



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa county, Oklahoma **January 9, 2023**, 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 November 16, 2022 and December 1, 2022 special meetings of the board.

E. CONSENT AGENDA

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

- L.1. RECOMMENDATION: Accept the resignation of Judith Barba Perez, Board of Education member representing Election District Number Two, to be effective January 23, 2023, after the adjournment of any meeting of the Board on such date, and to declare such office to be vacant.
FURTHER RECOMMEND: The Board of Education receive written applications until January 18, 2023, at 5:00 p.m., from qualified persons applying for appointment by the Board of Education to the vacant position created by Ms. Barba Perez.
- L.2 Motion, second, discussion, and vote on motion to go into executive session for the purpose of conducting confidential communications between the board of education and its attorneys concerning a claim in pending litigation, namely: Indep. Sch. Dist. #52 of Oklahoma County v. Hofmeister, et al., Case No. CV-2016-1965, a matter pending in the District Court of Oklahoma County, which was consolidated with Western Heights Independent School District #I-41 of Oklahoma County v. Oklahoma State Department of Education, et al., Case No. CJ-2016-4826, the board having been advised by its attorneys that disclosure will seriously impair the ability of the board to process the claim or conduct the litigation in the public interest, pursuant to Title 25, Section 307(B)(4) of the Oklahoma Statutes.
- L.3. Executive Session.
- L.4. Vote to acknowledge to return to open session.
- L.5. Statement of Executive Session.

M. NEW BUSINESS

N. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, January 23, 2023 at 6:30 p.m.

O. ADJOURNMENT

E. CONSENT AGENDA - Motion and vote on recommendations

DEPUTY SUPERINTENDENT

E.1. RECOMMENDATION: Approve routine field trips.

RATIONALE:

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

E.2. RECOMMENDATION:

Enter into an agreement with Agora Event Center, LLC to provide the venue for the Edison High School senior prom on April 16, 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:

\$5,500- total cost. PTSA will pay the deposit of \$2,750. The balance of \$2,750 to be paid through SAF account #871

FUND NAME/ACCOUNT: Edison Class of 2023 account #871

RATIONALE:

This is a great event to allow students time with friends and to create memories as they end this chapter of their life.

E.3. RECOMMENDATION:

Enter into a contract with the Agora Event Center, LLC, to host and provide services for the Will Rogers Senior Prom on April 7, 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: \$9,000

FUND NAME/ACCOUNT:

Will Rogers Class of 2023 activities fund #871

RATIONALE:

The senior prom is an annual event for the senior class of Will Rogers High School. This event enables the students to have a final, cohesive gathering of their peers prior to graduation. It also provides students the opportunity to be involved with the process of event planning, which will strengthen teamwork and benefit them for future endeavors.

E.4. RECOMMENDATION:
Amend item E.14 on the June 6, 2022 agenda with Tulsa Officials of Oklahoma Association, a 501(c)(3).

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: This is an increase of \$6,000 due to additional games.

FUND NAME/ACCOUNT: 11-0000-2199-503430-000-000000-000-16-068-

REQUISITION/CONTRACT: 12306141

RATIONALE: This agreement will allow the district to pay officials in a timely manner by making one payment each month to the Tulsa Officials of Oklahoma Association. The Tulsa Officials of Oklahoma Association will handle all payroll considerations currently processed by the district. The agreement will streamline the district's ability to pay

efficiently and will significantly reduce the amount of work by school personnel.

E.5. RECOMMENDATION:
Approve the "Statement of Acceptance" that confirms Booker T. Washington High School's authorization to continue offering the International Baccalaureate Diploma Program, a 501(c)(3).

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: \$11,147 annual fee that will be paid to the International Baccalaureate Diploma Program, a 501 (c)(3).

FUND NAME/ACCOUNT: BTW Site Funds, IB Program Account

REQUISITION/CONTRACT: 11-0735-1764-50-6100-251-000000-00-07-735

RATIONALE:

Post-secondary readiness is a key strategy in the Pathways to Opportunity district plan. In alignment with this goal, Booker T. Washington High School is one of only two high schools in the state of Oklahoma that is authorized to offer the International Baccalaureate Diploma Program. All Booker T. Washington juniors and seniors are eligible to participate in the program. BTW currently offers 36 different IB Diploma courses. The faculty has a strong commitment to the program and has been specially trained by the International Baccalaureate Organization. Students pursuing the IB diploma take six college-level courses in their junior and senior years and have the option of taking the IB exam for possible college credit. Students that are not interested in the full IB diploma are encouraged to take individual IB courses. IB courses focus on critical thinking, global awareness, and subject-specific skills. Students may earn college credit by successfully passing an IB exam.

For 2021-2022, BTW administered 431 IB subject exams to 124 students. There were 45 seniors who completed all of the requirements for the program, 33 of which earned sufficient points on the exams to be awarded the IB Diploma.

For 2022-2023, there are 110 juniors and seniors pursuing the full IB Diploma. For the May 2023 exam session, 127 students registered for 338 IB exams. The “Statement of Acceptance” is a required component of the International Baccalaureate’s 5-year evaluation process. All authorized schools are re-evaluated every 5 years for compliance with IB Standards and Practices. Booker T. Washington’s IB Diploma Program is scheduled for re-evaluation in spring 2023.

E.6. RECOMMENDATION:

Increase the amount of the contract with The Modern Classrooms Project, 501(c)(3) to provide high quality professional development and mentorship for teachers to implement innovative and responsive classroom models using mastery-based, personalized learning to meet the needs of all students during the 2022-2023 school year as part of RFP 22026.

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:

Amendment to cost in item E.88 of agenda 6-6-2022 to increase by \$40,000 for the accommodation of elementary school work. The original amount of the contract was \$265,000.

FUND NAME/ACCOUNT:

11-5520-2213-503200-498-000000-000-05-070-5520

11-0224-2213-503200-000-000000-000-05-070-0224

RATIONALE:

This increase will support a group of elementary educators. Educators will be empowered and supported to build classrooms that respond to every student’s needs through a research-backed instructional model grounded in blended, self-paced, mastery-based learning that leverages technology to foster human connection and authentic learning.

