



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa county, Oklahoma **April 17, 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. SEATING OF BOARD MEMBER**

- C.1. The Board Vice President will read a statement concerning the election of a Board Member to represent School Board Election District Number One.
- C.2. School District Attorney Eric Wade will administer the Oath of Office to newly-elected Board member for Election Districts Number One.
- C.3. The Board President will call for nominations for the office of president. A motion will be made, seconded, and vote taken.
- C.4. The new president will call for nominations for the office of vice president. A motion will be made, seconded, and vote taken.
- C.5. The Board President will read the recommendation concerning the following officers of the district. A motion will be made, seconded, and vote taken.

Treasurer – George P. Stoeppelwerth III  
Assistant treasurer – Michael W. Brown  
Clerk – Sarah Bozone  
Deputy Clerk – Mekala Corrigan  
Encumbrance Clerk – Alicia Srader

**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	
April 3, 2023	

**E. CONSENT AGENDA**

**F. PUBLIC COMMENT ON ACTION AGENDA**

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

**H. GOAL MONITORING REPORT - Motion and vote on recommendation to accept receipt of reports**

Post-Secondary Ready Graduates (Goal 3)

On track for College and Career Readiness diploma (Interim 3.1)

**I. BOARD MEMBER REPORTS**

**J. CITIZENS' COMMENTS**

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

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

**M. NEW BUSINESS**

**N. ANNOUNCEMENTS**

The next regularly scheduled meeting of the Board of Education will be held on Monday, May 1, 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 Market 66, LLC (d.b.a. Mother Road Market) to provide the venue for the Booker T. Washington Class of 2023 senior dinner on April 29, 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: \$12,694

FUND NAME/ACCOUNT: BTW C/O 2023 Account #871

RATIONALE:

The Booker T. Washington Class of 2023 would like to plan and host a Senior Dinner Dance at Mother Road Market on April 29, 2023. The Senior Dinner Dance is an annual tradition which enables seniors to have a final, cohesive gathering of their peers to celebrate prior to graduation.

**TALENT MANAGEMENT**

**E.3.** 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.4.** 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.5.** RECOMMENDATION:

Amend the Kelly Services, Inc. agreement, previously approved by the board on June 20, 2022, to increase the agreement amount by \$650,000.

COST: Not to exceed \$3,650,000 (an increase of \$650,000)

FUND NAME/ACCOUNT:

11-0302-1000-503220-100-000000-000-04-xxx

RATIONALE:

The need for substitute teachers for the 2022-2023 school year has exceeded the initial estimate of \$3,000,000. This change is partially the result of improved substitute fill rates compared to the 2021-2022 school year and increasing the pay for substitute teachers. The increase in pay was necessary to compete for substitutes in the Tulsa metro area.

## **FINANCIAL SERVICES**

### **E.6. RECOMMENDATION:**

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

BTWashington Lady Hornets Soccer Booster Club Inc.

### **RATIONALE:**

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

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

Approve [the New Encumbrance & Change Order Report from March 31, 2023 through April 13, 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.

<b>SCHOOL/ PARTICIPANTS</b>	<b>NUMBER OF STUDENTS/ PARENTS/ STAFF</b>	<b>PURPOSE OF TRAVEL AND LOCATION</b>	<b>TRAVEL DATES</b>	<b>NUMBER SCHOOL DAYS MISSED</b>	<b>TRAVEL COST AND FUNDING SOURCE</b>
Memorial Middle School/Robotics Team	Students: 6 Parents: 0 Staff: 2	To represent Tulsa Public Schools at the International Seaperch Competition at The University of Maryland/Washington D.C.	May 10-14, 2023	2	Not to exceed \$8670.00/Memorial's School Activity Fund #879, Gifts and Endowments and Career Tech.
Carver Middle School/8 <sup>th</sup> Grade Students	Students: 240 Parents: 6 Staff: 12	Study trip to Six Flags over Texas/Arlington, Texas	May 19, 2023	1	No cost to the district. Funding provided by parents and students with funds to be deposited into/Carver's School Activity Fund #560.

