$ 30,000.00	Apprentice	NS
Wagner, Samantha	08/08/22	\$ 40,410.00	Teacher	B-1
White, Yvonne	08/15/22	\$ 13.08	Teacher Assistant	IS-6
Whittington, Sierra	08/11/22	\$ 30,000.00	Apprentice	NS
Williams, Darrien	08/05/22	\$ 30,000.00	Apprentice	NS
Williams, Gracie	08/05/22	\$ 30,000.00	Apprentice	NS
Winesburg, Melinda	08/08/22	\$ 40,000.00	Teacher	B-0
Woolley, Gabriel	08/05/22	\$ 30,000.00	Apprentice	NS
Wright, Kevelyn	08/17/22	\$ 9.82	Teacher Assistant	IS-3
Wrynn, Tyler	08/08/22	\$ 42,745.00	Teacher	M-4
Zambrano, Mariant	08/15/22	\$ 13.08	Teacher Assistant	IS-6
Zauzich, Ana	08/15/22	\$ 13.08	Teacher Assistant	IS-6



## ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree &
Abad-Padon, Leticia	08/10/22	\$ 49,074.00	Teacher	Psychometrist	M30-13
Adkism, Carlin	08/10/22	\$ 30,000.00	Paraprofessional	Apprentice	NS
Armstrong, Kaila	08/05/22	\$ 30,000.00	Teacher Assistant	Apprentice	NS
Armstrong, Sheila	07/01/22	\$ 107,029.00	Director of Leadership Dev	Leadership Development Coach	EG-10
Balvin, Edith	08/01/22	\$ 33,500.00	School Clerk	Social Worker	BG-4
Banks, Dawn	08/17/22	\$ 11.55	Cafeteria Assistant	Cook I	MT-2
Banks, Sharrice	07/22/22	\$ 45,500.00	Strong Tomorrows Case Mgr	Social Services Specialist	BG-7
Banoub, Sabrina	08/10/22	\$ 57,000.00	Teacher	Instructional mentor	EG-3
Brown, Tymber	08/05/22	\$ 30,000.00	Paraprofessional	Apprentice	NS
Bruce, Marcia	08/05/22	\$ 16.63	Teacher Assistant	Autism Paraprofessional	IS-10
Cardwell, Kimberly	08/15/22	\$ 45,500.00	Counselor	Social Services Site Specialist	BG-7
Crowl, Lori	08/05/22	\$ 30,000.00	Parateacher	Apprentice	NS
Deshone, Kelli	08/01/22	\$ 16.51	Head Custodian	Evening Custodian	MT-3
Dissanayaka, Sakunthala	09/07/22	\$ 13.79	Para MD 1:1	Special Assignment	IS-10
Earhart, Michelle	08/15/22	\$ 13.08	Apprentice	DHI Paraprofessional	IS-6
Garcia, Mayra	08/09/22	\$ 12.22	Teacher Assistant	Health Assistant	CA-5
Griffin, Mary	08/15/22	\$ 14.86	DHI Paraprofessional	1:1 DHI Paraprofessional	IS-6
Haggard, Molly	08/15/22	\$ 10.72	1:1 DHI Paraprofessional	DHI Paraprofessional	IS3
Haley, Judith	08/18/22	\$ 20.11	Paraprofessional	ID Paraprofessional	IS-10
Harris, Emily	08/01/22	\$ 66,000.00	Teacher	Content Manager	EG-5
Harris, Nicholas	08/05/22	\$ 14.15	Paraprofessional	Autism Paraprofessional	IS-10
Hishaw, Daniel	08/09/22	\$ 40,000.00	Behavior coach	Dean	B-0
Jackson, Shawn	08/10/22	\$ 33,628.00	Strong Tomorrows Case Mgr	Site Based Social Worker	BG-4
Jimenez, Kelly	08/15/22	\$ 11.51	Paraprofessional	1:1 Paraprofessional	IS-6
Joslin, Mikayla	08/05/22	\$ 14.15	Paraprofessional	Autism Paraprofessional	IS-10
Keblish, Anne	08/08/22	\$ 60,613.00	Teacher	Teacher	M60-25
Lawson, Amy	08/08/22	\$ 30,000.00	Teacher Assistant	Apprentice	NS
Lee, Pamela	09/07/22	\$ 64,596.00	Student & Family Support Coordinator	Network Expanded Learning Coordinator	BG-6
Logan, Adairia	08/15/22	\$ 11.95	Cook I	Cook II	MT-3
Lyons, Tamera	08/15/22	\$ 13.81	Paraprofessional	1:1 Paraprofessional	IS-6
McDugle, Darlene	08/22/22	\$ 12.11	Bus Driver	Bus Assistant	MT-A
Musungayi, Misenga	08/04/22	\$ 28,044.00	Cafeteria Manager	Cafeteria Manager	BG-A
Naumann, Jesse	08/05/22	\$ 30,000.00	DHI Paraprofessional	Apprentice	NS
Newman, Hannah	08/05/22	\$ 30,000.00	Teachers Assistant	Apprentice	NS
Olaniyan, Akin	08/15/22	\$ 13.49	Paraprofessional	Teacher Assistant	IS-10
Piedra, Erika	08/04/22	\$ 28,544.00	Cafeteria Assistant Manager	Cafeteria Manager	BG-B
Quiceno, Ingrid	08/15/22	\$ 30,000.00	Parateacher	Apprentice	NS
Radke Madrid, Megan	08/15/22	\$ 13.49	Paraprofessional	Autism Paraprofessional	IS-10
Roberts, Carolyn	08/15/22	\$ 16.81	Paraprofessional	1:1 Paraprofessional	IS-6
Sims, Cathy	08/12/22	\$ 14.95	Paraprofessional	ID Paraprofessional	IS-10
Sunday, Paul	08/08/22	\$ 44,600.00	Teacher	Teacher	M-6
Sutton, Jennifer	08/15/22	\$ 28,044.00	Cafeteria Assistant Manager	Traveling Manager	BG-A
Thomas, Deborah	08/18/22	\$ 53,449.00	Teacher	Counselor	M-20
Villa, Pascual	07/27/22	\$ 12.93	Evening Custodian	Head Custodian	MT-7



