



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa county, Oklahoma, **November 7, 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. Remind those wishing to address the Board, sign with the clerk - 5 minute limit.
- A.2. Call to order and confirm that a quorum of the Board is present.
- A.3. Flag salute

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

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

**D. APPROVAL OF MINUTES**

Approve the minutes of the October 10, 2022 regular meeting of the board.

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

**F. PUBLIC COMMENT ON ACTION AGENDA**

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

**H. STAFF REPORT**

**I. BOARD MEMBER REPORTS**

**J. CITIZENS' COMMENTS**

**K. SUPERINTENDENTS REPORT/PRESENTATION**

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

**M. NEW BUSINESS**

**N. ANNOUNCEMENTS**

The next regularly scheduled meeting of the Board of Education will be held on Monday, November 28, 2022 at 6:30 p.m.

**O. ADJOURNMENT**

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

**DEPUTY SUPERINTENDENT**

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

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

**E.2.** RECOMMENDATION:

Approve the receipt of a grant from XQ Institute, a 501(c)(3), for \$520,000, and enter into an agreement relating to the expectation that the grant support the design and implementation of innovative strategies across all of our secondary schools with an emphasis on high school.

FURTHER RECOMMEND:

The attorneys for the school district prepare/approve the appropriate 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:

To reach our postsecondary goals with students, it will require innovation in the structures and processes that support our high school students. The XQ grant will fund numerous different learning experiences and direct to student services as we pilot different models to expand both internal course sharing opportunities and external credit and credentialing opportunities. Included projects are:

- Transportation costs for students that wish to take courses offered at other sites
- Stipends for teachers that offer courses to students from other schools.
- Continued design of our graduate profile and advisory course offerings
- Learning Visits to other districts that have innovated in the high school space successfully to build internal capacity

**E.3.** RECOMMENDATION:

Enter into an agreement with the Tulsa County Public Facilities Authority, a public trust, for the 2023 commencement ceremonies to be held at Expo Square Pavilion.

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 \$20,000

FUND NAME/ACCOUNT:

General Fund

11-0071-2199-50-4400-000-000000-000-16-078

**RATIONALE:**

Graduation is an annual event to celebrate the success of the district's high school seniors. Rental of the above-named facility and other expenses involved in the 2023 ceremonies will be included in the contract.

**E.4. RECOMMENDATION:**

Enter into an agreement with the Cox Business Center, LLC, to provide the venue for the Booker T. Washington Class of 2024 to host prom on April 1, 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 \$3,100

**FUND NAME/ACCOUNT:** BTW Class of 2024/ acct# 861

**RATIONALE:**

The class of 2024 would like to plan and host prom for the classes of 2023 and 2024. The prom is an annual tradition which enables seniors to have a final, cohesive gathering of their peers to celebrate prior to graduation.

**E.5. RECOMMENDATION:**

Enter into an agreement with Venue 918, Inc. for the Memorial High School Class of 2023 to host Senior Prom on April 15, 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 \$2,500

**FUND NAME/ACCOUNT:** Class of 2024 - #861

**RATIONALE:**

Prom is an annual right of passage for high school students and will leave lifelong memories of Memorial High school for the entirety of a student's life and continues to build upon traditions of years past.

**E.6. RECOMMENDATION:**

Amend the Heartland Payment Systems, LLC item, E.6 on the June 6, 2022 agenda, to clarify that the district is obligated to pay the vendor's transaction fee of 3.95%. Any transaction fees paid by families from August 8, 2022 forward will be refunded.

**COST:** Not to exceed \$16,000

**FUND NAME/ACCOUNT:** 11-0390-3300-505990-000-000000-000-14-039

**RATIONALE:**

This change is necessary to reflect the approved agenda item (E.6 on the June 6, 2022 agenda) that stated no license fees, site fees, or user fees will be charged to

the families.

## **TEACHING AND LEARNING**

### **E.7. RECOMMENDATION:**

Purchase remote simultaneous interpretation services from MasterWord Services, Inc. between July 1, 2022 and June 30, 2023, in accordance with the terms and conditions of Request for Proposal #23000.

COST: Not to exceed \$50,000

FUND NAME/ACCOUNT: 11-0847-2199-503200-000-000000-000-05-070-0847

REQUISITION/CONTRACT: 12304437

#### **RATIONALE:**

MasterWord Services, Inc., will provide high-quality language interpretation of regularly scheduled board of education meetings via remote simultaneous interpretation connecting directly to receiver headsets for those in attendance, on social media, and other streaming services as available.

### **E.8. RECOMMENDATION:**

Enter into an agreement with ISOGRAD, Inc., to authorize Tulsa Public Schools to become a Tosa Education Approved Testing Center during the 2022-2023 fiscal year in order to administer the Tosa Assessments and the Tosa Certification Exams.

#### **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 \$25,000

FUND NAME/ACCOUNT: Applicable site-based Career Tech Education accounts 11-4120-XXX-506140-XXX-XXXXXX-XXX-05-XXX-4120

#### **RATIONALE:**

This agreement will allow our career tech teachers to utilize Tosa to provide students with high-quality, industry-aligned certifications in their career tech courses. Tosa is a vendor that is recommended by the Oklahoma Department of Career and Technology Education for career technology courses.

Allowing our students to have access to high-quality, industry-recognized certification will help them prepare for the job market and showcase their skills. Earning a Tosa certification as part of a course outcome increases students' motivation. They receive a certification score out of 1,000 points that aligns to a proficiency level. This validates skills and provides proof of job readiness. The cost for these exams will be paid from our career tech program funds and will provide exams for 16 teachers and 1,831 students across 77 Career Tech courses.

### **E.9. RECOMMENDATION:**

Renew the purchase of online testing protocols from Pearson Assessments, Inc. The purchase provides more efficient and accurate psychoeducational assessments to determine special education eligibility.