E.7. RECOMMENDATION: Enter into an agreement with PowerSchool Holdings, Inc, Folsom, California, to provide professional development for individuals responsible for student scheduling/master schedule creation.

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: \$24,100

FUND NAME/ACCOUNT:

11-0000-2573-503590-100-000000-000-00-000-07-077

REQUISITION/CONTRACT:

12306146

RATIONALE: Creating master schedules is an important task that is a critical aspect

of enabling school improvement efforts. Tulsa Public Schools utilizes PowerSchool as our student information system which houses student information and master schedules for students and teachers. Powerschool staff are uniquely positioned to provide expert training and certification to secondary schedulers, giving them tools to manage unique and complex scheduling challenges. Proper scheduling will ensure that students have access to a broad offering of courses that will promote their future success. Schedulers will be more successful at fulfilling student course requests, resulting in higher student satisfaction, and we will be able to operationalize school plans in a more efficient manner to prepare for the 23-24 school year.

TEACHING AND LEARNING

E.8. RECOMMENDATION:

Amend item E.46 on the June 6, 2022 agenda to enter into Individualized Education plans (IEP) service agreements with Oklahoma school districts to provide free appropriate public education for certain students for whom they are unable to support during the 2022-2023 school year. This amendment is necessary in order to add Okemah Public Schools.

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:

An IEP (Individual Education Program) service agreement between two districts is entered into when the student's resident district is unable to provide the services identified in order to meet the student FAPE (Free and Appropriate Public Education) requirements.

TALENT MANAGEMENT

E.9. RECOMMENDATION: Approve routine staffing items.

RATIONALE:

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

E.10. RECOMMENDATION:

Approve 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.11. RECOMMENDATION:

Pay certified staff (to be named) classroom teachers and librarians who have received National Board Certification an annual bonus during the 2022-2023 based on funds

provided by the state and subject to lawful withholdings. Bonuses are to be paid by the State Department of Education through the district's payroll service.

COST: No cost to the district.

RATIONALE:

The National Board for Professional Teaching Standards was formed in 1987 to advance the quality of teaching and learning by developing professional standards for accomplished teaching and creating a voluntary system to certify teachers who meet those standards. If funding is approved by the Oklahoma Legislature and a nationally board-certified teacher meets specific requirements identified by state law and State Department of Education rules, including employment as a full-time classroom teacher in Oklahoma public schools, the teacher will receive a bonus for that year. For this purpose, a full-time teacher is defined as a classroom teacher, librarian, or counselor employed as a 1.0 full-time equivalency on the School Personnel Report. School psychologists and diagnosticians who hold National School Psychology certification and speech language pathologists or audiologists who hold certification through the American Speech-Language-Hearing Association (ASHA) are also eligible for the bonus. The Internal Revenue Service regulations require that the money be paid through individual districts.

E.12. RECOMMENDATION:

Approve Cocoon Coaching & Consulting, LLC to provide a three-year recruitment strategy that will support the district in hiring highly qualified staff. Key elements of this strategy should drive effective recruitment and hiring for the 2023-2024 academic year. Work provided will include design of recruitment strategy, targeted implementation support, and documentation and knowledge management.

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:

An amount not to exceed \$350,000 for an initial 18-month term with the opportunity for two extensions for a total of three years of service. Though this is an 18-month term, the contract will only use FY2022-FY2023 funds.

RATIONALE:

Talent recruitment has never been more important or challenging. These services will help ensure that Tulsa Public Schools has a strong, coherent, and data-focused recruitment process based in best practices. A few sample deliverables from this contract include:

- (1) Define discrete phases, milestones and timeline for a successful three-year recruitment strategy specific to Tulsa Public School's context, starting with recruitment for the 2023-2024 school year.
- (2) Provide research and examples on best practices in the recruitment of high-priority

- positions and how these practices could be adapted to Tulsa Public School's context;
- (3) Provide guidance and support on maximizing recruitment for candidates of color and multilingual candidates
 - (4) Identify relevant, measurable known progress indicators that will show to what extent the strategy is being implemented with fidelity and to what extent the strategy is effective.
 - (5) Work with Tulsa Public Schools staff and other vendors to review brand coherence, templates, and other collateral to ensure fit and strategic alignment; developing content and providing strategic direction on collateral design as needed.

FINANCIAL SERVICES

- E.13. RECOMMENDATION:**
Approve the December 9, 2022 - January 5, 2023 New Encumbrance 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.14. RECOMMENDATION:** Approve a resolution that certifies that Tulsa Public Schools supports TAPS, the Tulsa Urbanized Area Transportation Alternatives Program, and has the legal authority to pledge matching funds and legal authority to apply for state or federal funds. The total project cost is estimated to be \$1,240,000 of which TPS will commit \$240,000 in matching funds from the district's building and bond funds.

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:

Applicable building fund \$140,000

Applicable bond funds \$100,000

RATIONALE:

This resolution will allow Tulsa Public Schools to apply for a TAPS grant to improve safety on and around our school campuses. If awarded, this grant will continue the safety improvements to all 82 district campuses as specified in the Vision Tulsa: Safety First Initiative. All TPS matching funds will be spent on improvements to TPS property.

BOND PROJECTS AND ENERGY MANAGEMENT

- E.15. RECOMMENDATION:**
Approve amendment #4C, with Trigon General Contractors and Construction Managers Inc. for the cafeteria improvements at Memorial High School.

	Phase 1	Phase 2
Allowances	\$158,011.20	\$26,959.91
Gen Conditions	\$151,680.92	\$22,478.88
Mgmt Fees	\$98,538.42	\$14,603.24
Reimbursables	\$85,436.46	\$56,281.06
Trade Contracts	\$2,005,508.00	\$254,676.91
Total GMP	\$2,499,175.00	\$375,000.00

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 is not to exceed \$2,874,175

FUND NAME/ACCOUNT: Contingent upon sale and receipt of bond funds.

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

E.16. RECOMMENDATION:

Approve supplement #9, #10, #11, #12, #13, and #14, with Trigon General Contractors and Construction Managers Inc. for secure entries at Central Middle and High School, East Central High School, Memorial Middle School, North Star Academy, Phoenix Rising, and Tulsa MET.

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.

FUND NAME/ACCOUNT: Contingent upon sale and receipt of bond funds.

