



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa county, Oklahoma **April 3, 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**

<b>Regular Meetings</b>	<b>Special Meetings</b>
November 7, 2022	December 8, 2022
November 28, 2022	February 10, 2023
January 9, 2023	March 3, 2023
January 23, 2023	March 9, 2023
February 13, 2023	
March 20, 2023	

**E. CONSENT AGENDA**

**F. PUBLIC COMMENT ON ACTION AGENDA**

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

**H. STAFF REPORT -**

- H.1. Update regarding guardrail 3.1, the percentage of PSAT-designated AP-ready students enrolled in AP courses to include questions and dialogue among board members, superintendent and district staff.
- H.2. School Safety Update

**I. BOARD MEMBER REPORTS**

**J. CITIZENS' COMMENTS**

**K. SUPERINTENDENT'S REPORT/PRESENTATION**

**L. OTHER NON ROUTINE ITEMS REQUIRED BOARD ACTION**

- L.1. 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 pending claims or actions against Devin Fletcher and other individuals/ organizations who may be connected to him in the diversion of funds from the district, 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.2 Executive Session
- L.3 Motion and vote on motion to acknowledge return to open session
- L.4 Board President's statement regarding minutes of executive session
- L.5 Motion, discussion and vote to authorize the school district's attorneys to proceed with litigation against Devin Fletcher and other individuals/organizations regarding the diversion of district funds in a manner consistent with the discussion in executive session, or take any other action to pursue claims against these parties as determined to be appropriate by the board.

**M. NEW BUSINESS**

**N. ANNOUNCEMENTS**

The next regularly scheduled meeting of the Board of Education will be held on Monday, April 17, 2023 at 6:30 p.m.

**O. ADJOURNMENT**

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

**DEPUTY SUPERINTENDENT**

**E.1. RECOMMENDATION:**

Enter into an agreement with Candid Color Systems, Inc. (DBA Candid Color Photography/Party Pics) to provide photography services for Tulsa Public Schools 2023 commencement ceremonies.

**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. Photos are sold directly to students through Party Pics.

**RATIONALE:**

It has been our standard practice for many years to have a professional photographer at our commencement ceremonies who takes and offers cap and gown photos for purchase to our students and their families.

**E.2. RECOMMENDATION:**

Enter into an agreement with Performance Stage, Inc. to provide staging, lighting and live streaming services for the 2023 Commencement Ceremonies during the week of May 15-20, 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:** \$68,000

**FUND NAME/ACCOUNT:** 11-0071-2199-504430-000-000000-000-16-076

**RATIONALE:**

Staging and live streaming are necessary for our graduation ceremonies which will be held at Tulsa Expo Pavilion.

**E.3. RECOMMENDATION:**

Enter into an agreement with Amity Institute (“Amity”), a 501(c)(3) organization, with respect to its Amity Intern Program, designated by the U.S. Department of State as an exchange visitor program in the non-immigrant (J) visa category. This agreement will allow Zarrow International and Eisenhower International language immersion schools to continue receiving school interns from outside the United States during the 2023-2024 school year. These interns regularly engage with the schools’ students, staff, and school families to expand their learning and cultural experiences.

**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 direct cost to the district, as all expenses are to be reimbursed or otherwise paid directly by the schools' foundations.

**RATIONALE:**

The Amity interns from outside the United States offer a rich cultural experience for language immersion students throughout the school day and support classroom instruction provided in the target languages of Spanish and French. In addition to sharing their country's culture with students and families, and exposing students to the target language, Amity interns frequently participate in small group instruction and positively contribute to the social and emotional learning of students. Amity Interns have volunteered in the immersion schools for close to 10 years. All expenses relating to the internship program are paid by the foundations of the schools.

**E.4. RECOMMENDATION:**

Enter into an agreement with Redfork Depot, a nonprofit 501(c)(3) organization, to provide the venue for the Central High School senior prom on April 21, 2023.

**FURTHER RECOMMEND:**

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

**COST:** not to exceed \$800

**FUND NAME/ACCOUNT:**

SAF - Class of 2023 #871

**RATIONALE:**

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 The Junior League of Tulsa, a non-profit organization, to host the annual JROTC Military Ball scheduled for April 22, 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:** \$450

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

**RATIONALE:**

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

## TEACHING AND LEARNING

### E.6. RECOMMENDATION:

Purchase equipment from Audio Resource Group, Inc., during fiscal year 2022-2023 to provide interpreter services in accordance with the terms and conditions in Request for Proposal #23022.

