



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **November 6, 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 October 2, 2023 and October 16, 2023 regular meeting of the board.

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

**F. PUBLIC COMMENT ON ACTION AGENDA**

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

**H. STAFF REPORT**

**I. BOARD MEMBER REPORTS**

**J. CITIZENS' COMMENTS**

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

**L. OTHER NONROUTINE 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 claims or conduct the actions in the public interest; and where disclosure of the information discussed would violate confidentiality requirements of state or federal law. Such communications are appropriate topics for executive session pursuant to Okla. Stat. tit. 25, Section 307 B(4) and (7).
- L-2. Executive session (Room 200-C).
- L-3. Motion, second, discussion and vote on motion to acknowledge return to open session.
- L-4. Board President's statement of minutes of executive session.

**M. NEW BUSINESS**

**N. ANNOUNCEMENTS**

The next regularly scheduled meeting of the Board of Education will be held on Monday, November 27, 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 a memorandum of understanding between Air Force Junior Reserve Officer Training Corp Unit OK-942 and Tulsa Public Schools to establish a marksmanship training program at Booker T. Washington High School during the 2023-2024 school year.

#### **FURTHER RECOMMEND:**

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

**COST:** No cost to the district

#### **RATIONALE:**

A partnership between the parties mutually supports the mission and goals of each organization and will provide additional resources to accomplish training events without additional liability concerns.

- Participation in any marksmanship training program or sanctioned event by an AFJROTC cadet requires a signed parental consent form.
- AFJROTC Unit OK-942 and Tulsa Public Schools continue to recognize that marksmanship training remains a solely volunteer program for AFJROTC cadets.
- Booker T. Washington High School will create opportunities for cadets to participate in marksmanship activities in conjunction with the AFJROTC curriculum.
- AFJROTC Instructors will support marksmanship activities, to include classroom instruction and participation in marksmanship training involving firing on a CMP or school approved range.

The following controls will be established with regards to the rifle range:

(a) Use of space located under West Stadium Bleachers will be used as an indoor range. Alternate locations will be considered if West Stadium Bleachers area is unavailable, area becomes unusable, or a better location becomes available.

(b) Access Control: Air Rifles will be stored in AFJROTC locked supply room in a locked storage cabinet. All Air Rifles will be stored in same room as Drill Rifles which are currently locked behind a door accessible only by AFJROTC Instructors. Additionally, all Air Rifles and Drill Rifles will have an additional lock inside the secured room. During range operations, a barrier will be in place to prevent any personnel from being down range beyond the firing line.

(c) Maintenance of the Range: Facility will be maintained by Tulsa Public School District. Range equipment will be maintained by AFJROTC personnel under the

supervision of a Junior Marksmanship Certified AFJROTC Instructor.

(d) Range Hours: Range may be used as mutually agreed upon with Booker T. Washington High School. Normally, this will be after school, 3:30 PM – 5:30 PM, Mon-Fri. Range will also be used occasionally on Sat mornings, 8:00 am – 12:00 PM, and will be coordinated with school administrators. Use will primarily be dependent on preparation for and during the Junior January 2017 Marksmanship Competition Season (Aug-Apr). Range may also be used May – July during Summer Training Sessions.

(e) Caliber of ammunition: .177 pellet

(f) Types of rifles to be used: Only approved CMP Precision and Sporter Air Rifles as defined in the current CMP 3PAR Rule Book.

(g) Maintenance responsibilities: Maintenance of Air Rifles will be responsible of OK-942 AFJROTC Instructors.

(h) The following safety rules apply: AFJROTC Instructors will complete the on-line Civilian Marksmanship Program (CMP) Junior Marksmanship Instructor Course (JMIC) and must teach the CMP's curriculum for the Air Rifle Safety and Marksmanship. Air rifle marksmanship will only be conducted by Certified AFJROTC Instructors or coaches approved through the Senior Aerospace Science Instructor and certified by the CMP. Instructors will not conduct AFJROTC air rifle marksmanship training with students other than AFJROTC cadets. Prior to conducting marksmanship training, the Senior Aerospace Science Instructor will ensure compliance with all Air Force regulatory requirements as well as state and municipal laws and school system policies.