COST: : Not to exceed \$90,000

FUND NAME/ACCOUNT:

11-6210-2152-506140-239-000000-000-05-066-6210

11-6210-2140-506140-239-000000-000-05-066-6210

RATIONALE:

The purchase of the Digital Assessment Library allows school psychologists, speech pathologists, occupational therapists, and physical therapists to conduct evaluations to determine eligibility for students who are suspected of having a disability. The electronic licensure has proven to be more efficient in that it provides access to testing protocols within a comprehensive library allowing the diagnosticians to utilize the protocols as they need to complete the evaluations.

**E.10. RECOMMENDATION:**

Enter into an agreement with College Board to provide district team members with access to Advanced Placement (AP) score reports for the 2022-2023 school year.

FURTHER RECOMMEND:

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

COST: No cost to the district.

RATIONALE:

College Board AP score reports provide the district team with access to student scores for high school transcript purposes. AP scores provide insight on student successes and opportunities to expand AP offerings.

**E.11. RECOMMENDATION:**

Enter into an agreement with College Board, 501(c)(3), and the Oklahoma State Department of Education to provide the SAT as the high school college readiness assessment 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 \$155,000

FUND NAME/ACCOUNT:

General Fund

11-0000-2240-506140-000-000000-000-06-070

11-0014-2240-506140-000-000000-000-06-070

REQUISITION/CONTRACT: #12305168

RATIONALE:

As part of a board goal in Pathways to Opportunity, the SAT assessment provides insights on student performance in reading, math, language, and writing. The SAT School Day assessment is recognized as a qualifying exam to meet Oklahoma graduation requirements for high school students and Oklahoma accountability measures for 11th grade English language arts and math college- and career-

readiness assessments. The agreement with College Board, and the Oklahoma State Department of Education allows for the SAT School Day scores to be utilized in the calculation of Oklahoma State Report Cards.

**E.12. RECOMMENDATION:**

Renew the professional services agreement with Assistance League of Tulsa, Inc., for the Operation School Bell program to provide clothing to K-12 grade students as needed from fiscal year 2023 through fiscal year 2025.

**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:**

Operation School Bell is a philanthropic program designed by Assistance League of Tulsa to provide clothing for children in the Tulsa Public School district. Assistance League Tulsa will furnish clothing and uniform shirts for qualified elementary school students, clothing determined for free lunch eligible middle school students, and clothing, personal hygiene products, school supplies, or other essential items for free lunch eligible high school students. Assistance League of Tulsa assumes all financial obligations relative to the program. Services and supplies will be provided until designated Assistance League of Tulsa funds are exhausted.

**TALENT MANAGEMENT**

**E.13. 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.14. RECOMMENDATION:** Approve position 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.15. RECOMMENDATION:**

Enter into an agreement with Capella University setting forth the terms under which they will place student interns with teachers within the district for purposes of fulfilling teacher preparation requirements for the 2022-2023 school year.

**FURTHER RECOMMEND:**

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

COST: No cost to the district.

**RATIONALE:**

This agreement will allow the district to partner with Capella in their efforts to train and prepare future teachers. Partnering with universities in this manner allows the district to provide valuable feedback on student progress in regards to the success of future employment in an urban school setting in addition to influencing the knowledge experiences and practical skills of its future workforce and applicant pool.

**E.16. RECOMMENDATION:**

Enter into a memorandum of understanding with the Oklahoma Department of Career and Technology Education to authorize the Education Service Center as a testing site for the ACT WorkKeys Curriculum licenses and WorkKeys Assessments.

**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 not to exceed \$10,000

**RATIONALE:**

Tulsa Public Schools is required by the Oklahoma State Department of Education to provide documentation that each team member serving students directly is highly qualified either by education or testing. The current testing instrument in use is the Parapro exam. Due to a slated increase in pricing, along with a new testing process taking effect December 2022, the Parapro assessment will no longer offer the flexibility our candidates require. The Workkeys Assessment is an equivalent test that offers the flexibility to maintain in-house scheduling and data, has no limitations on retakes, and is being offered at a significant cost reduction over Parapro. This purchase supports the Board Strategy of building a Skilled Team, specifically Initiative 1: Recruit and hire talent that reflect and meet the needs of our students in that this exam will reduce barriers to historically marginalized groups, particularly native Spanish speakers, which are in high demand in our dual language, immersion, and high ELL population programs. Furthermore, this proposal has the potential to support Board Goal #3: "The percentage of graduates earning a post-secondary credits and qualifying credentials will increase from 43% in May 2022 to 54% by May 2027 because it offers the future opportunity to provide widespread testing to graduating seniors interested in future employment with Tulsa Public Schools.

**INFORMATION AND ANALYTICS**

**E.17. RECOMMENDATION:**

Enter into an agreement with PowerSchool Group, LLC, to purchase technical services.

**FURTHER RECOMMEND:**

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

COST: Not to exceed \$3,530

FUND NAME/ACCOUNT: General Fund, 11-0000-2230-504320-000-000000-000-02-056

REQUISITION/CONTRACT: 12304929

**RATIONALE:**

These services will evaluate our hardware resource allocations specific to PowerSchool, configure the PowerSchool database to Oracle best practices in alignment with district size and usage, and provide additional recommendations for future action to PowerSchool system architecture. Once completed the expectation is enhanced performance and improved system stability.

**E.18. RECOMMENDATION:**

Enter into an agreement with Linear Communications, Inc., to install data drops throughout the district for interactive display boards per request for proposal #23003.