**SUPPORTING INFORMATION**

**CONSENT ITEM E.3**

**ROUTINE STAFFING**

**ELECTIONS**

<b>Name</b>	<b>Effective Date</b>	<b>Contract Amount</b>	<b>Position</b>	<b>Grade or Degree &amp; Step</b>
Arellano, Jorge	04-11-23	\$ 46,500.00	Expanded Learning Coordinator	BG-5
Barnes, Shatilya	04-04-23	\$ 9.23	Cafeteria Assistant	MT-1
Earnest, Sheri	03-20-23	\$ 13.08	Teacher Assistant	IS-6
Evans, Michael	04-11-23	\$ 16.44	Pump Technician	MT-13
Ford, Charles	03-28-23	\$ 76,000.00	Manager Post Secondary	EG-5
Fursa, Ryanne	04-06-23	\$ 12.87	Customer Care Associate	CA-9
Guerrero, Deztina	04-17-23	\$ 12.10	Evening Custodian	MT-3
Ibarra, Adela Alejandra	04-03-23	\$ 9.82	Teacher Assistant	IS-3
Maldonado Alvarez, Oriana Kather	04-04-23	\$ 13.08	Teacher Assistant	IS-6
Roland, John	04-04-23	\$ 19.75	Payroll Analyst	CA-15
Saldivar, Palmira	05-01-23	\$ 19.00	Bilingual Benefits Specialist	CA-12
Torres, Carmen	04-10-23	\$ 10.11	Teacher Assistant	IS-3
Turner, Lariza	04-05-23	\$ 30,000.00	Apprentice	NS
Wells, Karolyn	04-04-23	\$ 10.11	Teacher Assistant	IS-3

**ADJUSTMENTS**

<b>Name</b>	<b>Effective Date</b>	<b>Contract Amount</b>	<b>Current Position</b>	<b>Proposed Position</b>	<b>Grade or Degree &amp; Step</b>
*Austin, Anthony	01-01-23	\$ 84,708.96	HS JROTC NC Instructor	HS JROTC NC Instructor	NS
*Barrack, Gregory	01-01-23	\$ 100,783.20	HS JROTC Teacher	HS JROTC Teacher	NS
*Benzel, Lawrence	01-01-23	\$ 122,749.20	HS JROTC Teacher	HS JROTC Teacher	NS
*Braggs, Willie	01-01-23	\$ 143,887.20	HS JROTC Teacher	HS JROTC Teacher	NS
Fitzgerald, Sarah	04-06-23	\$ 13.49	Teacher Assistant	Autism Paraprofessional	IS-10
*Galbreath, William	01-01-23	\$ 152,839.20	HS JROTC Teacher	HS JROTC Teacher	NS
*Guthrie, Phyllis	01-01-23	\$ 99,355.20	HS JROTC Teacher	HS JROTC Teacher	NS
*Hill, Carmen	01-01-23	\$ 86,605.20	HS JROTC Teacher	HS JROTC Teacher	NS
*Johnson, Eric	01-01-23	\$ 87,181.92	HS JROTC NC Instructor	HS JROTC NC Instructor	NS
*Kamm, Robert	01-01-23	\$ 102,234.60	HS JROTC NC Instructor	HS JROTC NC Instructor	NS
*Moses, Rodney	01-01-23	\$ 72,829.92	HS JROTC NC Instructor	HS JROTC NC Instructor	NS
*Ping, Daryl	01-01-23	\$ 94,855.20	HS JROTC Teacher	HS JROTC Teacher	NS
*Powell, Kenneth	01-01-23	\$ 121,990.32	HS JROTC NC Instructor	HS JROTC NC Instructor	NS
*Prescott, Michael	01-01-23	\$ 103,021.20	HS JROTC Teacher	HS JROTC Teacher	NS
Ranes, Callie	04-10-23	\$ 20.93	Unassigned Custodian	Customer Care Associate	CA-9
*Scott, Sharon	01-01-23	\$ 68,909.52	HS JROTC NC Instructor	HS JROTC NC Instructor	NS
*Sellers, Darwin	01-01-23	\$ 109,465.20	HS JROTC Teacher	HS JROTC Teacher	NS
*Shippis, Raymond	01-01-23	\$ 98,465.52	HS JROTC NC Instructor	HS JROTC NC Instructor	NS
*Tilley, David	01-01-23	\$ 92,173.92	HS JROTC NC Instructor	HS JROTC NC Instructor	NS
Wiggins, Chauncey	04-03-23	\$ 12.36	Bus Driver	Team Driver	MT-7