**SUPPORTING INFORMATION**

**CONSENT ITEM E.16**

**POSITION CREATIONS/DELETIONS**

**CREATES:**

Position	Salary/Grade	Duties
<b>Special Projects Manager - ESC/Communications</b>  Annual Budget Impact: \$56,000 min - \$84,000 max. Funding Source: xx-xxxx-xxxx-xxxxx-xxx-xxxxxx- xxx-xx-xxx	BG-8  12 Months	Under the guidance of the executive director of communications and strategy, provides management support for cross-functional initiatives involving the Communications Team and/or the grant-funded Family Retention and Recruitment Team. This position will serve the critical role of ensuring that cross-functional efforts related to sustaining and growing student enrollment are strategically and tactically aligned by proactively identifying and mitigating potential risks and redundancies. This position will also provide key support for the director of family retention and recruitment, senior manager of communications, and director of strategic operations with planning and execution of special events and projects designed to inform and engage parents, families, and community members.

Position	Salary/Grade	Duties
<b>Family Retention &amp; Recruitment Specialists - ESC/Communications</b>  Annual Budget Impact: \$79,200 min. - \$118,800 max. 2 Positions Funding Source: Grant Funded 11-0279-2323-501210-000- 000000-344-05-062-0279	BG-5  12 Months	The family retention and recruitment specialist serves as a key coordinator in the successful implementation of a three-year grant funded initiative designed to retain, re-engage, and recruit students and families to choose Tulsa Public Schools for their child's pre-K-12 education. This position will focus on the successful implementation of strategic marketing plans for a targeted portfolio of elementary schools to increase student retention and enrollment rates.