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

E.17. RECOMMENDATION:

Approve amendment #9A, #10A, and 11A, with Trigon General Contractors and Construction Managers Inc. for secure entries at Central Middle and High School, East Central High School, and Memorial Middle School.

Memorial Middle School	
Trade Contracts	\$144,636.72
Gen Conditions	\$18,505.64
Mgmt Fees	\$11,731.60
Allowances	\$38,140.45
Reimbursables	\$17,019.01
Total GMP	\$230,033.42

East Central High School	
Trade Contracts	\$77,602.37
Gen Conditions	\$10,873.40
Mgmt Fees	\$6,893.16
Allowances	\$26,836.45
Reimbursables	\$15,018.01
Total GMP	\$137,223.40

Central Middle and High School	
Trade Contracts	\$272,269.45
Gen Conditions	\$34,521.45
Mgmt Fees	\$21,884.78
Allowances	\$79,407.90
Reimbursables	\$26,706.24
Total GMP	\$434,789.82

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:

Central Middle and High School: \$434,789.82

East Central High School: \$137,223.40

Memorial Middle School: \$230,033.42

FUND NAME/ACCOUNT:

Central Middle and High School:21-0245-2620-506540-000-000000-000-08-037-

East Central High School:32-1147-4720-504500-000-000000-070-03-710-SL007

Memorial Middle School: contingent upon sale and receipt of 2023B bond funds.

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

E.18. RECOMMENDATION:

Approve amendment #12A, #13A, and 14A, with Trigon General Contractors and Construction Managers Inc. for secure entries at North Star Academy, Phoenix Rising, and Tulsa MET.

Tulsa MET	
Trade Contracts	\$82,685.09
Gen Conditions	\$10,247.44
Mgmt Fees	\$6,496.34
Allowances	\$15,281.75
Reimbursables	\$14,901.00
Total GMP	\$129,611.62

Phoenix Rising	
Trade Contracts	\$54,852.93
Gen Conditions	\$8,276.03
Mgmt Fees	\$5,246.57
Allowances	\$22,730.75
Reimbursables	\$14,532.47
Total GMP	\$105,638.76

North Star Academy	
Trade Contracts	\$99,362.56
Gen Conditions	\$12,405.73
Mgmt Fees	\$7,864.58
Allowances	\$20,919.60
Reimbursables	\$15,304.46
Total GMP	\$155,856.93

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:

North Star Academy: \$155,856.93

Phoenix Rising: \$105,638.76

Tulsa MET: \$129,611.62

FUND NAME/ACCOUNT:

32-1147-4720-504500-000-000000-092-03-628-SL007

32-1147-4720-504500-000-000000-065-03-636-SL007

32-1147-4720-504500-000-000000-079-03-745-SL007

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

E.19. RECOMMENDATION:

Approve contract with the lowest responsible bidders, Barmac Access Controls, LLC, dba Modern Fence of NWA and DSK Investments LLC dba Owasso Fence Company, for new fences at Bell Elementary, Carnegie Elementary, Cooper Elementary, Eliot Elementary, Grissom Elementary, Mitchell Elementary, Patrick Henry Elementary, Peary Elementary, Sequoyah Elementary, Unity Learning Academy and Whitman 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:

Modern Fence: \$357,667

Owasso Fence Company: \$295,302

The total cost of this project is not to exceed \$652,969.

FUND NAME/ACCOUNT:

\$400,000, 35-1261-4300-507160-000-000000-046-12-402-SL008

\$50,000, 35-1325-4300-507160-000-000000-046-12-402-SL008

\$202,969, Contingent upon sale and receipt of 2023A bond funds.

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

E.20. RECOMMENDATION:

Enter into CNG vehicle capital lease agreements with DLFC CNG Investments, LLC for the acquisition of 10 compressed natural gas (“CNG”) buses. 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 \$1,588,885 will be paid as follows: First payment of \$1,475,005, followed by 36 monthly payments of \$1,080 and a final payment of \$75,000. The buses should be delivered in February 2024.

FUND NAME/ACCOUNT: Applicable bond funds.

RATIONALE:

The lease structure allows the lessor to take advantage of state energy tax credits and to pass along a portion of the cost savings to the District. The District will save approximately \$206,612 through this leasehold structure. The purchase of the buses is part of the 2021 bond issue.

E.21. RECOMMENDATION:

Approve contract with the lowest responsible bidder, Turner Roofing and Sheet Metal Inc, for re-roofing at the Cherokee building.

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 \$1,346,210.

FUND NAME/ACCOUNT: Contingent upon sale and receipt of bond funds.

RATIONALE: The re-roofing at this site is part of the 2021 bond issue.

E.22. RECOMMENDATION:

Approve contract with the lowest responsible bidders for playground improvements at Salk Elementary.

Scope of Work	Vendor	Cost
Demolition	Ark Wrecking Co of Oklahoma Inc	\$18,750
Earthwork/Sod	DT Specialized Services, Inc.	\$38,000
CM/Concrete	Crossland Construction Co, Inc.	\$93,250

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 \$150,000.

FUND NAME/ACCOUNT: Contingent upon sale and receipt of 2023A bond funds.

RATIONALE: Playground improvements are part of the 2021 bond issue.

E.23. RECOMMENDATION:

Approve a lease between Tulsa Public Schools and the Minim Production, Inc of the district's Park Elementary building, for Minim Production's business use during the filming of the series "Reservation Dogs" in a nearby location. The term of the lease will begin January 16, 2023 through June 30, 2023.

FURTHER RECOMMEND:

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

RATIONALE:

Minim Production previously rented the facility in 2022, which was approved on the February 7, 2022 agenda E.29. The District will receive approximately \$75,000 in rental payments during this short-term lease. Minim's business at the facility will be solely indoors, subject to the district's facility use and lease agreements, and contingent on approval by the city's board of adjustment.

OPERATIONS

E.24. RECOMMENDATION:

Approve an increase to the amount approved in the June 6, 2022 Board agenda (E.252) for purchase order #22300254, to contract security services from Securitas Security Services USA, Inc. to provide supplemental security support for the district under the direction of Campus Police for specified assignments and backfills, and otherwise needed for the district during the 2022-2023 school year.