\*Military JROTC COLA - District is reimbursed half of the listed amount

**SEPARATIONS**

<b>Name</b>	<b>Effective Date</b>	<b>Position</b>	<b>Name</b>	<b>Effective Date</b>	<b>Position</b>
Alexander, Candace	05-25-23	Teacher Assistant	Nole, Barbara	05-26-23	Teacher
Alvarez, Sophia	05-26-23	Teacher	Padden, Stephanie	05-26-23	Teacher
Bearb, Victorious	04-05-23	Teacher	Park, Sue	05-26-23	Teacher
		Enrollment & Student Info			
Blackwelder, Jill	06-30-23	Partner	Phillips, Duggan	01-16-23	Teacher
Blankenship Funderburk, Jerusha	05-26-23	Teacher	Polumbus, Jan	05-26-23	.25 FTE Teacher
Borchart, Amanda	05-26-23	Teacher	Pruitt, Latricia	06-30-23	Coordinator - Interest & Internship
Brown, Carla	12-16-22	Teacher	Rattliff, Kiana	05-26-23	Teacher
Campbell, Marsha	05-26-23	Teacher	Reines, Leila	05-26-23	Teacher
Carnes, Sandra	05-26-23	Teacher	Revlett, Katherine	05-26-23	Teacher
Cook, Brandi	06-30-23	Assistant Principal	Sheffield, Nancy	05-26-23	Teacher
Dinsmore, Victoria	05-17-22	Paraprofessional	Smith, Ana	04-07-23	Homeless Education Coordinator
Fairley, Rolayna	05-26-23	Teacher	Smith, Tirzah	06-30-23	Teacher
Ferguson, Sandra	06-30-23	Librarian	Stanley, Nickolas	05-26-23	Teacher
Gillaspie, Bryshana	06-30-23	Interim Principal	Starks, Tanner	04-14-32	Health Assistant

Goodnough, Alexandra	06-30-23	Teacher	Stockstill, Payton	05-26-23	Teacher
Hart, Jeanne	05-26-23	Teacher	Suzanne, Kristin	05-22-23	Teacher
		Enrollment & Student Info			
Harvey, Clarence	06-30-23	Data Lead Associate	Tamayo Urgello, Jordan	06-30-23	Teacher
Howard, Jacqueline	07-31-23	Teacher	Thueson, Kimberly	07-31-23	Teacher
Isley, Sydney	06-01-23	Teacher	Tordera Mendez, Maria	04-21-23	Teacher
Kennedy, Denise	05-26-23	Teacher	Walker, David	04-03-23	Dean
Keys, Patricia	03-23-23	Customer Care Associate	Walker, Lorraine	06-30-23	Teacher
King, Kyle	05-26-23	Teacher	Wall, Keith	04-19-23	Transportation Craftsperson
King, Nancy	05-31-23	Teacher	Wells, Karolyn	04-05-23	Teacher Assistant
Kinney, Maureen	04-28-23	Assistant Cafeteria Manager	Whittington, Sierra	05-26-23	Teacher
Lane, Madeline	03-28-23	Teacher	Wills, Melissa	05-26-23	Teacher
McCullough, Jamie	05-26-23	Teacher			
McLaughlin, Melanie	08-01-23	Teacher			
Moore, Melandy	04-04-23	Teacher			
Mosely, Tina	04-05-23	Cafeteria Assistant			

**SUBSTITUTE AND TEMPORARY ELECTIONS**

<b><u>CUSTODIAN</u></b>	<b><u>CNS</u></b>
Dixon, Brian	Wyble, William

**Adjunct Coaches**

<b><u>SITE</u></b>	<b><u>NAME</u></b>	<b><u>TOTAL AMOUNT</u></b>	<b><u>ACTIVITY (IES)</u></b>	<b><u>START DATE</u></b>	<b><u>END DATE</u></b>
Edison High School	Clayton Green	\$ 3,000.00	HS Assistant Baseball Coach	03-30-23	05-29-23

**SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES**

**Athletics - Athletics Student Activity Account #536**

Pay employees below at the listed amount, total not to exceed \$34,200, for Bike Club After School Program duties. This stipend is paid by the Humble Sons Bike Co and therefore no cost to the district.

Anderson, Debi	\$600	Charlton, Lisa	\$1,200	Morgan, Bethany	04-14-03
Babel, Rebecca	\$600	Clark, Sheryl	\$1,200	Onesto, Angel	04-14-03
Bake, Jamie	\$600	Claypool, Sally	\$1,200	Parnell, Sonya	04-14-03
Brown, Kristin	\$600	Erickson, Rachel	\$1,200	Raines, Sharon	04-14-03
Goodnough, Alexandra	\$600	Gilliland, Teresa	\$1,200	Snel, Zechariah	04-14-03
Hart, Chris	\$600	Glover, Catherine	\$1,200	Steichen, Madalene	04-14-03
Morgan, Nicole	\$600	Henretty, Bethany	\$1,200	Suarez, Amor	04-14-03
Quigley, Brittany	\$600	Holmes, Kevin	\$1,200	Tidwell, Anne	04-14-03
Sheckels, Eric	\$600	Jackson, David	\$1,200	Walters, Jordan	04-14-03
Acosta, Sara	\$1,200	Lee, Kaitlyn	\$1,200	Williams, Kathy	04-14-03
Brown, Chelise	\$1,200	Maxwell, Demarco	\$1,200	Williams, Terri	04-14-03