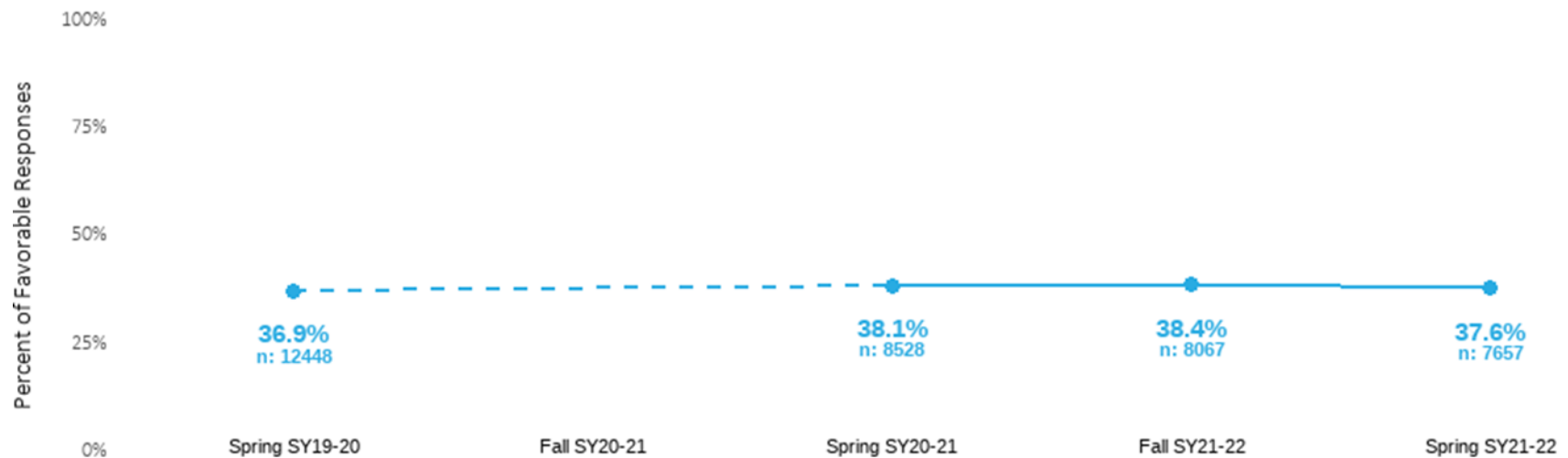
Position	Salary/Grade	Duties
<b>Expanded Learnign Coordinator - EC/Family, Community and Youth Partnership</b>  Annual Budget Impact: \$79,200 min. - \$118,800 max. 2 Positions Funding Source: xx-xxxx-xxxx- xxxxxx-xxx-xxxxxx-xxx-xx-xxx- xxxx Ed DARby Foundation	BG-5  12 Months	The Expanded Learning Coordinator coordinates exciting, experiential learning opportunities and experiences outside of the classroom, including before-, during, and after-school, during breaks, and over the summer for one or more elementary schools within the Monroe-McLain feeder pattern. They collaborate and partner with school leadership and staff, learners and families, and community partners to plan, implement, and monitor high-quality programs and activities that support learners' holistic learning and development. Additionally, the Expanded Learning Coordinator works with community partners and volunteers to actively remove barriers and provide direct supports in meeting learners', families', and communities' various and unique needs.

Position	Salary/Grade	Duties
<b>Network Expanded Learning Coordinator - EC/Family, Community, and youth Partnership</b>  Annual Budget Impact: \$47,476 min. - \$66,700 max. Funding Source: xx-xxxx-xxxx-xxxxxx-xxx-xxxxxx- xxx-xx-xxx-xxxx Ed Darby Foundation	BG-6  12 Months	The Network Expanded Learning Coordinator coordinates exciting, experiential learning opportunities and experiences outside of the classroom, including before-, during, and after-school, during breaks, and over the summer for one or more elementary schools within the Monroe-McLain feeder pattern. They collaborate and partner with school leadership and staff, learners and families, and community partners to plan, implement, and monitor high-quality programs and activities that support learners' holistic development. The Network Expanded Learning Coordinator works with community partners and volunteers to actively remove barriers and provide direct supports in meeting learners', families', and communities' various and unique needs. Additionally, they provide critical thought partnership, collaboration, and coaching for a team of Expanded Learning Coordinators within the same network by sharing best practices, facilitating communication across the network, and encouraging collaboration and coordination among shared community partners.

## Tulsa Public Schools 2022-2027 Strategic Plan: Guardrail Monitoring Report

**Guardrail 1: The superintendent will not allow the ineffective implementation of social emotional learning strategies that support effective teaching and learning in a safe, inclusive climate and culture.**

*Interim Guardrail 1.1: The percentage of students' favorable responses about their sense of belonging will increase from 38% in April 2022 to 41% (grades 6-12) in April 2027.*



### Metric information

The Panorama Social Emotional Learning Student Supports survey measures student mindsets, behaviors, and attitudes that might be related to success in school and beyond the classroom.

This metric includes the percentage of favorable responses within the Sense of Belonging domain which focuses on how much students feel they are valued members of their school communities.