**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 \$440,000

FUND NAME/ACCOUNT: Bond fund, 32-1173-2580-506530-000-000000-000-02-\*\*\* and 3B-1173-2580-506530-000-000000-000-02-\*\*\*

REQUISITION/CONTRACT: 12304887

**RATIONALE:**

Installing additional data drops throughout the district for the interactive display boards will provide the ability to centrally manage the interactive display boards and limit classroom disruption. They also provide the ability to remotely diagnose trouble tickets, push out software updates and respond faster to interactive display board requests.

**FINANCIAL SERVICES**

**E.19. RECOMMENDATION:**

Approve the October 14, 2022 - November 3, 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.20. RECOMMENDATION:**

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

**BOOSTER CLUBS:**

BTWashington Girls Basketball Booster Inc  
BTWashington Soccer Booster Club (Boys)

BTWashington Volleyball Booster Club  
East Central Girls Track Booster  
Edison Home Run Club  
Edison Preparatory High School Cheerleading Booster Club  
Edison Preparatory Vocal Music Boosters Club  
Edison String Boosters Inc.  
Edison Theatre Boosters  
Memorial High School Army JROTC Booster Club  
Nathan Hale High School Athletics Booster Club  
Tulsa Daniel Webster Booster Club  
Tulsa Edison Tennis Booster Club

**PTA/PTO/PTSA:**

BTWashington High School PTSA  
Carnegie Elementary PTA  
Carver Middle School PTSA  
Cooper Elementary PTA  
Council Oak Elementary PTA  
Edison Preparatory School PTSA  
Grissom PTA  
Hamilton Elementary PTA  
Henry Zarrow International School PTA  
Lewis & Clark PTA  
Mayo Demonstration School PTA  
McLain High School PTSA  
Peary PTA  
Salk Elementary PTA  
Sequoyah Elementary PTO  
Will Rogers Early College High PTSA

**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.21. RECOMMENDATION:**

Approve an amended agreement with JP Morgan Chase Bank, N.A., to provide a procurement card program for the District.

**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 District has successfully managed a procurement card program since 2002 which has generated almost two million dollars in rebate revenue to date that are reinvested in funding for school supports. There is no cost for cards, setup, reporting or maintenance. The contract term will be for the period July 1, 2022, to June 30, 2027. Other entities that participate in the program include City of Edmond, University of Tulsa, Northeastern State University, City of Broken Arrow, Oklahoma County SD, Broken Arrow Public Schools, Jenks Public Schools and Union Public Schools. This is a cost-effective option for certain type of purchases that includes strict controls that comply with State Department of Education accounting and auditing requirements while providing enhanced procurement service to users. J.P Morgan provides fraud prevention services as well as assists the District in creating current best practice policies to guide the program. The amendment will allow the district to take advantage of Receipt Image Services allowing the upload of invoices to the system for verification as well as a new enhanced fee structure the will increase yearly rebate received.

**BOND PROJECTS AND ENERGY MANAGEMENT**

**E.22. RECOMMENDATION:**

Amend agenda item E.20 from the October 10, 2022 agenda to read as approve amendment #4A with Trigon General Contractors and Construction Managers, Inc. for the ADA improvements at Memorial High School. The original agenda item incorrectly listed Memorial Middle School.

COST: The total cost of the project is not to exceed \$293,961.23

**RATIONALE:**

The change is needed to reflect the appropriate site receiving the ADA improvements. This project is part of the 2021 bond issue.

**E.23. RECOMMENDATION:**

Amend the not-to-exceed purchase amount for item E.12 on the March 7, 2022 agenda. The item was for the purchase of band uniforms from Fruhauf Uniforms, Inc.

COST: Not to exceed: \$626,164.19 (an increase of \$26,164.19).

**FUND NAME/ACCOUNT:**

CENTRAL HIGH SCHOOL  
 35-1205-1000-506570-100-000000-000-06-705-  
 34-1307-1000-506570-100-000000-000-06-705-  
 35-1307-1000-506570-100-000000-000-06-705-

**RATIONALE:**

This amendment is necessary to accommodate the full cost of uniforms beyond the original estimate of \$600,0000. The RFP is #20012.

**E.24. RECOMMENDATION:**

Approve contract with the lowest responsible bidders for storm water work at Clinton West Elementary School.

Scope of Work	Vendor	Cost
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Storm Draining & Grading	Duncan and Sons, LLC	\$60,500
Site Grading and Sod	Crossland Construction, Inc	\$45,000

**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:** The total cost is not to exceed \$105,500.

**FUND NAME/ACCOUNT:** 35-1212-4300-507100-000000-060-12-161-PV043

**RATIONALE:**

The storm water improvements are needed at Clinton West Elementary School to prevent further erosion of the site.

**E.25. RECOMMENDATION:**

Approve contract with the lowest responsible bidders for storm water work at Rogers College High Stadium.

<b>Scope of Work</b>	<b>Vendor</b>	<b>Cost</b>
Storm Draining & Grading	Duncan and Sons, LLC	\$98,061
Site Grading and Sod	Crossland Construction, Inc.	\$45,000

**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:** The total cost of the project is not to exceed \$143,061.

**FUND NAME/ACCOUNT:**

35-1212-4300-507100-000000-068-12-730-PV044

**RATIONALE:**

This storm water improvements are necessary to prevent erosion under the stadium.

**E.26. RECOMMENDATION:**

Approve amendment #2A, with Nabholz Construction Corp. for the band and agricultural expansion at Webster High School.

	<b>Phase 1</b>	<b>Phase 2</b>	<b>Phase 3</b>
Trades	\$5,501,920	\$2,024,457	\$604,165
Allowances	\$514,250	\$530,750	\$180,000
Reimbursables	\$158,550	\$165,407	\$114,066
General Conditions	\$421,149	\$363,072	\$200,476
CM Fee	\$203,996	\$95,372	\$33,981
<b>Total</b>	<b>\$6,799,865</b>	<b>\$3,179,058</b>	<b>\$1,132,688</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 \$11,111,611.00

**RATIONALE:** This project is part of the 2021 bond issue.

**E.27. RECOMMENDATION:**

Approve contract with the lowest responsible bidder, Joseph Enterprises, Inc., for ADA improvements at the maintenance facility entrance.