COST: Not to exceed \$82,500

FUND NAME/ACCOUNT: Bond Fund 3X-1312-2212-506530-XXX-000000-000-06-070-

REQUISITION/CONTRACT: 12308608

### RATIONALE:

The interpretation equipment outlined in RFP #23022 includes 30 cases of rechargeable headsets and receivers that can be used by an interpreter to provide simultaneous interpretation to those requiring language assistance during a meeting or presentation. As 38% of students in Tulsa Public Schools are from multilingual homes, the needs and requests received to check out equipment for school-based meetings and events has greatly increased and resulted in the need for additional cases of equipment to check out to schools and departments.

## TALENT MANAGEMENT

### E.7. 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.8. RECOMMENDATION:

Renew the agreement with OnboardIQ, Inc. ("Fountain") to obtain access to Fountain's web-based software platform to assist Tulsa Public Schools in managing the job application and hiring process, **effective January 17, 2023 through April 4, 2024.**

### 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 \$37,976

FUND NAME/ACCOUNT: 3B-1146-2580-505300-000-000000-000-02-041

REQUISITION/CONTRACT: 12309151

### RATIONALE:

Fountain is the software system through which potential new employees apply for roles at Tulsa Public Schools. This software is essential for the management, tracking, and processing of approximately 1,000 employment applications annually. Tulsa Public Schools migrated to Fountain during the 2022-2023 school year, and we've spent the approximately eight months improving efficiency, effectiveness, and

applicant experience. This recommendation allows for continued use of the software to manage application and hiring processes.

## **INFORMATION AND ANALYTICS**

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

Enter into an agreement with Presidio Networked Solutions, Inc., to purchase hardware to replace the Commvault Enterprise Backup system.

COST: Not to exceed \$90,202.56

FUND NAME/ACCOUNT:

34-1163-2580-506530-000-000000-000-02-026

3D-1163-2580-506530-000-000000-000-02-026

REQUISITION/CONTRACT: 12309419

RATIONALE:

Strong cyber security is integral to sustaining district operations, and the Enterprise Backup system is crucial to the protection and restoration of data and vital to cyber security and the operations of the district. Current equipment is nearing its end of life and requires a hardware upgrade to meet cyber security best practices, cyber liability insurance requirements, as well as providing expansion capabilities for increased utilization. This purchase is made in accordance with the terms and conditions governed by Midwestern Higher Education Contract MHEC-01312021.

### **E.10. RECOMMENDATION:**

Enter into an agreement with United Data Technologies, Inc., to purchase software, licensing, training and professional services to replace and upgrade the Commvault Enterprise Backup system.

COST: Not to exceed \$218,732.03

FUND NAME/ACCOUNT: 3D-1163-2580-506530-000-000000-00-02-026

REQUISITION/CONTRACT: 12309440

RATIONALE:

Strong cyber security is integral to sustaining district operations, and the Enterprise Backup system requires a software upgrade in conjunction with the hardware upgrade to meet cyber security best practices. The upgrade is included in the 2021 technology infrastructure bond projects. This purchase is made in accordance with the terms and conditions governed by United Data Technologies – National Cooperative Purchasing Alliance contract UDT-NCPA/Omnia 01-151.

## **FINANCIAL SERVICES**

### **E.11. RECOMMENDATION:**

Approve an increase to the amount approved in the June 6, 2022 Board agenda (E.170) contracting services from RSM, US, LLP to provide professional auditing services for the 2021-2022 fiscal year.

COST: Not to exceed \$168,000 (an increase of \$28,000)

RATIONALE:

The requested increase is for the auditor to perform work on the FY2022 audit that exceeded the estimates outlined in the letter of engagement.

**E.12. RECOMMENDATION:**

Approve the New Encumbrance & Change Order Report from March 16, 2023 through March 30, 2023.

**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.

**BOND PROJECTS AND ENERGY MANAGEMENT**

**E.13. RECOMMENDATION:**

Approve the lowest responsible bidder, Murray Womble, Inc. for locker replacement at Hale Middle School.

**FURTHER RECOMMEND:**

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

**COST:**

The total cost of the project is not to exceed \$191,735

**FUND NAME/ACCOUNT:**

Applicable bond funds/Building funds

3D-1313-4720-504500-000-000000-063-12-542-RV021

35-1310-4720-504500-000-000000-063-06-542-RV021

**RATIONALE:**

The existing lockers are 6" wide and do not function for backpack or books. The site is using their 1313 site funds to purchase a portion of these lockers.

**E.14. RECOMMENDATION:**

Approve an increase to the amount approved on the June 6, 2022 board agenda, item E.215, renewing our agreement to purchase vehicle repair and service parts for maintenance repair overhaul (MRO) from Genuine Parts Company, Corp. (NAPA Auto Parts) for the transportation department, during the 2022-2023 school year, in accordance with the terms and conditions of Request for Proposal #20014.