FURTHER RECOMMEND:

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

COST: Not to exceed \$167,261.00 (an increase of \$17,261)

FUND NAME/ACCOUNT: Building Fund, 21-0000-2660-503440-000-000000-000-

17-049

RATIONALE:

The Campus Police department's priority is to provide a safe environment for teachers to teach and for students to learn. In order for the department to maximize its capacity to provide School Safety and Campus Security Officers at school sites, the department recruits supplemental support from security contractors to primarily secure assets (e.g. transportation terminal), and/or support during emergencies. This School year we had to leverage more supplemental security support to increase coverage while filling vacant positions.

GENERAL COUNSEL

E.25. RECOMMENDATION:

For purposes of continued representation in *Indep. Sch. Dist. #52 v. Hofmeister, et al.*, Case No. CV-2016-1965, a matter pending in the District Court of Oklahoma County and consolidated with *Western Heights Independent School District #1-41 v. Oklahoma State Department of Education, et al.*, Case No. CJ-2016-4826, approve a legal services agreement for the 2022-2023 school year with McDaniel Acord, PLLC.

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: 11-0000-2317-503540-000-000000-000- 09-092

F. PUBLIC COMMENT ON ACTION AGENDA

G. ACTION AGENDA - Motion and vote on recommendations

BOND PROJECTS AND ENERGY MANAGEMENT

G.1. RECOMMENDATION:

Approve a Resolution approving the Preliminary Official Statement and authorize the distribution of same for the District's Combined Purpose General Obligation Bonds, Series 2023A.

FURTHER RECOMMEND:

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

RATIONALE:

At the December 12, 2022 meeting, the Board approved a resolution setting the time and date for the sale of the District's Combined Purpose General Obligation Bonds, Series 2023A. This Resolution approves the form of the Preliminary Official

Statement related to said Bonds and authorizes the distribution of same to potential bidders.

CONSENT ITEM E-1

ROUTINE FIELD TRIPS

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Edison Preparatory High School/Varsity Pom 9 th -12 th grade	Students: 18 Parents: 20 Staff: 1	To compete in the National Championship with Dance Team Union/ Orlando, Florida	February 8-14, 2023	4	No cost to the district. Funding will be provided by Edison's Pom Booster Club.
Carver Middle School/Debate Team	Students: 4 Parents: 0 Staff: 4	To compete in the California Invitational Berkeley Debate Tournament/Berkley, California	February 16-21, 2023	3	No cost to the district. Funding will be provided by the Tulsa Debate League.
Key Elementary School/5 th grade students	Students: 18 Parents: 20 Staff: 1	Study trip to Crystal Bridges Museum of American Art/Bentonville, Arkansas	March 3, 2023	1	Not to exceed \$1840.00/Key's School Activity Fund #519

SUPPORTING INFORMATION
CONSENT ITEM E.9

ROUTINE STAFFING

ELECTIONS					
Name	Effective Date	Contract Amount	Position	Grade or Degree & Step	
Adams, Matthew	01-03-23	\$ 41,250.00	Teacher	B-3	
Aleman, Ashley	01-10-23	\$ 62,000.00	Positive School Climate Coordinator	BG-7	
Archer, Brad	01-10-23	\$ 65,500.00	Instructional Mentor	EG-3	
Arnote, Allie	01-03-23	\$ 30,000.00	Apprentice	NS	
Baracker, Gabriel	12-12-22	\$ 30,000.00	Apprentice	NS	
Brown, Lorena	11-28-22	\$ 13.49	MD Paraprofessional	IS-10	
Cardwell, Deja	12-12-22	\$ 30,000.00	Apprentice	NS	
Cherry, Taylor	11-28-22	\$ 11.35	Health Assistant	CA-05	
Cuellar Galvez, Erik	12-06-22	\$ 30,000.00	Apprentice	NA	
Davis, Ariel	12-12-22	\$ 30,000.00	Apprentice	NS	
Dodd, Kathy	01-10-22	\$ 175,000.00	Chief Strategy Officer	XG-5	
Donnini, Kara	12-13-22	\$ 30,000.00	Apprentice	NS	
Dunham, Lynn	12-12-22	\$ 40,820.00	Teacher	B-2	
Ed, Katlyn	01-10-23	\$ 46,000.00	Budget Analyst - Stimulus Funded	BG-5	
Goff, Johnny	11-28-22	\$ 30,000.00	Apprentice	NS	
Gonzalez-Thompson, Margarita	01-03-23	\$ 13.08	Teacher Assistant	IS-6	
Hassan, Anwar	12-12-22	\$ 11.22	Cafeteria Assistant	MT-1	
Hawthorne, Alfred	01-09-23	\$ 12.46	Evening Custodian	MT-3	
Hill, Clifton	01-19-23	\$ 47,000.00	Cultural Specialist	BG-3	
Houchin, Elizabeth	12-01-22	\$ 13.79	Communication Specialist	TS-5	
Hughes, William	01-10-23	\$ 59,400.00	Certified Athletic Trainer	BG-5	
Hughes, William	01-03-23	\$ 59,400.00	Athletic Trainer	BG-5	
Ivie, James	01-03-23	\$ 30,000.00	Apprentice	NS	
Johnson, Charles	01-04-23	\$ 13.49	ID Paraprofessional	IS-10	
Johnson, Courtney	01-10-23	\$ 67,500.00	Marketing and Outreach Manager	BG-8	
Jones, Jacqueline	11-28-22	\$ 42,000.00	Case Mgr - Strong Tomorrows	BG-4	
Karimi, Ayesha	01-10-23	\$ 36,000.00	Regugee Navigator	BG-3	
King, Michaela	12-05-22	\$ 9.82	Teacher Assistant	IS-3	
Koenig, David	12-14-22	\$ 13.08	Parent Involvement Facilitator	IS-06	
Lein, Joanna	01-03-23	\$ 98,000.00	Leadership Development Coach	EG-10	
Illamas, ana	01-09-23	\$ 12.46	Bilingual Receptionist / Data Clerk	CA-7	
Luevano, Alexandria	12-15-22	\$ 40,000.00	Teacher	B-0	
Martin, Jerrico	01-03-23	\$ 30,000.00	Apprentice	NS	
Mclaurin, Sharon	01-09-23	\$ 13.49	Health Assistant	CA-5	
Mesman-Hallman, Kai	11-28-22	\$ 30,000.00	Apprentice	NS	
Narboe, Darin	01-09-23	\$ 21.80	HVAC Craftsperson	MT-18	
Nubine, Willie	11-28-22	\$ 11.72	Evening Custodian	MT-3	
O'Dell Cargill, Deborah	12-06-22	\$ 41,410.00	Teacher	M-1	
Porter, Ziya	12-06-22	\$ 9.82	Teacher Assistant	IS-3	
Rawlings, Javon	01-09-23	\$ 13.90	Campus Security Officer	TS-5	
Sandoval, Ronald	12-13-22	\$ 98,000.00	Director of Dual Language and World Language	EG-8	
Schinnerer, Douglas	12-12-22	\$ 30,000.00	Apprentice	NS	
Sharp, Bobbi	01-10-23	\$ 42,800.00	Site-Based Social Service Specialist	BG-6	
Shine, BreAnna	01-03-23	\$ 83,000.00	Director of Student Engagement	BG-10	
Sloat, Sydney	01-03-23	\$ 30,000.00	Apprentice	NS	
Stiller Titchener, Kelly	01-04-23	\$ 30,000.00	Apprentice	NS	
Stilson, Jennie	12-05-22	\$ 40,000.00	Teacher	B-0	
Thao, Nhia Thai	12-07-22	\$ 11.72	Evening Custodian	MT-3	
Triplett, Tyler	12-05-22	\$ 30,000.00	Apprentice	NS	
Vogel, Paul	12-12-22	\$ 12.46	Evening Custodian	MT-3	
Wesley, Brendan	01-09-23	\$ 11.77	Labor Journeyperson	MT-7	
White, Raven	01-10-23	\$ 46,000.00	Digital Content Specialist	BG-5	
Williams, Alicia	01-10-23	\$ 44,000.00	Case Manager - Strong Tomorrows	BG-4	
Wilson, Michael	12-20-22	\$ 14.16	Preventive Maintenance Apprentice	MT-11	
ADJUSTMENTS					
Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree & Step
Bolds, Charles	11-28-22	\$ 11.20	Cafeteria Assistant	Cook I	MT-2
Butler, Katrina	11-01-22	\$ 30,000.00	Teacher Assistant	Apprentice	NS
Callahan, Melissa	01-10-23	\$ 17.39	Purchasing Technician AP - Stimulus Funded	Purchasing Technician AP	CA-11
Carey, Susan	1-10-23	\$ 76,937.00	Project Manager of Innovation	HRISS Business Analyst	BG-8
Castaneda, Andrea	1-10-23	\$ 164,430.00	Interim Chief Talent Officer	Chief Talent Officer	XG-5
Castaneda, Efrain	01-09-23	\$ 17.89	Campus Security Officer	School Safety Officer	TS-11