### **E.3. RECOMMENDATION:**

Amend the contract with City Year Tulsa, Inc. our current near-peer mentoring service, approved on the July 10, 2023 agenda item E.6, to (1) approve a change of schools receiving early warning indicator (EWI) coaching services during the 2023-2024 school year at no additional cost to the district and (2) increase the contract with City Year Tulsa in the amount of \$300,000 to cover the costs of continued partnership on the implementation and development of our Graduate Promise and tools to implement.

#### **1. Early Warning Indicator Services**

This recommended change applies only to the EWI services of the current agreement. Our current contract with City Year stated that McLain High School would receive EWI services during the 2023-2024 school year. McLain HS piloted the EWI services in the 2022-2023 school year, however the City Year and school team determined that the current City Year EWI program model, while a strong resource, was duplicative of the broader work happening at McLain. McLain currently has structures in place to support the monitoring of early warning indicators (EWI) in the areas of student attendance, behavior, and course performance of students. Monthly student success team meetings bring teachers together to analyze data to identify students needing additional supports and plan interventions to be implemented through their attendance team, multi-tiered systems of support for behaviors, wrap-around services, classroom interventions, advisory, and daily ICAP courses. McLain will continue to receive all other City Year services as indicated in the previously approved agreement.

Tulsa MET has the schedule and teaming structure to benefit from the current EWI coaching model, and does not currently receive any other City Year services. We are seeking to place Tulsa MET into the EWI portion of the agreement in place of McLain HS.

The original agenda item incorrectly listed Hale High School as one of the schools receiving EWI Coaching in the 2023-2034 school year. The correct school receiving EWI services is Hale Middle School.

2. Increase the contract in the amount of \$300,000. This increase is to cover the costs of continued partnership on the implementation and development of our Graduate Promise (PK-12) and tools to implement the program in the future.

**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:**

Total cost for the program, not to exceed \$ 1,955,500, an increase of \$300,000. While the change in EWI is cost neutral, the additional costs are to cover ongoing work on the Graduate Promise.

**FUND NAME/ACCOUNT:** Title 1, 11-51XX-1000-503200-494-000000-000-55-XXX-51XX

**RATIONALE:**

**Early Warning Indicator Services**

City Year Tulsa will provide services to Tulsa Public Schools, both students and schools, through coaching, tutoring and mentorship to help them stay on-track to graduate. Programs to be implemented in the 2023-2024 school year are Whole School-Whole Child, Early Warning Indicators, Network for School Improvement, and Graduate Promise and Bridge (advisory) Curriculum Design.

City Year Tulsa's Whole School-Whole Child program has been implemented in Tulsa Public Schools since the 2013-2014 school year. This year, City Year will expand the program to 12 school sites with teams of AmeriCorps members. The program supports students whose behaviors reflect a growing disengagement from school, their teachers, and schoolmates by leading structured group activities that are designed to increase the number of positive interactions students have at the whole school, whole class, and small group levels. It will also provide explicit support to individuals identified as at-risk by school leaders.

City Year Tulsa recently completed a long-term study showing that students in Tulsa Public Schools served by the Whole School- Whole Child program on a focus list for one year at any point in their education graduate at rates 15% higher than their peers, and students served for at least two years graduate at rates 37% higher than their peers. Additionally, one in four students of the 2022 graduating cohort had been served by the Whole School-Whole Child program at some point in their educational career in Tulsa Public Schools.

In the 2022-2023 school year, City Year has served 1,804 focus list students through

the Whole School-Whole Child model. For partner schools, this represents nearly 35% of their 3rd-10th grade student populations. School teams have provided 1,306,005 minutes of Tier 2 interventions to 3,179 students. By April, 76% of social emotional learning focus list students met growth on their DESSA assessment and demonstrated improvement in their "soft skills". 78% of English Language Arts (ELA) focus list students ended their first semester on track and 81% of math focus list students ended their first semester on track. Schools to be served in the 2023-2024 school year by the Whole School-Whole Child services include Eugene Field Elementary, Central Middle School, East Central Middle School, Hale Middle School, Monroe Demonstration Academy, Rogers College Middle School, Webster Middle School, Memorial Middle School, Hale High School, McLain High School, Webster High School and Central High School.