**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 \$100,000 (\$50,000 increase)

**RATIONALE:**

The original amount approved by the board was for \$50,000. The additional \$50,000 increase is necessary to provide for repairs, maintenance, and overhaul parts and supplies to maintain the district's transportation fleet. Repair costs have increased due



to a parts shortage and cost increase.

**E.15. RECOMMENDATION:**

Update funding sources on board agenda item E.239 approved at the June 6, 2022 agenda, to purchase HVAC equipment and repair parts from Lennox Industries, Inc., Trane Technologies, PLC, Carrier Enterprise, LLC, and AAON, Inc. during the 2022-23 school year in accordance with the terms and conditions of Request for Proposal #21035. The district is exercising the first of two optional renewals.

**FURTHER RECOMMEND:**

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

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

**FUND NAME/ACCOUNT:** ESSER Funds:

11-7950-XXXX-XXXXXX-000-000000-XXX-35-XXX-7950

**RATIONALE:**

The original agenda item did not include ESSER funding. HVAC controls are needed to complete ESSER projects. There is no increase to the original approved cost of \$500,000.

**E.16. RECOMMENDATION:**

Approve an increase to the amount approved on the June 6, 2022 board agenda, item E.185 to approve the purchase of Honeywell Energy Management materials for the 2022-2023 school year from Temperature Control Systems, LLC, the lowest responsible bidder.

**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 \$450,000 (increase of \$100,000)

**RATIONALE:**

The original amount approved by the board was for \$350,000. The additional \$100,000 increase is necessary improve and maintain the district's energy management systems.

**E.17. RECOMMENDATION:**

Approve purchase of various custodial equipment from HD Supply Facilities Maintenance LTD d.b.a. The Home Depot Pro, Brady Industries LLC, and Grimsley's Inc.

**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 \$200,000

**FUND NAME/ACCOUNT:**

11-0000-2620-506180-000-000000-000-01-002-

35-1216-2620-504380-000-000000-000-01-002-  
36-1216-2620-504380-000-000000-000-01-002-

**RATIONALE:**

This will replace the equipment that is at the end of its life cycle and add some additional equipment to help our custodians maintain a clean, safe and healthy learning environment. An RFP will be issued.

**E.18. RECOMMENDATION:**

Enter into contract with Crossland Construction Co. Inc., for steel at the new concession and restroom building at Rogers 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 the project is not to exceed \$99,500.

**FUND NAME/ACCOUNT:**

Applicable bond funds

**RATIONALE:**

Improvements at Rogers High School are part of the 2021 bond issue.

**OPERATIONS**

**E.19. RECOMMENDATION:**

Approve an increase to the amount approved in the June 6, 2022 Board agenda (E.218) contracting services from Praetoria Group, LLC to provide security services support for asset protection and/or backfill for assets, administrative, and school sites as needed during the 2022-23 school year.

**COST:** Not to exceed \$38,000 (an increase of \$8,000)

**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. The requested increase is to ensure that we are able to leverage more supplemental security support for the remainder of the school year when needed, at events, and in response to schools specific temporary needs.

**SUPERINTENDENT OF SCHOOLS**

**E.20. RECOMMENDATION:**

Accept and recognize receipt of interim board guardrail reports 3.2, 3.3, and 5.2.

**RATIONALE:**

These guardrail reports provide information on district performance related to the

board approved interim guardrails as part of student outcome focused governance. As a reminder, on-track guardrail reports are considered on the consent agenda.

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

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

**ACTION ITEMS**

**G.1. RECOMMENDATION:**

Approve the 2022-2023 Amended School Budget and Financing Plan prepared in accordance with Section 5-154 of the School District Budget Act. The amended budget presents to the Board the details of the estimated revenue and expenditures that total \$738,247,318 and \$673,514,558, respectively for all appropriated funds.

**RATIONALE:**

The Board of Education approved the 2022-2023 Preliminary School Budget and Financing Plan on June 6, 2022, and filed the plan before the end of the fiscal year as required by law. The Amended School Budget and Financing Plan supersedes the preliminary document and also complies with the appropriate law. It's purpose is to adjust the board adopted budget to reflect the funding and expense changes we experienced during the first semester of fiscal year 2023, and to include current expectations in revenue and expenses for the remainder of the year. The 2022-2023 Preliminary School Budget and Financing Plan presented to the Board of Education with details of the estimated revenue and expenditures totaled \$690,691,008 and \$653,501,209, respectively for all appropriated funds.

**G.2. RECOMMENDATION:**

Approve an amendment to the agreement between Tulsa Public Schools and the American Federation of Teachers (AFT) 6049 Oklahoma for the 2022-2023 school year related to increased compensation.