**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 \$79,789.

**FUND NAME/ACCOUNT:**

35-1216-2620-504380-000-000000-000-01-002-  
35-1216-4720-504500-000-000000-082-01-002-AI022

**RATIONALE:** This ADA improvements are part of the 2021 bond issue.

**E.28. RECOMMENDATION:**

Approve contract with the lowest responsible bidder, American Air Conditioning of Tulsa, LLC, to be determined, for the 2023 summer HVAC improvements at Hale 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:**

ESSER Phase 1 \$3,500,000  
ESSER Phase 2 \$10,285,022 July 2023  
\$1,431,978 Phase 3 contingent upon sale and receipt of 2023B bond funds.

**FUND NAME/ACCOUNT:**

11-7950-4400-503340-000-000000-071-35-715-7950

**RATIONALE:**

This project is part of the ESSER funding. Improved heating and air conditioning will provide better indoor air quality while enhancing the educational environment.

**E.29. RECOMMENDATION:**

Approve contract with the lowest responsible bidder, Calema LLC, dba KMS, for restroom upgrades at Hale 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 \$96,763.

FUND NAME/ACCOUNT: 35-1231-4720-504500-000-000000-071-12-715-A1020

RATIONALE: This ADA improvements are part of the 2021 bond issue.

**E.30. RECOMMENDATION:**

Approve change order #1 to Coulter and Company, LLC for drainage improvements at Kendall Whittier Elementary.

**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 \$8,655.

**FUND NAME/ACCOUNT:**

35-1212-4300-507100-000-000000-068-12-730-PV044

**RATIONALE:**

The original contract was approved on the April 4, 2022 agenda, item E.22. Additional areas of windows were added to the project.

**E.31. RECOMMENDATION:**

Approve agreement with Oklahoma Natural Gas for energy rebates for high efficiency equipment and building thermal 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: There is no cost to the district.

**RATIONALE:**

These rebates are part of the Oklahoma Natural Gas program to reduce energy use and create a better building environment for the end user.

**E.32. RECOMMENDATION:**

Amend the not-to-exceed purchase of recapping services and new tires for the transportation department during the 2022-2023 school year from Southern Tire Mart, LLC, the responsible vendor, resulting from Request for Proposal #21037. The original agenda item was approved on the June 6, 2022 agenda, item E.225.

COST: Not to exceed \$200,000 (an increase of \$100,000)

FUND NAME/ACCOUNT: 35-1410-2740-506120-000-000000-000-03-003

**RATIONALE:**

The amendment is necessary to purchase additional needed tires and services.

**E.33. RECOMMENDATION:**

Enter into pricing agreements to purchase Track & Field equipment from BSN Sports, M & F Athletic, Pyramid School Products, and Superior Leg Drive during the 2022-2023 school year in accordance with the terms and conditions of Request for Proposal #23002 to be used at Will Rogers Collegiate High School and Junior High.

COST: Not to exceed \$116,487.29

FUND NAME/ACCOUNT:

35-1517-1000-506570-100-000000-000-12-578

REQUISITION/CONTRACT: 35-1317-1000-506570-100-000000-000-12-730

RATIONALE:

Will Rogers currently does not have the required equipment to train and compete in all the events in a track and field meet. This equipment will also allow Will Rogers to host meets which will generate revenue to sustain and grow the program. The choice of equipment brand or model is made based on responsive and responsible vendors who can provide equipment that will meet the needs of the Will Rogers stadium facility design, constraints and layout for best use and safety of participants, coaches, and spectators.

## **OPERATIONS**

### **E.34. RECOMMENDATION:**

Approve the purchase of two printing machines from Ricoh USA, Inc. to replace the Tulsa Public Schools print center's current Ricoh 8100S and Kodak 150EX machines with two Ricoh Pro 8320 machines that feature newer technology with improved print quality, reliability, and uptime. These replacements will support the needs of in-house printing of district curriculum. This purchase contract was awarded under the Sourcewell Cooperative Purchasing Solution RFP #030321 dated January 12, 2021 for Copiers, Printers, and Multi-Function Devices.

COST: \$160,192

FUND NAME/ACCOUNT:

Bond

32-1147-2580-505300-000-000000-000-03-031

RATIONALE:

The current 8100s and Kodak 150EX machines are a critical part of our machine configuration in the Print Center to support the needs of the district. Effective February 2023 we will no longer have assured parts availability for the current Ricoh 8100S and Kodak has been slowly pulling support for the 150EX for the past several years, and now has discontinued the line entirely. This means parts are not guaranteed. The replacement is necessary to avoid issues and delays due to discontinued part and service which can negatively impact the availability of printed resources for schools. Additionally, the replacement device will enable us to improve the level of service.

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

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

### **BOARD OF EDUCATION**

#### **G.1. RECOMMENDATION:**

Discussion among board members and receive comment from the public regarding

redistricting (aka reapportionment) options and other matters relating to the development of a redistricting plan for school board election districts. This item does not include a vote on the topic.

## **DESIGN AND INNOVATION**

### **G.2. RECOMMENDATION:**

Approve a three-year renewal for KIPP Tulsa College Preparatory, Inc. that shall require an update to the board by district staff regarding the school's performance no later than November 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:** No cost to the district.

### **RATIONALE:**

KIPP Tulsa University Preparatory (doing business as KIPP Tulsa, Inc) serves 247 students in grades 9-12 and is in the last year of their current charter term. In accordance with authorizing best practices, this three-year renewal will authorize them to operate from July 2023 - June 2026.