### Why it matters

School climate and student perceptions impact students' academic success and ability to develop key social emotional skills such as grit/perseverance and self-efficacy.

Educators use Panorama survey trends to inform their support of students and develop learning environments that help their students thrive.

*The percentage of students' favorable responses about their sense of belonging, breakdowns by category*

Ethnicity	Spring SY19-20		Spring SY20-21		Fall SY21-22		Spring SY21-22	
	%	n	%	n	%	n	%	n
<b>African American</b>	37.3%	2,925	38.4%	1,841	39.5%	1,649	37.7%	1,625
<b>Asian</b>	34.8%	214	37.7%	137	39.4%	168	37.9%	181
<b>Hispanic/Latinx</b>	38.9%	4,846	38.7%	3,238	37.6%	3,108	37.0%	2,781
<b>Multiracial</b>	35.3%	1,064	37.0%	719	35.3%	698	38.9%	667
<b>Native American</b>	34.4%	569	36.9%	458	38.7%	398	37.6%	373
<b>Pacific Islander</b>	28.4%	66	34.1%	61	36.0%	49	27.3%	62
<b>White</b>	34.4%	2,764	37.8%	2,070	39.8%	1,985	38.4%	1,960

Economic Disadvantage	Spring SY19-20		Spring SY20-21		Fall SY21-22		Spring SY21-22	
	%	n	%	n	%	n	%	n
<b>No</b>	37.3%	2,828	39.4%	1,721	40.0%	3,202	38.9%	3,102
<b>Yes</b>	36.7%	9,620	37.8%	6,803	37.4%	4,853	36.7%	4,547

Grade	Spring SY19-20		Spring SY20-21		Fall SY21-22		Spring SY21-22	
	%	n	%	n	%	n	%	n
<b>6</b>	48.5%	2,137	47.7%	1,052	39.0%	62	53.0%	30
<b>7</b>	35.9%	1,846	41.7%	1,548	44.4%	831	41.9%	938
<b>8</b>	32.5%	1,929	34.9%	1,457	43.1%	1,354	38.5%	1,225
<b>9</b>	33.1%	1,670	33.9%	1,435	38.8%	1,451	36.7%	1,291

Grade	Spring SY19-20		Spring SY20-21		Fall SY21-22		Spring SY21-22	
	%	n	%	n	%	n	%	n
<b>10</b>	32.7%	1,729	36.2%	1,066	34.1%	1,159	34.7%	1,268
<b>11</b>	36.3%	1,688	34.0%	1,015	34.1%	1,184	36.4%	1,163
<b>12</b>	36.8%	1,449	39.6%	951	36.5%	1,169	36.7%	932

Gender	Spring SY19-20		Spring SY20-21		Fall SY21-22		Spring SY21-22	
	%	n	%	n	%	n	%	n
<b>Female</b>	34.5%	6,155	33.8%	4,315	35.5%	4,105	35.0%	3,960
<b>Male</b>	39.2%	6,293	42.6%	4,209	41.4%	3,950	40.4%	3,689

Multilingual Learner	Spring SY19-20		Spring SY20-21		Fall SY21-22		Spring SY21-22	
	%	n	%	n	%	n	%	n
<b>Monitored/Exited</b>	36.8%	2,631	37.0%	1,725	36.8%	1,559	36.9%	1,437
<b>No</b>	35.6%	7,665	37.8%	5,231	38.9%	4,851	38.0%	4,742
<b>Yes</b>	41.4%	2,152	40.7%	1,568	38.5%	1,645	37.1%	1,470

IEP Status	Spring SY19-20		Spring SY20-21		Fall SY21-22		Spring SY21-22	
	%	n	%	n	%	n	%	n
<b>No</b>	36.2%	10,299	37.3%	7,099	38.1%	6,890	37.5%	6,658
<b>Yes</b>	40.1%	2,149	42.2%	1,425	40.5%	1,165	38.4%	991

## Tulsa Public Schools 2022-2027 Strategic Plan: Guardrail Monitoring Report

**Guardrail 1: The superintendent will not allow the ineffective implementation of social emotional learning strategies that support effective teaching and learning in a safe, inclusive climate and culture.**

*Interim Guardrail 1.2: The percentage of classrooms observed implementing consistent, effective social and emotional teaching practices will increase from 27% in May 2022 to 80% in May 2027.*



### Metric information

This data is collected through teacher observations. The metric represents the percentage of observed classrooms which used all 3 key signature social and emotional teaching practices: a warm welcome, engaging practices, and an optimistic closure.