**RATIONALE:**

Representatives of AFT 6049 and Tulsa Public Schools have signed a tentative agreement related to this proposed increase in compensation. Upon approval by board of this item and upon approval the mid-year budget amendment, this increase to employee compensation can be effectuated.

**G.3. RECOMMENDATION:**

Approve an amendment to the agreement between the district and the Tulsa Classroom Teachers Association (TCTA) for the 2022-2023 school year related to increased compensation.

**RATIONALE:**

Representatives of TCTA and Tulsa Public Schools have signed a tentative agreement related to this proposed increase in compensation. Upon approval by board of this item and upon approval the mid-year budget amendment, this increase to employee compensation can be effectuated

**G.4. RECOMMENDATION:** Approve the 2023-2024 school calendar.

**RATIONALE:**

This calendar maximizes uninterrupted learning time, and supports a continuation of monthly dedicated days for professional learning and teacher collaboration, designed to provide job-embedded professional learning and collaboration for school staff during the year. Professional days are aligned with holidays to minimize impact on instructional days and on families allowing them to plan in advance. The proposed calendar provides the same amount of instructional time for students established for school year 2022-23. The proposed calendar preserves traditional holidays, and full week breaks for Thanksgiving and Spring, along with a break in April to support students and teachers. It meets all state requirements for instructional time. This proposed calendar reflects the input of a working committee, and consultation with many of our core stakeholders, including families.

**G.5. RECOMMENDATION:**

Accept the independent audit issued by RSM, US, LLP of the district's financial statements (the Annual Comprehensive Financial Report) and of the reports and schedule of district's federal program, including federal recovery dollars (single audit) for the fiscal year ending June 30, 2022.

**RATIONALE:**

Oklahoma law requires school districts to have an independent audit performed each year and accepted by the Board of Education. The Annual Comprehensive Financial Report is the reporting standard for governmental financial reporting. The audit was conducted in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. The audit included examining evidence supporting the amounts and disclosures in the combined financial statements. The audit also included assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall combined financial statement presentation. It also included the single audit of the district's federal programs, including the federal recovery dollars (ESSER funds) allocated to the district. The single audit reports, combined with the Annual Comprehensive Financial Report, comprise the single audit reporting package that is required to be filed on the Federal Audit Clearinghouse website.

**SUPPORTING INFORMATION**

**CONSENT ITEM E.7**

**ROUTINE STAFFING**

<b>ELECTIONS</b>	<b>Effective</b>	<b>Contract</b>	<b>Position</b>	<b>Grade or</b>
<b>Name</b>	<b>Date</b>	<b>Amount</b>	<b>Position</b>	<b>Degree &amp; Step</b>
Burnside, Kimberly	04-03-23	\$ 9.82	Teacher Assistant	IS-3
Castello, Nikki	03-29-23	\$ 11.38	Evening Custodian	MT-3
Chenoweth, Macie	04-17-23	\$ 12.49	Principal Secretary	CA-8
Deon, Leeann	03-30-23	\$ 30,000.00	Apprentice	NS
Dorazio, Destiny	03-27-23	\$ 9.23	Cafeteria Assistant	MT-1
Evans, Katherine	03-21-23	\$ 13.49	Autism Paraprofessional	IS-10
Herron, Elnora	03-21-23	\$ 11.37	School Clerk	CA-3
Hopkins, Alexandra	03-20-23	\$ 30,000.00	Apprentice	NS
Logan, Kenyetta	04-03-23	\$ 10.31	School Clerk	IS-3
Love, Lovie	03-29-23	\$ 10.42	Teacher Assistant	IS-3
Mayhue, Chris	03-20-23	\$ 13.94	Bus Driver	MT-7
Mcarthur, Trinity	03-29-23	\$ 13.49	Autism Paraprofessional	IS-10
Palacios, Guadalupe	03-20-23	\$ 9.82	Teacher Assistant	IS-3
Realivazquez, Gloria	03-31-23	\$ 15.87	Building Grounds Site Supervisor	MT-7
Rentie, Deandre	03-28-23	\$ 10.42	Parent Involvement Facilitator	IS-3
Rich, Reality	03-20-23	\$ 9.51	Cafeteria Assistant	MT-01
Sanchez, Irene	03-21-23	\$ 11.72	Evening Custodian	MT-3
Willson, Rodney	03-28-23	\$ 21.80	Electric Craftsperson	MT-18
Young, Charmayne	03-27-23	\$ 9.23	Cafeteria Assistant	MT-1