KIPP Tulsa is one of Tulsa Public School's longest-term charter schools. This three-year renewal recognizes strong educational outcomes in the areas of Advanced Placement participation and performance. It also acknowledges that KIPP University Prep has an accreditation deficiency and has not consistently met the organizational or financial requirements established in Tulsa Public Schools' authorizing framework.

We recommend the following conditions be closely monitored and addressed over the course of the three-year charter term. Failure to address these conditions may negatively impact future renewal recommendations.

1. Resolve the accreditation deficiency from the 2021-2022 school year.
2. Continue to meet authorizer compliance requirements including timely submission of required documentation.

**SUPPORTING INFORMATION**

**CONSENT ITEM E-1**

**ROUTINE FIELD TRIPS**

<b>SCHOOL/ PARTICIPANTS</b>	<b>NUMBER OF STUDENTS/ PARENTS/ STAFF</b>	<b>PURPOSE OF TRAVEL AND LOCATION</b>	<b>TRAVEL DATES</b>	<b>NUMBER SCHOOL DAYS MISSED</b>	<b>TRAVEL COST AND FUNDING SOURCE</b>
Booker T. Washington High School/Band Members	Students: 52 Parents: 20 Staff: 4	To participate in field competition/Shreveport, Louisiana	November 12-13, 2022	0	Not to exceed \$10,000.00/BTW's School Activity Fund #562
Booker T. Washington High School/Speech and Debate Team	Students: 8 Parents: 0 Staff: 2	To participate in the University of Texas Longhorn Classic Speech & Debate Tournament/Austin, Texas	December 1-5, 2022	3	Not to exceed \$3500.00/BTW's SAF, Booster Club and student contributions
Rogers Middle School/Debate Team	Students: 4 Parents: 0 Staff: 4	To participate in the California Invitational Berkeley Debate Tournament/Berkley, California	February 16-21, 2023	3	No cost to the district. Funding will be provided by Tulsa Debate League.
Booker T. Washington High School/Speech and Debate Team	Students: 8 Parents: 0 Staff: 2	To participate in the Harvard Speech & Debate Tournament/ Boston, Massachusetts	February 16-21, 2023	3	Not to exceed \$8000.00/BTW's SAF, Booster Club and student contributions.
Edison Preparatory High School and Memorial High School/Exchange Program Students	Students: 21 Parents: 0 Staff: 2	Study Abroad trip to Lycée Robert de Luzarches (High School) /Amiens, France, and Sister Cities	March 4- 18, 2023	4	Not cost to the district. Funding will be provided by private donations /parents and students.
Booker T. Washington High School/Baseball Team	Students: 24 Parents: 0 Staff: 4	To participate in the Aggie Classic Spring Break Tournament/ Pensacola, Florida	March 12-17, 2023	0	No cost to the district. Funding will be provided by BTW's Baseball Booster Club.
Rogers Middle School/Debate Team	Students: 2 Parents: 0 Staff: 3	To participate in the Urban Debate National Championship Tournament/Dallas, Texas	March 30- April 2, 2023	2	No cost to the district. Funding will be provided by Tulsa Debate League.
Booker T. Washington High School/Speech and Debate Team	Students: 10 Parents: 0 Staff: 2	To participate in the National Speech and Debate Association's National Tournament/ Phoenix, Arizona	June 10- 17, 2023	0	Not to exceed \$8000.00/BTW's SAF, Booster Club and student contributions.
Thoreau Demonstration Academy/Classroom Art Students	Students: 75 Parents: 20 Staff: 10	To explore the heart of New York City Arts. (This includes Broadway Shows, Museum visits and tours)/New York City, New York	June 12-15, 2023	0	No cost to the district. Funding will be provided by parents and students.