### Why it matters

Usage of the three key social and emotional learning practices helps provide classroom rituals and routines that help students identify their emotions, express kindness/gratitude to their peers, and reflect on their progress over time.

In addition to promoting positive learning environments, these teaching practices help students build “soft skills” and improve focus on their goals.

## Description of Key Signature Social and Emotional Teaching Practices

### *Warm Welcome*

Open each class period and learning experience with a welcoming inclusion activity, routine, or ritual that builds community and connects to the work ahead.

Examples may include:

- Smile and greet each person by name
- Morning meetings
- Whole-group greeting activities
- Interactive “do-now” activity, like peer-to-peer homework help
- Mood Meter check in

### *Engaging Practices*

Embed engaging strategies, including brain breaks to anchor thinking and learning, throughout the experience. Engaging strategies offer many opportunities that vary in complexity to practice social-emotional skills. Engagement and learning individually (e.g., “turn-to-your-partner”) and collectively (e.g., “Socratic Seminar” and “Jigsaw”) are supported by intentionally chosen strategies and activities with sequenced steps that suit your group’s current needs. Build in a balance of interactive and reflective experiences to meet the needs of all participants.

Examples may include:

- Turn To Your Partner (TTYP) to discuss
- Think, Ink, Pair, Share (silent time to reflect, followed by time to write, followed by partner discussion, closing with a group share out)
- Private think time (facilitator wait time)

### *Optimistic Closure*

Close each experience in an intentional way. An optimistic closure is not necessarily a “cheery ending,” but rather highlights an individual and shared understanding of the importance of the work, and can provide a sense of accomplishment and support forward-thinking. The closing activity may be reflective of the learning, help identify next steps, or make connections to one’s own work.

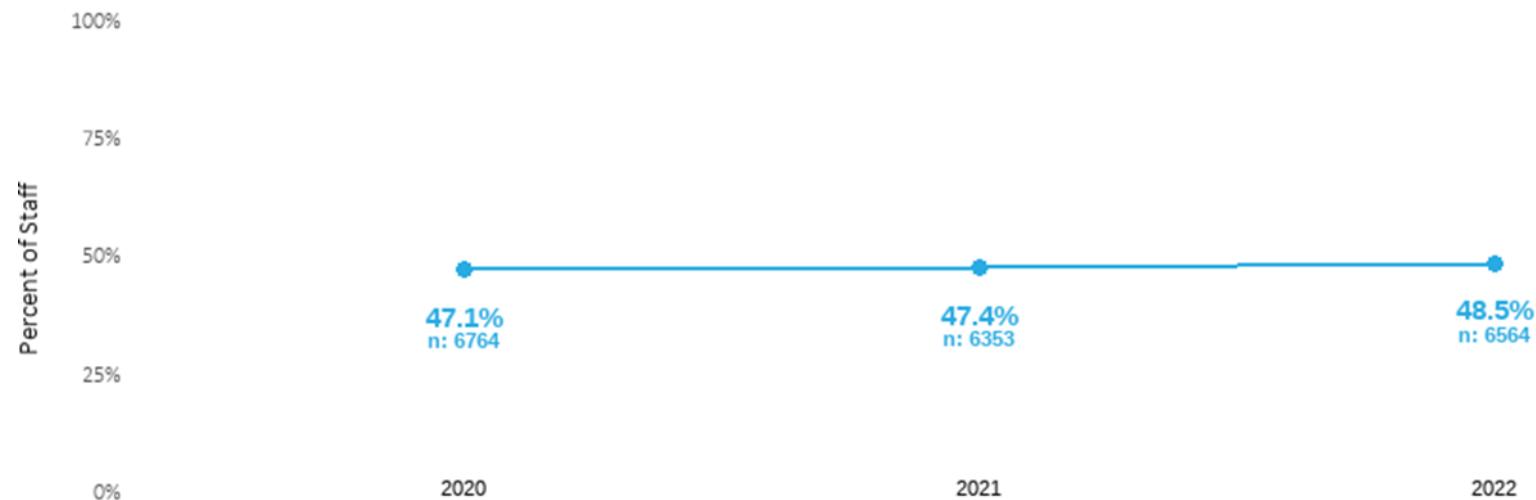
Examples may include:

- Something I learned today ... (to share at home/after school)
- I am looking forward to tomorrow because...
- I am curious about...
- I helped out today when...
- Checking to make sure students understand the assignment/ homework

## Tulsa Public Schools 2022-2027 Strategic Plan: Guardrail Monitoring Report

### Guardrail 2: The superintendent will not cause or allow conditions, practices, or procedures that are inequitable for students

*Interim Guardrail 2.1: The percentage of bilingual or multilingual staff and staff of color will increase from 49% in June 2022 to 52% in May 2027.*



#### Metric information

This metric includes our staff members who are either multilingual or people of color. Multilingual staff are members of TPS who speak a language in addition to English; the most common non-English language spoken is Spanish.

#### Why it matters

Tulsa Public Schools is a large, diverse school district which serves an array of students and families from different races/ethnicities and backgrounds. Increasing cultural, racial, and linguistic diversity among our staff provides students with more adult role models who look and speak like them. It also helps to deepen our schools' connections to their communities. Over time, this also creates more equitable environments and conditions for our students.



*Breakdowns for multilingual staff and staff of color*

Spring 2022		
Language	Number of Staff	Percent of Staff
<b>English only</b>	4,400	80.4%
<b>Spanish</b>	755	13.8%
<b>Other</b>	204	3.7%
<b>French</b>	48	0.9%
<b>Chinese</b>	16	0.3%
<b>Arabic</b>	10	0.2%
<b>Russian</b>	13	0.2%
<b>Urdu</b>	9	0.2%
<b>Tagalog</b>	7	0.1%
<b>Vietnamese</b>	8	0.1%
<b>Hmong</b>	2	0%

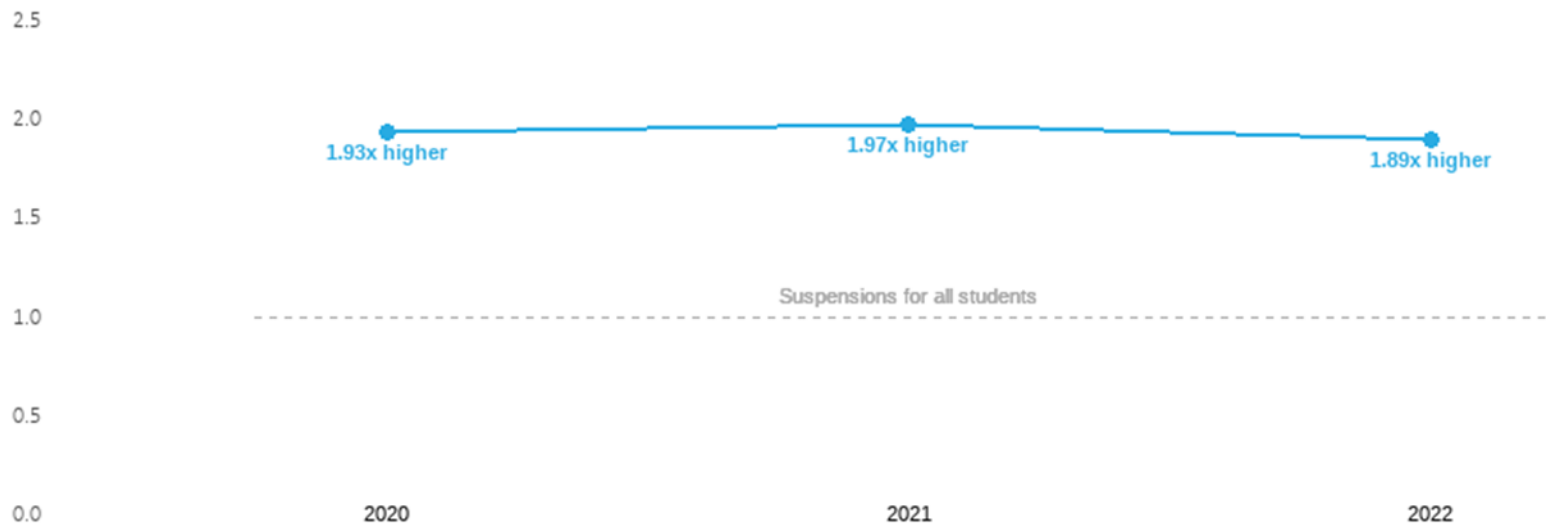
Race	2020	2021	2022
<b>Asian</b>	118	109	119
<b>African American</b>	1,773	1,620	1,627
<b>Hispanic/Latinx</b>	747	724	766
<b>Native American</b>	371	361	379
<b>White</b>	176	200	259