<b>ADJUSTMENTS</b>	<b>Effective</b>	<b>Contract</b>	<b>Current Position</b>	<b>Proposed Position</b>	<b>Grade or</b>
<b>Name</b>	<b>Date</b>	<b>Amount</b>	<b>Current Position</b>	<b>Proposed Position</b>	<b>Degree &amp; Step</b>
Bartelt, Guadalupe	03-20-23	\$ 10.89	Cook I	Cook II	MT-3
Collins, Mia	03-27-23	\$ 31,750.00	School Clerk	Social Worker - Site Based	BG-4
Goggans, Savannah	03-01-23	\$ 40,000.00	Apprentice	Teacher	B-0
Lowell, Jennifer	03-01-23	\$ 41,000.00	Apprentice	Teacher	M-0
Powers, Jayne	04-04-23	\$ 19.16	M/G/PO Clerk	Maintenance Analyst II	TS-9
Ramirez Navarro, Tarsis	03-27-23	\$ 11.90	School Clerk	Assistant Cafeteria Manager	MT-6
Rico Ceballos, Marcela	03-20-23	\$ 13.04	Cook I	Cook II	MT-3
Sutton, Jennifer	03-06-23	\$ 28,965.00	Traveling Cafeteria Mgr	Cafeteria Manager	BG-A

<b>SEPARATIONS</b>					
<b>Name</b>	<b>Effective Date</b>	<b>Position</b>	<b>Name</b>	<b>Effective Date</b>	<b>Position</b>
Allison, Kwanti	04-14-23	Teacher	McInnis, Imaree	05-26-23	Teacher
Alvarez, Evelyn	02-10-23	Teacher Assistant	McIntyre, Kathy	05-26-23	Teacher
Baker, BreAnna	04-15-23	Teacher	McKean, Justin	03-24-23	Teacher
Caldwell, Johnie	03-10-23	Paraprofessional	Mora, Jose	03.14.23	Evening Custodian
Carter, Nita	05-26-23	Reading Interventionist	Noble, Matthew	01-20-23	Teacher Assistant
Chaney, Opa	05-26-23	MD Paraprofessional	O'Bryant, April	03-10-23	Evening Custodian
Christman, Ramona	03-31-23	Warehouse Distribution	Peacock, Patricia	03-31-23	Cafeteria Assistant
Cleveland, Joya	03-31-23	Manager Strong Tomorrows	Perry, Taneka	03-31-23	Bus Driver
Delgado, Zunilda	03-31-23	Paraprofessional	Porter, Ziya	03-10-23	Teacher Assistant
Edwards, Frances	05-31-23	Cafeteria Manager	Reese, Andrea	06.01.23	Teacher
Garcia, ALesaundra	03-13-23	Teacher Assistant	Rosado Saavedra, Ricardo	03-21-23	Teacher
Gomez, Stephanie	05-26-23	Teacher	Sims, Rosa	05-25-23	Cafeteria Assistant
Hay, Julia	05-26-23	Teacher	Stroud, Jennifer	05-26-23	Teacher
Hines, Lauren	05-26-23	Teacher	Torres Garay, Luz	03-27-23	Evening Custodian
King, Jacqueline	03-23-23	Cafeteria Assistant	Wasson, Leticia	04-03-23	Cafeteria Assistant

<b>SEPARATIONS - RESCINDED</b>		
<b>Name</b>	<b>Effective Date</b>	<b>Position</b>
McClure, Joyce Sandra	03-31-23	B&A Group Leader

**SUBSTITUTE AND TEMPORARY ELECTIONS**

**SUPPORTING INFORMATION**

**CONSENT ITEM E.7**

**ROUTINE STAFFING**

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<u>CUSTODIAN</u>	<u>CUSTODIAN</u>	<u>CUSTODIAN</u>	<u>ADMIN ON SPECIAL ASSIGNMENT</u>
Penny, Esha	Powell, Skaya	Terrell, Jonathan	Dixon, Lynnette

**SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES**

Before & After Learning - 11-0294-3300-501210-000-000000-XXX-XX-XXX-

Pay a one-time \$300 staff retention stipend, per eligible team member, for work performed during COVID recovery. The stipends are funded from a grant from the Muscogee Creek Nation, received in January 2023, and are designated for retention. The following team members have been identified to receive