**SUPPORTING INFORMATION  
CONSENT ITEM E.13**

**ROUTINE STAFFING**

<b>ELECTIONS</b>	<b>Effective Date</b>	<b>Contract Amount</b>	<b>Position</b>	<b>Grade or Degree &amp; Step</b>
Abbis, Norehan	08-08-22	\$ 41,000.00	Teacher	M-0
Adams, John	10-04-22	\$ 65,785.00	Counselor	M30-34
Alvarez, Evelyn	10-12-22	\$ 9.82	Teacher Assistant	IS-3
Bailey, Kristin	11-09-22	\$ 75,000.00	Director of Expanded Learning	BG-10
Bilyeu-Sohigian, Matthew	08-10-22	\$ 40,000.00	Teacher	B-0
Carnes, Holly	10-14-22	\$ 41,820.00	Teacher	M-2
Chappell, Bonnie	10-31-22	\$ 14.16	Bus Driver	MT-7
Choudhary, Saba	11-02-22	\$ 13.90	Assistant Cafeteria Manager	MT-6
Clark, Kasandra	10-31-22	\$ 8.70	Bus Assistant	MT-A
Cloud, Brooklyn	10-07-22	\$ 11.38	Evening Custodian	MT-3
Cody, Heather	10-31-22	\$ 45,500.00	Expanding Learning Coordinator	BG-5
Crittenden, Christy	10-31-22	\$ 30,000.00	Apprentice	NS
Daugherty, Joyce	08-26-22	\$ 13.58	Teacher Assistant	IS-06
Espinoza Lockhart, Monica	11-04-22	\$ 43,000.00	Data Specialist	BG-4
Estes, Richard	11-08-22	\$ 19.74	School Safety Officer	TS-11
Gonzalez, Mireya	10-05-22	\$ 10.31	School Clerk	CA-3
Grantham, Emma	10-12-22	\$ 30,000.00	Apprentice	NA
Graves, Pearlle	10-11-22	\$ 17.89	Instructional Leadership	TS-11
Griffin, Carolyn	10-25-22	\$ 8.70	Bus Assistant	MT-A
Harris, Gerald	10-24-22	\$ 13.49	MD Paraprofessional	IS-10
Hatcher, Cynthia	10-24-22	\$ 11.72	Evening Custodian	MT-3
Hernandez, Christopher	08-10-22	\$ 41,000.00	Teacher	M-0
Ingram, Vanessa	09-15-22	\$ 12.40	Teacher Assistant	IS-06
Jennings, Zoe	08-08-22	\$ 40,000.00	Teacher	B-0
Jinkerson, Daniel	10-06-22	\$ 30,000.00	Apprentice	NS
Johnson, Tangela	10-24-22	\$ 40,000.00	Case Manager	BG-4
Jones, Tamiika	10-12-22	\$ 13.08	Teacher Assistant	IS-6
Lane, Larry	10-13-22	\$ 42,250.00	Dean	M-3
Leyva, Gloria	10-10-22	\$ 9.82	Teacher Assistant	IS-3
Lyons, Sommer	10-11-22	\$ 44,575.00	Teacher	B-9
Mcmillan, Chris	10-10-22	\$ 30,000.00	Teacher Apprentice	M-0
Orrick, Janiel	11-01-22	\$ 9.82	Teacher Assistant	IS-3
Ortiz Garcia, Ruth Nohemi	10-24-22	\$ 11.38	Evening Custodian	MT-3
Ortiz, Victoria	10-24-22	\$ 13.08	Teacher Assistant	IS-06
Parajuli, Navaraj	10-18-22	\$ 11.72	Evening Custodian	MT-3
Parra, Maira	10-13-22	\$ 11.94	Cafeteria Assistant	MT-01
Pope, Donald	10-25-22	\$ 10.42	School Clerk Assistant	CA-3
Price, Vercia	10-17-22	\$ 9.23	Cafeteria Assistant	MT-01
Ross, Isaiah	10-13-22	\$ 30,000.00	Apprentice	NS
Ross, Michael	10-03-22	\$ 13.49	Autism Paraprofessional	IS-10
Rury, Christine	10-06-22	\$ 13.08	Teacher Assistant	IS-06
Saddler, Cassandra	10-05-22	\$ 30,000.00	Apprentice	NS
Sánchez, Omar	10-06-22	\$ 15.62	Teacher Assistant	IS-06
Shaw, Caroline	10-31-22	\$ 114,000.00	Executive Director Family, Community, Youth Empowerment	XG-1
Smith, Preanna	10-24-22	\$ 12.36	Bus Driver	MT-7
Stansbury, Kelci	10-07-22	\$ 41,745.00	Teacher	B-4
Tiongson, Carrie	10-05-22	\$ 30,000.00	Apprentice	NS
Trochez Romero, Kevin Eduardo	10-24-22	\$ 11.38	Evening Custodian	MT-3
Vuocolo, Katherine	08-08-22	\$ 40,310.00	Teacher	B-01
Walton, Sheneici	10-24-22	\$ 13.56	Bus Driver	MT-7
Washington, Rickey	10-12-22	\$ 42,200.00	Teacher	B-5
Wells, Veronica	10-24-22	\$ 11.38	Unassigned Custodian	MT-3
Welty, Jeffrey	10-18-22	\$ 11.38	Unassigned Custodian	MT-3
White, Jame'S	10-17-22	\$ 30,000.00	Apprentice	NS

Wilde, Gustave	10-03-22	\$	15,000.00	Half Time Apprentice	NS
Wood, Nicki	08-10-22	\$	20,500.00	Half Time Teacher	M-0
Zuvanich, Joseph	10-17-22	\$	77,000.00	Associate Application Developer	BG-9

**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; Step</b>
Aranda, Maria	10-10-22	\$ 12.07	Cook I	Cafeteria Assisnat	MT-1
Banks, Dawn	10-18-22	\$ 12.89	Cook I	Cook II	MT-3
Blitch, Mikel	10-18-22	\$ 41,000.00	Teacher	Dean	M-0
Brown, Elnora	09-30-22	\$ 29,000.00	Traveling Cafeteria Manager	Cafeteria Manager	BG-B
Brown, Janell	10-12-22	\$ 11.33	Teacher Assitant	Parent Involvement Facilitator	IS-3
Butler, Katrina	08-01-22	\$ 41,250.00	Teacher Assistant	Teacher	B-3
Castillo, Julissa	10-17-22	\$ 10.81	Attendance Clerk	Attendance Faciliator	CA-3
Crow, Sherry	08-22-22	\$ 17.90	Paraprofessional	1:1 MD Paraprofessional	IS-10
Fields, Trineka	10-18-22	\$ 14.50	Cook II	Assistant Cafeteria Manager	MT-6
Green, James	08-22-22	\$ 13.16	Bus Driver	Special Needs Bus Driver	MT-7
Greene, Kendrea	09-27-22	\$ 51,000.00	Social Worker	Expanding Learning Coordinator	BG-5
Hutto, Natalie	10-24-22	\$ 98,611.00	Director Title I	Executive Director Elementary School Academics Operations	BG-11
Kennedy, Kylinn	08-11-22	\$ 70,000.00	ELD Partner	Manager of Elementary Data Driven Instruction	EG-5
Mapes, Jessica	08-15-22	\$ 10.62	1:1 Paraprofessional	Teacher Assistant	IS-3
Saucedo, Erika	09-26-22	\$ 10.81	Attendance Facilitator	School Clerk	CA-3
Strickland, Susan	09-30-22	\$ 23,914.63	Traveling Cafeteria Manager	Cafeteria Manager	BG-B
Wells, David	07-01-22	\$ 13.69	Assistant Cafeteria Manager	Assistant Cafeteria Manager	MT-6