SUPPORTING INFORMATION

CONSENT ITEM E.9

ROUTINE STAFFING

Clardy, Kelsey	08-08-22	\$ 44,200.00	Teacher	School Improvement Instructional Coach	M30-5
Copeland, Evelyn	01-10-23	\$ 18.71	Talent Specialist	Benefits Specialist	CA-12
Cornwell, Stacie	11-18-22	\$ 13.89	Cook I	Cook II	MT-3
De Leon Gamez, Laura	12-01-22	\$ 11.38	Unassigned Custodian	Evening Custodian	MT-3
Dennis, Nicolette	01-03-23	\$ 123,340.00	Principal	Admin on Special Assignment	EG-10
Herrera, Lorena	08-01-22	\$ 45,000.00	Social Sevcies Specialist - Site Based	Social Services Specialist - Site Based	BG-7
Hill-Taylor, Taylor	01-04-23	\$ 98,500.00	School Strategy Partner	Director of Federal Programs	BG-11
Hobbs, Darcie	07-01-22	\$ 66,500.00	Data Strategist	District Strategy Program Manager	BG-8
Hussein, Thoolgugan	12-15-22	\$ 11.14	Cafeteria Assistant	Cook I	MT-02
Hussein, Thoolgugan	12-15-22	\$ 11.14	Cafeteria Assistant	Cook I	MT-2
Lewis, Chrystal	07-01-22	\$ 96,000.00	Director Integrated Wellness	Director Intergrated Wellness	BG-11
Morris, Graydon	01-10-23	\$ 57,000.00	Counselor	Network Social Emotional Learning Coordinator	BG-7
Murphy-Williams, Dawn	11-28-22	\$ 30,000.00	Teacher Assistant	Apprentice	NS
Parra, Maira	01-03-23	\$ 12.90	Cafeteria Assistant	School Clerk	CA-3
Paul, Therionna	07-01-22	\$ 45,000.00	Social Sevcies Specialist - Site Based	Social Services Specialist - Site Based	BG-7
Saddler, CasSandra	01-03-22	\$ 96,000.00	Teacher	Talent Strategist	BG-10
Scott, Christopher	01-09-23	\$ 17.89	Campus Security Officer	School Safety Officer	TS-11
Wallace, Gabriella	12-20-22	\$ 47,000.00	Case Manager - Strong Tomorrows	Case Manager - Strong Tomorrows	BG-4

SEPARATIONS

Name	Effective Date	Position	Name	Effective Date	Position
Alpert, Miriam	12-16-22	Teacher Assistant	Piggee, Casey	12-16-22	Teacher
Barrios, Silbic	12-09-22	Unassigned Custodian	Ransford, Anthony	12-05-22	Bus Driver
Bateman, Celia	9-30-22	Parent Involvement Facilitator	Ray, Amanda	12-16-22	Teacher
Cantu, Mercedes	01-03-23	Teacher	Reyes, Monica	12-16-22	Teacher
Cloud, Brooklyn	10-20-22	Evening Custodian	Snell, Becky	12-16-22	Teacher
Coronado, Jennifer	12-23-22	School Clerk	Stinnett, Loretta	01-04-23	Zone Manager
Earickson, Kimberly	12-13-22	Parent Involvement Facilitator	Stoliby, Randi	11-18-22	Cafeteria Manager
Hernandez, Miguel	01-02-23	Teacher	Trochez, Kevin	11-15-22	Evening Custodian
Jackson, Beverly	06-01-22	Cafeteria Assistant	Vera, Ashley	10-04-22	Teacher Assistant
Mass, Carmela	11-25-22	Cafeteria Assistant	Warren, Katherine	01-26-23	Half Time Teacher
Peper, LeeAnne	12-12-22	Education Technology & Service Manager	York, Mary	11-28-22	Evening Custodian