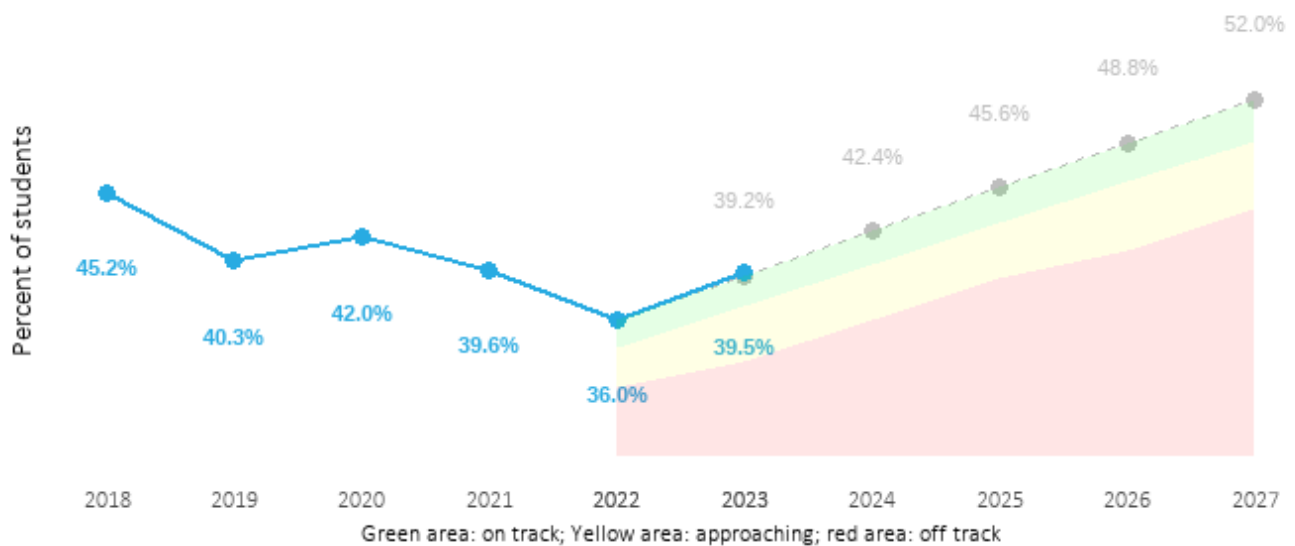
Burks, Sonya Kelley, Jacqueline Parnosky, Desiree Verner Brown, Jacqueline; Colbert, Elizabeth Litterell, Rebecca Price, Katana Walton, Nolene; Debose, Kimberley Luther, Elizabeth Reside, Alexia Was, Rose; Gordon, Nicole Marshall, Kametra Smith, Kristie Wesley, Chasity; Hohulski, Carolyn; McClure, Joyce; Stay, Katlyn; White, Shayna ; Jerome, Regina; Nunnally, Traci; Suggs, Herbert

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

**Guardrail 3: The superintendent will not deny any secondary students who have met relevant pre-requisite requirements access to curriculum offerings within Tulsa Public Schools.**

*Interim Guardrail 3.2: The percentage of juniors/seniors enrolled in Tulsa Tech, TCC, or AP/IB courses will increase from 36% in May 2022 to 52% by May 2027.*

**Status: on track**



### Information about this interim

TPS offers many advanced courses in which students can earn college credit. Students have the opportunity to earn college credit by passing a concurrent enrollment course (through Tulsa Tech or TCC) or by passing the AP test associated with the AP class they took. IB courses count towards an IB diploma.



*The percentage of juniors/seniors enrolled in Tulsa Tech, TCC, or AP/IB courses, breakdowns by demographics*

Ethnicity	SY 20-21		SY 21-22		SY 22-23	
	%	n	%	n	%	n
<b>Asian</b>	64.8%	88	59.2%	98	53.4%	88
<b>African American</b>	30.1%	1,284	27.7%	1,333	31.5%	1,276
<b>Hispanic</b>	42.0%	1,651	37.4%	1,717	42.2%	1,721
<b>Native American/Alaska Native</b>	35.5%	273	29.9%	284	40.4%	245
<b>Multiracial</b>	37.5%	403	34.8%	428	38.4%	417
<b>Pacific Islander</b>	25.0%	28	10.3%	39	13.5%	52
<b>White</b>	47.0%	1,153	44.4%	1,161	45.0%	1,063

Gender	SY 20-21		SY 21-22		SY 22-23	
	%	n	%	n	%	n
<b>Female</b>	44.2%	2,402	40.4%	2,455	43.7%	2,426
<b>Male</b>	35.1%	2,478	31.9%	2,605	35.3%	2,436

Economic Disadvantage	SY 20-21		SY 21-22		SY 22-23	
	%	n	%	n	%	n
<b>No</b>	51.3%	1,142	35.1%	2,009	43.2%	1,511
<b>Yes</b>	36.0%	3,738	36.6%	3,051	37.8%	3,351