**SEPARATIONS**

<b>Name</b>	<b>Effective Date</b>	<b>Position</b>	<b>Name</b>	<b>Effective Date</b>	<b>Position</b>
Adedokun, Felicia	10-18-22	Cafeteria Assistant	Kenney, Christine	10-21-22	Teacher
Bibelheimer, Henry	10-10-22	Teacher	King, Jacqueline	11-04-22	Cafeteria Assistant
Bilyeu-Sohig, Matthew	10-14-22	Teacher	Knauls, Tony	10-17-22	Teacher
Boese, Cynthia	10-05-22	Counselor	Laird, Susan	10-19-22	Cafeteria Manager
Brady, Justin	11-11-22	Teacher	McInnis, Eryca	10-14-22	Teacher Assistant
Carter, Kendyll	07-13-22	Bus Driver	Meister, Lisa	10-24-22	Teacher Assistant
Chapman, Brian	10-24-22	Teacher	Murrillo Reyes, Adela	10-14-22	Evening Custodian
Cochran, Farah	11-15-22	Teacher	Realivazquez, Gloria	10-12-22	Head Custodian
Diaz, Moises	10-28-22	Attendance Clerk	Scott, Cierra	10-10-22	Teacher
Ellis, Vivan	01-02-23	Teacher Assistant	Searle, Annette	10-19-22	Cafeteria Assistant
Garner, Zonntenia	11-24-22	School Clerk	Toma, Jill	10-07-22	Teacher
Goff, Johnny	10-14-22	Behavior Technician	Weatherd, Tamisha	11-18-22	Teacher
Graham, Allison	11-01-22	Teacher	Wells, Veronica	10-25-22	Unassigned Custodian
Jackson, Ronny	10-14-22	Evening Custodian	White, Brittany	11-04-22	Cafeteria Assistant

**SUBSTITUTE AND TEMPORARY ELECTIONS**

**CUSTODIANS** Carroll, Donice

**Adjunct Coaches**

<b>SITE</b>	<b>NAME</b>	<b>ACTIVITY (IES)</b>	<b>TOTAL AMOUNT</b>	<b>START DATE</b>	<b>END DATE</b>
Webster High School	Scott, Ciera	Girls' Asst Basketball - 9th Gr Girls' Basketball	\$ 4,696.00	10-11-22	05-28-23
Hale Middle School	Baker, Fredrick	Football Assistant	\$ 1,373.00	10-03-22	05-28-23
Washington High School	White, Ward	Football Assistant	\$ 3,335.00	09-14-22	05-28-23
Thoreau Demonstration	Collins, Samuel	JH Football Assistant	\$ 1,373.00	10-19-22	05-28-23
Washington High School	Braxton, Brandon	HS Football Assistant	\$ 3,335.00	10-13-22	05-28-23
Central High School	Brooks, Kiarra	9th Grade Girls' Basketball	\$ 2,119.00	10-13-22	05-28-23
Thoreau Demonstration	Sylva, Sharon	7th Grade Girls' Basketball	\$ 1,145.00	10-17-22	05-28-23
Webster High School	Jackson, Kenneth	HS/JH Boys' Head Cross Country & Track Girls Head Track	\$ 10,945.00	10-20-22	05-28-23

**SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES**

**Athletics – School Activity Fund #536**

Pay Edison volleyball coaches a stipend not to exceed a total of \$9400.00 for extra coaching duties from August through October 2022. Coaches to receive the stipend are Taylor Eckelt, an amount not to exceed \$2100.00, Lauren Merrill, an amount not to exceed \$4000.00, Kim Harris an amount not to exceed \$1900.00 and Anna Stuehm an amount not to exceed \$1400.00. Edison Eagles Volleyball Club has reimbursed the district so therefore there will be no cost to the district.

**Athletics – School Activity Fund 536**

Pay Edison Cross country coaches a total not to exceed \$8250.00 for coaching during the 2022 season and additional offseason duties. Francie Hamer (a total not to exceed \$3000), Barbara J. Pinkerton (a total not to exceed \$3000) and Bob Bomer (a total not to exceed \$2250). Edison Cross Country Booster club has reimbursed the district therefore there will be no cost to the district.

**Council Oak - 81-2014-2620-501500-000-000000-954-01-265**

Pay support employee, Pascual Villa, a stipend not to exceed \$173.52, to provide custodial services for the "Holiday Mart" school event on November 12, 2022 from 11:00am to 5:00pm. The amount will be paid by Council Oak PTA.

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

Pay support employee, Pascual Villa, a stipend not to exceed \$86.75, to provide custodial services for the a school wide event of a student musical performance for school families Saturday November 19, 2022 from 12:00pm to 3:00pm

**504 Team Lead Extra Duty Stipend**

**11-XXXX-XXXX-XXXXXX-XXX-XXXXXX-XXX-XX-XXX**

Pay designated staff members, to be named, a stipend of \$1,849 (not to exceed \$36,000) to oversee the 504 processes at each of our respective middle and high schools based on a pre-determined subset of responsibilities during the 2022-2023 fiscal year.

**Talent Managment - 11-0000-2572-501210-000-000000-109-04-041-**

Pay support employee, Kylie Wagner, a stipend of \$500/month for additional duties in Talent Management involving Benefits and Compensation responsibilities from November 1, 2022 to February 28, 2023.

SUPPORTING INFORMATION

CONSENT ITEM E.14

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<b>Director of Federal Programs – ESC / Federal Programs and Special Projects</b>  <b>Annual Budget Impact:</b> \$ 79,100 min. - \$ 118,700 max. <b>Funding Source:</b> 11-7860-2330-501110-000-000000-108-05-093-7860	BG-11 12 Month	Under direction, plans, directs and coordinates all activities, programs, and project components of Title I, II, and IV.