**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 the above mentioned stipend.  
Callie Raines

In FY2024, pay certain recruitment incentives for new teachers to the district. Specifically, pay a \$4,000 recruitment incentive to teachers with a standard teaching certificate who sign a 2023-2024 contract as a new teacher with Tulsa Public Schools by June 1, 2023. Further, pay a \$2,000 recruitment incentive to individuals who do not hold a standard teaching certificate who sign an FY2024 employment contract as a new teacher with the district by June 1, 2023, and who commit to Tulsa Teacher Corp. and successfully complete the Tulsa Teacher Corp. program. The combined cost of these incentives is expected to be \$600,000 and will be funded by ESSER monies to help complete and stabilize staffing in Tulsa Public Schools. Additional terms regarding the timing and conditions of disbursement will be specified in an agreement signed by the teachers. Subject to annual approval by the board of education, this will be the first of an anticipated three-year recruitment incentive initiative designed to increase recruitment and retention of well-qualified and certified teaching staff in Tulsa Public Schools; as well as increase the number of new teachers who join the profession using a supported pathway that includes pre-service training, ongoing professional learning, mentoring, and support through standard certification. This incentive has been introduced to the Tulsa Classroom Teachers Association and is subject to its approval/ratification. Given fiscal year debt limitations, it will also be presented to the board again on or after July 1, 2023, for an additional approval.



**CREATES**

Position	Salary/Grade	Duties
<p><b>Family Retention &amp; Recruitment Specialists – EC / Enrollment and Student Services</b></p> <p><b>Annual Budget Impact:</b>                      \$ 79,200 min. –                      \$ 118,800 max.                      2 Positions</p> <p><b>Funding Source:</b>  <b>Grant Funded</b>                      11-0279-2323-501210-000-000000-344-05-062-0279</p>	<p>BG-5                      12 Months</p>	<p>The family retention and recruitment specialist serves as a key coordinator in the successful implementation of a three-year grant funded initiative designed to retain, re-engage, and recruit students and families to choose Tulsa Public Schools for their child’s pre-K-12 education. This position will focus on the successful implementation of strategic marketing plans for a targeted portfolio of elementary schools to increase student retention and enrollment rates.</p>
<p><b>Administrative Assistant IV – ESC / Family, Community, and Youth Empowerment</b></p> <p><b>Annual Budget Impact:</b>                      \$30,867 min. –                      \$ 41,621 max.</p> <p><b>Funding Source:</b>                      11-0000-2199-501210-000-000000-615-14-038-</p>	<p>CA-12                      \$14.84/hr. to \$20.01/hr.                      12 Months</p>	<p>Ensure the smooth and efficient operation of the Family, Community and Youth Empowerment department by performing a variety of complex secretarial and administrative duties. Assist the coordinator of the department and its varied functions; compose and edit required correspondence, memoranda, and forms; maintain department inventory, records, filing systems and computer databases; and communicate with parents, patrons, and district personnel in a positive, professional and customer service-oriented manner. Support daily operations, record retrieval, and data integrity of systems utilized by the Department. Attention to detail, accuracy, and ability to work with sensitive matters and hold confidential information is imperative.</p>

**DELETES**

Position	Salary/Grade	Duties
<p><b>Program Manager - Strong Tomorrows – EC / Student and Family Services</b></p> <p><b>Annual Budget Impact:</b>                      \$ 44,500 min. –                      \$ 66,700 max.                      Vacant Position</p> <p><b>Funding Source:</b>  <b>Grant Funded</b>                      11-0251-2113-501210-000-000000-109-05-020-0251</p>	<p>BG-6                      12 Months</p>	<p>The Program Manager supports expecting and parenting students through the Strong Tomorrows Program, which is collaboration among the school, local public and private human services agencies to ensure academic success and graduation. The Strong Tomorrows Program has four focus areas:</p> <ol style="list-style-type: none"> <li>1. High school graduation</li> <li>2. Parent engagement</li> <li>3. Health and wellness (pre/post-natal care, well child visits, etc.)</li> <li>4. High quality childcare</li> </ol>

**Position Upgrade**

<p><b>Administrative Assistant III - Federal Programs and Special Projects</b>                      ESC / Federal Programs and Special Projects                      12 Month Position</p> <p>Change: Increase grade from CA-9 to CA-12</p> <p>"Annual Budget Impact:                      \$4,097 min. - \$5,679 max."</p>	<p><b>Rationale:</b> As a result of a department equity study. Responsible for all administrative functions related to the Federal Programs and Special Projects department. Routine tasks include conducting research and preparing reports, managing invoicing and purchasing requests, preparing correspondence, and scheduling meetings to ensure the smooth and efficient operation of the department.</p>
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