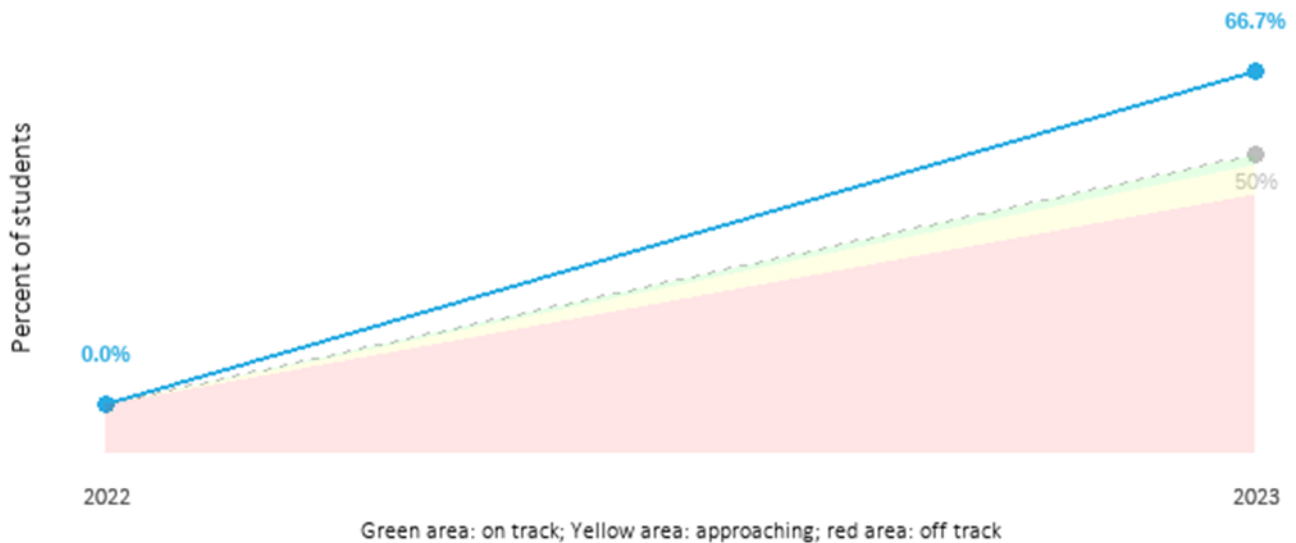


### Tulsa Public Schools 2022-2027 Strategic Plan: Guardrail Monitoring Report

**Guardrail 3:** The superintendent will not deny any secondary students who have met relevant pre-requisite requirements access to curriculum offerings within Tulsa Public Schools.

*Interim Guardrail 3.3: The percentage of high schools implementing shared, cross-site courses for students will increase from 0% in May 2022 to 50% in May 2023.*

**Status:** on track



#### Information about this interim

TPS is committed to increasing access to opportunities to engage in high interest, high quality electives. One of the ways we will accomplish this is by providing courses as a system of schools rather than individual sites. Course sharing provides an opportunity for students across the system to engage in courses – either in-person, virtually, or hybrid – with students and teachers at other high schools.

McLain, East Central, Central, and Edison offer courses through StepMojo, including Intro to Entrepreneurship and On African American Music. East Central and McLain share an in-person calculus course. Rogers, Memorial, and Edison share an AP Physics course through the Oklahoma School of Science and Mathematics.