Delete:

Position	Salary/Grade	Duties
<b>Director of Title I Programs – ESC / Federal Programs and Special Projects</b>  <b>Annual Budget Impact:</b> \$ 76,000 min. - \$ 114,000 max. <b>Funding Source:</b> 11-7860-2330-501110-000-000000-108-05-093-7860	EG-9 12 Month	Under direction, plans, directs and coordinates all activities, programs, and project components of Title I, II, and IV.

Delete:

Position	Salary/Grade	Duties
<b>Project Manager School Design – ESC / Design and Innovation</b>  <b>Annual Budget Impact:</b> \$ 50,000 min. - \$ 75,000 max.  <b>Funding Source:</b>	BG-7 12 Month	The agile project manager for school design leads testing, implementation, and scale of new learning experiences and innovative school models. While centrally located in the Education Service Center's design lab, the project manager will work with students, teachers, school leaders and community members to support the design, pilot implementation, and scaling up of innovative school models. Collects, analyzes, and reports on data specific to school design. Structures and facilitate meetings, discussions, and working sessions with staff and other project resources. Creates relevant project documentation, including but not limited to best practices, improvement opportunities, current state/future state process flows, user stories, data flows, system diagrams, and training materials.

Create:

Position	Salary/Grade	Duties
<b>Digital Content Specialist – ESC / Communications</b>  <b>Annual Budget Impact:</b> \$ 39,600 min. - \$ 59,400 max. <b>Funding Source:</b> xx-xxxx-xxxx-xxxxxx-xxx-xxxxxx-xxx-xx-xxx-xxxx	BG-5 12 Month	The digital content specialist is responsible for capturing and/or creating compelling and relevant content for the district's digital platforms that helps to inform, engage, and inspire team members, students, families, and community members. This role will be responsible for photography at schools and at district events and for managing the district's photo archives to improve accessibility and increase use of photos in school and district materials. As a member of the web team, the digital content specialist will work with the website manager and school website administrator to create and edit written content for web pages, to research and write website news stories, and provide support as needed with building and managing web pages. As needed, this position will also write, shoot, and edit video content that meets the needs of the diverse constituencies we serve.

**Delete:**

Position	Salary/Grade	Duties
<b>School Website Administrator – ESC / Communications</b>  <b>Annual Budget Impact:</b> \$ 39,600 min. - \$ 59,400 max.  <b>Funding Source:</b>	BG-5 12 Month	Under the direction of the district’s Web Content Manager and Director of Communications and working in partnership with school leaders and the instructional leadership office, the School Website Administrator will provide day-to-day management of a portfolio of approximately 40 school websites, growing each school’s digital reach with fresh, relevant, and robust content that provides an exceptional user experience and that markets each school as a destination for excellence in teaching and learning. The School Website Administrator will work with the communications team to ensure that branding, messaging, tone, and style are aligned across all school web pages and will create and manage high-quality website content reflecting the particular needs and focus of each school community.

**Create:**

Position	Salary/Grade	Duties
<b>Director of Academics Operations – Wilson/ Academics / Schools</b>  <b>Annual Budget Impact:</b> \$ 70,500 min. - \$ 105,700 max.  <b>Funding Source:</b> XX-XXXX-XXXX-XXXXXX-XXX-XXXXXX-XXX- XX-XXX-XXXX	BG-10 12 Month	The Director of Academics Operations is responsible for leading strategic operations support for the district office’s Academics and Schools teams. The director develops and implements action plans aligned to district strategy and initiatives related to curriculum, instruction, assessment and leadership, designs common processes for cross-functional coordination, provides training across administrative support teams to achieve shared service excellence goals. The director provides executive support directly to some senior leaders on the Schools and/or Academics Teaching & Learning teams. The Director of Academics Operations supervises the Teaching & Learning support team and instructional resource manager and collaborates with multiple departments to provide a high-quality professional learning environment at Wilson Teaching and Learning Academy. In addition, the director of academic operations manages the Wilson Teaching & Learning Center.

**Delete:**

Position	Salary/Grade	Duties
<b>Teaching and Learning Operations Manager – Wilson / Teaching and Learning</b>  <b>Annual Budget Impact:</b> \$ 39,600 min. - \$ 59,400 max.  <b>Funding Source:</b>	BG-5 12 Month	The Operations Manager for Teaching and Learning is responsible for managing all administrative functions relative to the Teaching and Learning Department and for managing duties which encompass curriculum and professional learning, fostering culturally proficient practices, achieving equitable student outcomes through administrative support to the department. The Operations Manager for Teaching and Learning provides operational support to Teaching and Learning leadership; performs a variety of complex secretarial and administrative duties; and is responsible for Teaching and Learning budget management, management of Wilson Teaching and Learning Academy, and supervision of Wilson support staff.

**Position Upgrade:**

**Benefits Manager** - 12 month position (1 Position)

**Change:** Increase grade from BG-5 to BG-8 as a result of TM equity study

**Annual Budget Impact:**

\$23,400 min. - \$24,600 max.

**Rationale:** Under the supervision of the Director of Compensation and Benefits this position manages and leads the day-to-day process for employee benefits programs and oversees the benefits team, provides guidance to all employee classifications on a full range of services including benefits orientations, health, dental, vision, and life insurance, EAP, open enrollment and benefit changes, retirement, leaves of absence, ADA and ACA and maintains the data integrity within the HRIS for benefits information. The successful candidate also needs to develop collegial working relationships with individuals at all levels of the organization, works independently and part as a team, has strong analytical and decision-making skills, and provides high quality and compassionate customer service.

**Position Title Changes**

Previous Title	Proposed Title	Number of Positions
Multilingual Partner	Dual Language and World Language Partner	
Multilingual Mentor	Dual Language and World Language Mentor	