SUBSTITUTE AND TEMPORARY ELECTIONS

TUTOR	Custodian
Freeman, Havilah	Yanirra Beltrain, Marta

Adjunct Coaches

SITE	NAME	ACTIVITY (IES)	TOTAL AMOUNT	START DATE	END DATE
Central Middle School	Mitchell, Christopher	Assistant Football	\$ 1,373.00	11-7-22	05-28-23
Thoreau	Bentley, Joann	Boys' & Girls' Swim	\$ 1,145.00	11-17-22	05-28-23
Hale High School	Greenlee, Reginald	Assistant Girls' Basketball	\$ 2,577.00	11-30-22	05-28-23
Edison Middle School	Malone, Terry	8th Grade Girls' Basketball	\$ 1,145.00	12-16-22	05-28-23
Edison High School	Malone, Terry	Assistant Girls' Basketball	\$ 2,577.00	12-16-22	05-28-23

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Rogers – 11-0000-2410-501110-000-000000-112-07-578

11-0000-2410-501110-000-000000-112-07-730

Pay Cindy Largent-Williams, assistant principal, a stipend of \$1,200 per month (not to exceed \$7,200) for additional responsibilities as acting principal, January 3, 2023 to June 30, 2023.

Athletics – School Activity Fund #536

Pay Will Rogers High School coach Dakota Richie a total not to exceed \$2000.00 for coaching football from August – December 2022. The Tulsa Will Rogers All-Sport Boosters will reimburse the district so there is no cost to the district.

Talent Management - 11-0000-xxxx-xxxxxx-000-000000-xxx-xx-041

Pay support employee Susan Carey a stipend of \$1,000/month for additional department responsibilities effective July 1, 2022 to December 31, 2022.

Share Course Opportunity Stipend - XQ Grant - 11-0260-XXXX-501XXX-000-000000-XXX-05-XXX-0260

Pay 4 certified and non-certified staff each a stipend of \$250/month (not to exceed \$10,000 for additional responsibilities to support student monitoring and classroom support from August 18, 2022 to May 25, 2023

External Course Taking Opportunity Coordination - XQ Grant - 11-0260-XXXX-501XXX-000-000000-XXX-05-XXX-0260

Pay 4 certified staff each a stipend of \$125/month (not to exceed \$6,000 for additional duties to support student scheduling and coordination for external course taking opportunities from July 1, 2022 to June 30, 2023

Communications - 11-0000-2560-503370-000-000000-000-14-062

Pay support employee Elizabeth Weese, a stipend of \$500/month for additional responsibilities during the time period of January 1, 2023 to June 30, 2023.

Anderson - 11-0000-2410-501110-000-000000-105-07-135-

Pay Lajuanna Waddell, assistant principal, a stipend of \$680/month (not to exceed \$4,800) for additional responsibilities as acting principal, January 3, 2023 to June 30, 2023

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct number of positions created on April 4, 2022 page 16

Position	Salary / Grade	Duties
Marketing & Outreach Manager - ESC /Communications	BG-8 12 Months	The manager serves as a key program-area lead in the successful implementation of a three-year grant funded initiative designed to retain, re-engage, and recruit students and families to choose Tulsa Public Schools for their child's pre-K-12 education. The marketing and outreach manager will supervise three specialist-level positions that will provide direct support to elementary school teams to retain existing families, recruit new families, and re-engage families who have left the system within the last three years. This position will focus on improving constituent experiences with the district by overseeing the development and implementation of strategic marketing plans for a targeted portfolio of 10-15 elementary schools; supporting school and district teams with implementing system-wide practices and standards for customer service and engagement; and managing outreach efforts to families identified as at-risk for in-district retention. This position will support the director of family retention and recruitment with stewardship of strategic community partnerships.
<p>Annual Budget Impact: \$112,000 min. - \$168,000 max. 2 Positions</p> <p>Funding Source: 11-0279-2323-501210-000-000000-344-05-062-0279 Grant Funded</p>		

Correct number of created positions June 6, 2022 page 134

Position	Salary / Grade	Duties
Refugee Navigator - Enrollment Center / Language and Cultural Services	BG-3 12 Months	Provide engagement and support to refugee families and students in Tulsa Public Schools. Establish effective communication between home, schools, and district to support refugee students and families navigating the school system and securing community resources. Encourage family engagement and participation in the school community and facilitate family groups and other support services.
<p>Annual Budget Impact: \$71,136 min. - \$94,600 max. 2 Positions</p> <p>Funding Source: 11-0293-2194-501210-000-000000-322-05-070-0293 Grant Funded</p>		

Position	Salary / Grade	Duties
Refugee Liaison - Enrollment Center / Language and Cultural Services	IS-6 \$11.21/hr. to \$14.95/hr. 12 Months	To assist teachers, school leaders, and staff in serving refugee students through classroom activities, day-time tutoring, parent liaison support, and other activities so that refugee students may learn effectively in their new school environment.
<p>Annual Budget Impact: \$139,901 min. - \$186,576 max. 6 Positions</p> <p>Funding Source: 11-0293-2194-501210-000-000000-322-05-070-0293 Grant Funded</p>		