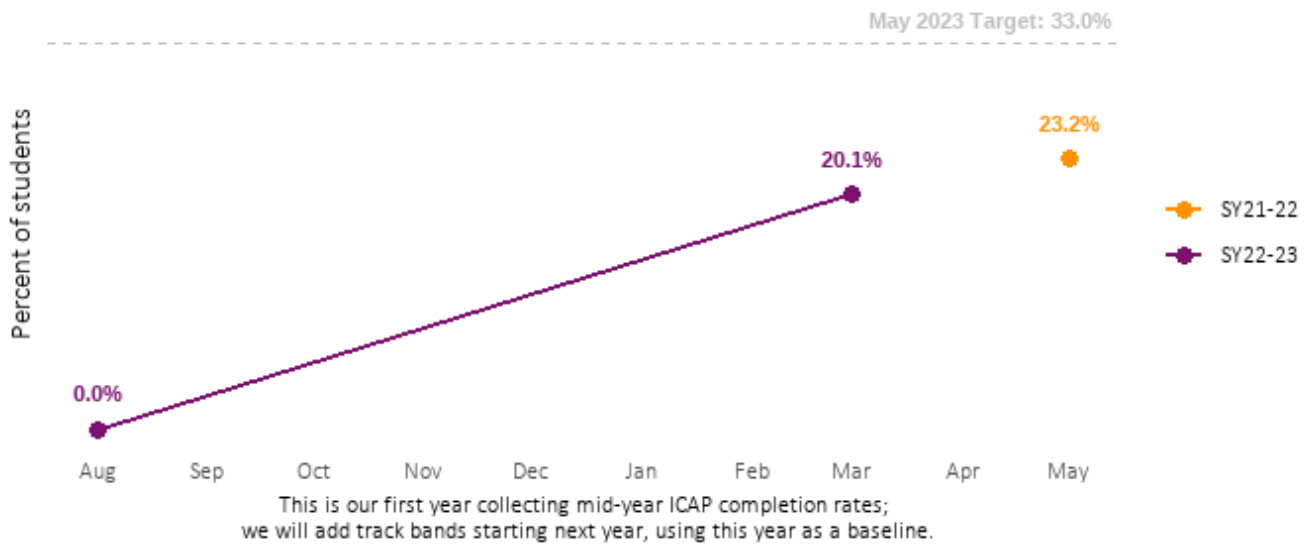


### Tulsa Public Schools 2022-2027 Strategic Plan: Guardrail Monitoring Report

#### Guardrail 5: The superintendent will not allow students to graduate high school without practical, hands-on life skill experiences.

*Interim Guardrail 5.2: Percentage of 9th-12th grade students completing their yearly Individual Career Academic Plan required benchmarks will increase from 23% in May 2022 to 75% by May 2027.*

**Status: on track**



#### Information about this interim

In each high school grade, students are assigned Individual Career Academic Plan tasks throughout the year which help them to consider, plan, and prepare for their time after graduation. Task examples include researching colleges and writing a resume.



*Percentage of 9th-12th grade students completing their yearly Individual Career Academic Plan required benchmarks, breakdowns by demographics*

Ethnicity	May SY 21-22		March SY 22-23	
	%	n	%	n
<b>African American</b>	23.7%	1,998	18.0%	2,077
<b>Asian</b>	28.6%	199	26.7%	195
<b>Hispanic/Latinx</b>	18.1%	2,941	17.4%	3,154
<b>Multiracial</b>	26.6%	658	21.3%	748
<b>Native American</b>	25.3%	392	24.6%	398
<b>Pacific Islander</b>	12.0%	75	21.3%	89
<b>White</b>	29.2%	1,739	25.1%	1,794

Gender	May SY 21-22		March SY 22-23	
	%	n	%	n
<b>Female</b>	26.8%	3,960	23.3%	4,203
<b>Male</b>	19.6%	4,042	17.0%	4,252

Economically Disadvantaged	May SY 21-22		March SY 22-23	
	%	n	%	n
<b>No</b>	33.4%	2,284	27.8%	1,965
<b>Yes</b>	19.1%	5,718	17.8%	6,490

## 2023-2024 School Calendar

August 2023						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September 2023						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October 2023						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November 2023						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

December 2023						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

January 2024						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February 2024						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

March 2024						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

April 2024						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May 2024						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June 2024						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

School is not in session on days highlighted in:	
Professional Days (9)	
Teacher Workdays (2)	
Holiday/Break (27)	
Parent Conference Day (2)	
Orientation (1)	

Quarter Information:	
Classes Begin	Aug
<b>1st Day of Q1</b>	Aug 17
<b>Last Day of Q1</b>	Oct 12
<b>1st Day of Q2</b>	Oct 13
<b>Last Day of Q2</b>	Dec 19
<b>1st Day of Q3</b>	Jan 3
<b>Last Day of Q3</b>	Mar 12
<b>1st Day of Q4</b>	Mar 13
<b>Last Day of Classes*</b>	**May 21
**Last Day for teachers is	1 day after the last day of school
First Quarter	39 days
Second Quarter	39 days
Third Quarter	47 days
Fourth Quarter	43 days
<b>Commencement Week</b>	<b>May 13-17</b>

Classes Not in Session	
Teacher PD day	Aug 9,10,15,16
Teacher work day	Aug 11
Labor Day/PD	Sep 4, 5
Teacher PD day	Oct 18
<b>Fall P/T Conf.*</b>	Oct 19
Fall Break	Oct 18-20
Thanksgiving	Nov 20-24
Winter Break	Dec 18-Jan 1
Teacher PD Day	Jan 2
Martin L King Jr.	Jan 15
President's Day	Feb 19
Teacher PD Day	Feb 20
Teacher PD Day	Mar 14
<b>Spring P/T Conf.*</b>	Mar 15
Spring Break	Mar 18-22
April Holiday	April 26
Teacher work day	May 22
Orientation (PreK, 6th, 9th)	

Weather days	
**If ___ weather days are used:	The last day of classes will be:
Zero	May 21, 2024
One	May 22, 2024
Two	May 23, 2024
Three	May 24, 2024
Four	May 28, 2024
Five	May 29, 2024
<b>Any additional calendar days beyond May, naturally occurring or other, will result in an extension of the calendar or Distance Learning days could be declared.</b>	
<b>*please check with your school for exact dates and times</b>	

Enrollment Center closed each Wednesday and Feb 20-23 and March 18-22

Board Approved on:

Regular Meeting, April 3, 2023