Gender	2020	2021	2022
<b>Female</b>	2,456	2,337	2,465
<b>Male</b>	729	677	695

## Tulsa Public Schools 2022-2027 Strategic Plan: Guardrail Monitoring Report

**Guardrail 2: The superintendent will not cause or allow conditions, practices, or procedures that are inequitable for students**

*Interim Guardrail 2.2: Disproportionate suspension rates for black students will decrease from 1.89X higher than the overall average suspension rate for all students in May 2022 to no more than 1.65X higher in May 2027.*



### Metric information

This data tracks the ratio of the suspension rates for Black students to the suspension rate for the entire student population. In other words, this shows how much more or less likely Black students are to be suspended in relation to the total student population.

### Why it matters

Students acting out and being suspended from school is often an indicator that they have unmet emotional health and wellness needs. In addition to taking away valuable instructional time, suspensions may also increase dropout rates and increase risks of further disciplinary referrals and involvement in the criminal justice system.

## Breakdowns of suspension rates

	SY19-20	SY20-21	SY21-22
<b>Percent of Black Students Suspended</b>	12.7%	3.8%	17.1%
<b>Percent of All Students Suspended</b>	6.6%	1.9%	9.0%

School Level	SY19-20		SY20-21		SY21-22	
	Percent of black students suspended	Percent of all students suspended	Percent of black students suspended	Percent of all students suspended	Percent of black students suspended	Percent of all students suspended
<b>Elementary</b>	7.3%	3.5%	1.9%	1.0%	10.2%	4.8%
<b>Middle</b>	22.8%	13.1%	7.9%	4.2%	27.9%	15.0%
<b>High</b>	15.0%	7.8%	4.2%	2.0%	21.6%	12.5%

## Tulsa Public Schools 2022-2027 Strategic Plan: Guardrail Monitoring Report

**Guardrail 2: The superintendent will not cause or allow conditions, practices, or procedures that are inequitable for students**

*Interim Guardrail 2.3: The percentage of transitional grade students (5th and 8th graders) who participate in the school choice process will increase from 60% in February 2022 to 75% in February 2027.*



### Metric information

School choice refers to family opportunity to choose a school within the district. This might mean a neighborhood school or another district school with a special offering that creates the best fit. School choice applications enable students to apply to different schools within the district. This is especially common in transitional grades as students move from elementary to middle or middle to high school.

This metric measures the percentage of students within transitional grades who submit school choice applications in the primary January/February window.

### Why it matters

We want to be a district that provides families with quality school choice options. Historically, school choice has been accessed and used inequitably by a comparatively small percentage of our families. Our goal is to design a school system that provides all students and families an opportunity to select the school(s) they most want to attend.



August 2022

## Breakdowns of school choice participation rates

Ethnicity	n	%
<b>African American</b>	1,18	46.1%
<b>Asian</b>	108	44.4%
<b>Hispanic/Latinx</b>	2,229	72.8%
<b>Multiracial</b>	512	55.5%
<b>Native American</b>	293	47.4%
<b>Pacific Islander</b>	68	13.2%
<b>White</b>	1,074	60.2%

Economic Disadvantage	n	%
<b>No</b>	997	70.9%
<b>Yes</b>	4,389	58.2%

Multilingual Learner	n	%
<b>Former</b>	438	78.3%
<b>No</b>	3,095	52.2%
<b>Yes</b>	1,869	69.9%

Quadrant	n	%
<b>1</b>	961	56.3%
<b>2</b>	1,349	68.8%
<b>3</b>	1,991	56.9%
<b>4</b>	988	61.5%

Feeder	n	%
<b>Central</b>	381	51.7%
<b>East Central</b>	1,210	54.7%
<b>Edison</b>	345	67.5%
<b>Hale</b>	1,533	66.1%
<b>McLain</b>	965	66.5%
<b>Memorial</b>	636	58.6%
<b>Webster</b>	234	39.3%