SUPPORTING INFORMATION

CONSENT ITEM E.10

POSITION CREATIONS/DELETIONS

CREATES

Position	Salary/Grade	Duties
<p>District Talent Management Strategist - ESC / Talent Management</p> <p>Annual Budget Impact: \$ 126,000 min. - \$ 188,800 max.</p> <p>2 Positions</p> <p>Funding Source: 11-0000-2572-501210-000-000000-337-04-041</p>	<p>BG-9 12 Months</p>	<p>The District Talent Management Strategist works as part of the team assigned to support the District by providing high quality human resources and talent services to hiring managers based at the District Office and Operations areas. The District Talent Management Strategist is the customer service point of contact for hiring managers for Talent Management including recruitment, candidate screening and selection, onboarding, and transfers.</p>
<p>District Recruiter - ESC / Talent Management</p> <p>Annual Budget Impact: \$112,000 min. - \$168,000 max.</p> <p>2 Positions</p> <p>Funding Source: 11-0000-2572-501210-000-000000-xxx-04-041</p>	<p>BG-8 12 Months</p>	<p>Serves as a vital leader in achieving the recruitment goals of Tulsa Public Schools by managing Talent Management resources, recruiting outstanding candidates for district positions, ensuring high-quality candidate pools by enacting standard, quality-focused selection models for all positions; and maintaining strong partnerships with teacher education programs and other key community partners.</p>
<p>Executive Director of Employee Relations - ESC / Talent Management</p> <p>Annual Budget Impact: \$93,500 min. - \$140,300 max.</p> <p>Funding Source: 11-0000-2572-501210-000-000000-xxx-04-041</p>	<p>XG-1 12 Months</p>	<p>The Executive Director of Employee Relations directs services across Tulsa Public Schools' Employee Relations and Compensation and Benefits teams by strengthening conditions in our schools and district office that foster supportive, healthy work environments for all employees. The Executive Director oversees employment-related challenges, including investigations of alleged misconduct, termination or non-renewal of employment, and conflict resolution efforts, provides guidance in the application of labor law, relevant federal, state, and district policies to employee relations matters including performance management, collective bargaining and administrative proceedings and maintains a competitive strategy as well as administers employee benefits and compensation programs.</p>
<p>HRISS Business Analyst - ESC / Talent Management</p> <p>Annual Budget Impact: \$56,000 min. - \$84,000 max.</p> <p>Funding Source: 11-0000-2572-501210-000-000000-xxx-04-041</p>	<p>BG-8 12 Months</p>	<p>The HRIS Business Analyst serves on the Talent Management team focusing on supplemental systems, improving and updating workplans, workflows and processes, creating efficiencies and service enhancements.</p>
<p>HRISS Administrator - ESC / Talent Management</p> <p>Annual Budget Impact: \$56,000 min. - \$84,000 max.</p> <p>Funding Source: 11-0000-2572-501210-000-000000-xxx-04-041</p>	<p>BG-8 12 Months</p>	<p>The HRIS Administrator is responsible for overseeing the HRIS portion of the district's enterprise resource planning tool, maintaining security settings, and working closely with the talent management, compensation, and payroll teams. Collaborations with key stakeholders and functional teams to coordinate modifications and enhancements to the ERP tool and ensure continuous improvement throughout the district. This position will also be responsible for routine and as-needed local, state, and national reporting.</p>
<p>Bilingual Benefits Specialist - ESC / Talent Management</p> <p>Annual Budget Impact: \$ 30,867 min. - \$ 41,621 max.</p> <p>Funding Source: 11-0000-2572-501210-000-000000-337-04-041</p>	<p>CA-12 \$14.84/hr. to \$20.01/hr. 12 Months</p>	<p>The Bilingual Benefits Specialist is responsible for assisting with the administration of group benefit programs including medical, dental, vision, life insurance, flexible spending plans, COBRA administration, leave of absence and retirement programs for non English speaking employees.</p>
<p>Administrative Assistant IV - ESC / Talent Management</p> <p>Annual Budget Impact: \$ 30,867 min. - \$ 41,621 max.</p> <p>Funding Source: 11-0000-2572-501210-000-000000-337-04-041</p>	<p>CA-12 \$14.84/hr. to \$20.01/hr. 12 Months</p>	<p>This position will serve as the face of the Tulsa Public Schools Talent Management team. The primary responsibility is to operate a welcoming and efficient main office for current and prospective employees. The ideal candidate is a highly personable, systematic, and extremely organized individual who deeply believes in the Tulsa Public Schools mission and is committed to helping build a district of high-performing schools.</p>

SUPPORTING INFORMATION

CONSENT ITEM E.10

POSITION CREATIONS/DELETIONS

<p>Security Systems Technician - Maintenance / Client Services</p> <p>Annual Budget Impact: \$ 67,725 min. - \$ 91,728 max.</p> <p>2 Positions</p> <p>Funding Source: 21-0000-2660-501210-000-000000-607-02-028-</p>	<p>TS-9 \$16.28/hr. to \$22.05/hr. 12 Months</p>	<p>Under the supervision of the life safety systems manager, the Security Systems Technician will install and maintain security, fire alarm, access control, radios, and video surveillance and security equipment.</p>
<p>Operations Associate, Communications - ESC / Communications</p> <p>Annual Budget Impact: \$39,600 min. - \$59,400 max.</p> <p>Funding Source: 11-0000-2560-501210-000-000000-xxx-14-062</p>	<p>BG-5 12 Months</p>	<p>Under the guidance of the Executive Director of Communications and Strategy, manages the communications office and supports the coordination of logistics and scheduling as needed for the Communications Team. Executes routine operational tasks and adeptly addresses operational and administrative needs as identified by the Executive Director of Communications and Strategy. Processes and manages requests for information made through the Open Records Act/Freedom of Information Act. Serves as district administrator for SchoolMessenger mass communications program.</p>
<p>Employee Communications and Engagement Manager - ESC / Communications</p> <p>Annual Budget Impact: \$50,000 min. - \$75,000 max.</p> <p>Funding Source: 11-0000-2560-501210-000-000000-xxx-14-062</p>	<p>BG-7 12 Months</p>	<p>The employee communications and engagement manager is charged with planning and implementing internal communications and engagement efforts targeting Tulsa Public Schools' 5,500 employees. This role develops and implements a system-wide internal communications calendar that includes touchpoints connected to milestone years of service, national recognition day and month celebrations, seasonal messaging, and timely updates and information about key events, issues, and initiatives. This position also supports the Office of the Superintendent with personalized communications to and recognition of district staff. Working with the Talent Management team, the manager of internal communications plans and manages annual employee recognition events including the Teacher/Support Employee of the Year Celebration and the Years of Service Celebration.</p>

DELETES:

Position	Salary/Grade	Duties
<p>Program Manager Early Childhood - Wilson / Teaching & Learning</p> <p>Annual Budget Impact: \$ 94,952 min. - \$ 133,400 max.</p> <p>2 Positions</p> <p>Funding Source: 11-0271-2490-501110-000-000000-109-05-070-0271</p>	<p>BG-6 12 Months</p>	<p>The program manager for early childhood is responsible for coordinating, managing, and ensuring the successful and timely completion of early childhood initiatives and projects to ensure pre-k and early grades in Tulsa Public Schools provide a solid foundation for all children to succeed. Working in coordination with multiple departments and community organizations, the project manager supports implementation of a multi-year strategy with the end goal of providing pre-kindergarten through grade 3 (P-3) education that is part of a broader birth through grade 12 continuum of high-quality services that Tulsa Public Schools has outlined in Destination Excellence, the district strategic plan.</p>
<p>Substitute Specialist - ESC / Talent Management</p> <p>Annual Budget Impact: \$ 32,240 min. - \$ 43,680 max.</p> <p>Funding Source: 11-0000-2572-501210-000-000000-337-04-041-</p>	<p>CA-13 \$15.50/hr. to \$21.00/hr. 12 Months</p>	<p>Provides timely, accurate, and customer-friendly administration of personnel matters related to employment processes for select employee groups. Ensures personnel files are maintained current and complete to provide timely and accurate information to authorized internal and external customers. Works collaboratively with Talent Management and other district offices to ensure an exceptional customer experience throughout the employment life cycle.</p>
<p>Specialist - Tulsa Service Year Operations - ESC / Talent Management</p> <p>Annual Budget Impact: \$ 39,600 min. - \$ 59,400 max.</p> <p>Funding Source: 11-0285-2571-501210-000-000000-337-04-041-0285</p>	<p>BG-5 12 Months</p>	<p>Works collaboratively with Talent Management, school sites, and other district offices to ensure an exceptional customer experience as it relates to job postings and applications through an applicant tracking system. Ensures clear and concise communication and processes with internal hiring managers as well as internal/external applicants. Continually cultivates current and potential talent. Drives technical side of virtual recruitment platform during live events. Communicates with Talent Management managers and directors regarding job postings and applicant process timing.</p>

SUPPORTING INFORMATION

CONSENT ITEM E.10

POSITION CREATIONS/DELETIONS

<p>District Office Talent Manager - ESC / Talent Management</p> <p>Annual Budget Impact: \$63,000 min. - \$ 94,400 max.</p> <p>Funding Source: 11-0000-2572-501210-000-000000-109-04-041-</p>	<p>BG-9 12 Months</p>	<p>The District Office Talent Manager leads the District in creating the strategic vision and operation of recruiting, onboarding, and Talent Planning and Succession processes for all District Office Personnel. Serves as a window of service for District Office employees regarding all their Talent Management needs. Serves as a consultant for issues related to immigration policies that affect our current and prospective employees. Supports in Talent Management Special Projects.</p>
<p>Director of District Office, School Leader & Support Talent - ESC / Talent Management</p> <p>Annual Budget Impact: \$79,100 min. - \$ 118,700 max.</p> <p>Funding Source: 11-0000-2572-501210-000-000000-109-04-041-</p>	<p>BG-11 12 Months</p>	<p>Coordinates the Employee Relations Manager in the management of employment, personnel records, compensation, regulatory compliance, Worker's Compensation, unemployment, labor relations and property, casualty, and liability claims and other Talent Management functions. Represent Talent Management support personnel at meetings, community and District functions as required. Works with the District Office and School Leader Talent Director to create the strategic vision and operation of recruiting and onboarding processes for all District Office and School Leader personnel, Talent Planning and Succession processes regarding School Leader positions, and the verification and maintenance of certified staff credentialing.</p>
<p>Special Projects Manager - ESC / Communications</p> <p>Annual Budget Impact: \$56,000 min. - \$ 84,000 max.</p> <p>Funding Source: XX-XXXX-XXXX-XXXXXX-XXX-XXXXXX-XXX-XX-XXX</p>	<p>BG-8 12 Months</p>	<p>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.</p>

Defund:

<p>Family Engagement Coordinator - ESC / Communications</p> <p>Annual Budget Impact: \$ 39,600 min. - \$ 59,400 max.</p> <p>Funding Source: 11-0271-2490-501110-000-000000-109-05-070-0271</p>	<p>BG-5 12 Months</p>	<p>Under the direction of the Senior Manager of Communications, the family engagement coordinator will work to improve two-way communications to and strengthen connections with current families and prospective families by improving and increasing family engagement through communications and outreach, supporting district community outreach initiatives, and building strategic partnerships with community organizations and businesses. The successful candidate will design communication and engagement efforts that meet the needs of the diverse communities served in our Title I schools, help to retain current families, and forge connections with school teams serving families in Title I catchment areas.</p>
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Position Upgrade:

Position	Change	Rationale
<p>Associate Data Strategist</p> <p>Annual Budget Impact: Increased by: \$10,400 min. - \$15,600 max.</p>	<p>12 month position change grade from BG-5 to BG-7</p>	<p>For competitive market survey, The associate data strategist will support in the collection, analysis and reporting of district data. Working in a highly collaborative and flexible team, the associate data strategist will have the opportunity serve as a leader on project while supporting and contributing to other projects. The focus area of data related work will vary by project.</p>
Position	Change	Rationale
<p>Data Strategist</p> <p>Annual Budget Impact: Increased by: \$24,000 min. - \$36,000 max. 4 Positions</p>	<p>12 month position change grade from BG-7 to BG-8</p>	<p>For competitive market survey, The data strategist will work in a highly collaborative and cross-functional setting. The primary aim of the data strategist will be to lead and support in moving the district towards using data as a strategic asset across school sites and within the central office. The role will be project based with the focus area shifting from project to project.</p>

SUPPORTING INFORMATION

CONSENT ITEM E.10

POSITION CREATIONS/DELETIONS

POSITION TITLE CHANGES:

Previous Title	Positions	New Title
Purchasing Tech AP - Stimulus Funded	1 Position (100016572)	Purchasing Tech AP
Talent Specialist	1 Position (100019552)	Benefits Specialist