City Year Tulsa will provide Early Warning Indicator (EWI) Coaching services to six schools. Early Warning Indicator Coaches bring together teams of adults, connected through shared students, to leverage data and their broad knowledge of student's holistic strengths and needs to identify and plan interventions for students. Utilizing data, observation, and targeted interventions, coaches will support teams in identifying students who are off track towards graduation and move them back on track. 89% of teachers who participated in the EWI program in the 2022-2023 school year reported that the program has helped them improve their communication with other teachers. 83% reported that the program has helped them better understand and approach their students. Schools served in the 2023-2024 school year will be East Central Middle School, Hale Middle School, Webster Middle School, Memorial Middle School, Hale Middle School and Tulsa MET HS/MS.

City Year Tulsa will continue to implement the Network for School Improvement program in 10 Tulsa Public Schools middle schools. The program will convene school leaders and faculty with City Year coaches to form change teams to document and track interventions and their results. These interventions will address challenges by implementing changes to processes and systems to improve on-track indicators for eighth-grade students. The Network for School Improvement comes at no cost to the district and City Year will invest up to \$1 million in funding for staffing, technical assistance, and school-level continuous improvement project budgets to operate this program for Tulsa middle schools in the 2023-2024 school year. Schools to be served in the Network for School Improvement include Carver Middle, Central Middle, Daniel Webster Middle, East Central Junior, Edison Preparatory Middle, Hale Middle, Memorial Middle, Monroe Demonstration Academy, Thoreau Demonstration Academy, and Will Rogers Middle.

### **Graduate Promise Rationale**

As part our original board agenda item, we identified three key milestones for our in 2023-2024: (1) expanding community based design councils from middle and high school down to PK-5 students, (2) finalizing content and design, and (3) publishing a repository of resources that are research-based and aligned to other foundational documents like the Tulsa Way for Teaching and Learning. This work is so important because our students and families deserve a resource that communicates the skills and dispositions we want to develop with them across a student's time in our classrooms. To date, City Year has provided these services by:

1. expanding community based design councils from middle and high school down to PK-5 students
  - a. Engaged in early conversations with elementary district leaders (mirroring

- work from 22-23 with secondary leaders)
- 2. finalizing content and design
  - a. Reviewed feedback from students, teachers and families and made final edits to the 6-12 graduate promise
  - b. Created materials and supported engagement with teachers to get feedback on future implementation
  - c. Partnered with community organizations to ensure alignment with other key initiatives, like Bridge
- 3. publishing a repository of resources that are research-based and aligned to other foundational documents like the Tulsa Way for Teaching and Learning.
  - a. developed sample graphics and resources to be used with students and families

In order for us to continue the next phase of this important work, we need to invest an additional \$300,000 to fully address the following outcomes:

- 1. expanding community based design councils from middle and high school down to PK-5 students
  - a. similar engagement is needed to identify prioritized competencies and learner progressions for PK-5
  - b. develop the communication and implementation tools to use with students, teachers and families
- 2. Finalizing content and design
  - a. reflect PK-5 changes in final products for Graduate Promise
- 3. publishing a repository of resources that are research-based and aligned to other foundational documents
  - a. capture examples of students and teachers leading lessons and demonstrating evidence of Graduate Promise learner progressions

**E.4. RECOMMENDATION:**

Enter into an agreement with Josten’s, Inc. to provide yearbooks for Patrick Henry Elementary School for the 2023-2024 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 \$2,755

**FUND NAME/ACCOUNT:** School Activity Fund Yearbook, Account 572

**RATIONALE:**

Jostens is an American manufacturer of memorabilia. The company is primarily known for its production of yearbooks and class rings for various high schools and colleges as well as championship rings and sports. Josten’s will work with Patrick Henry Elementary School to establish all yearbook specifications (including things such as size, copies and pages), completion deadlines, price and delivery schedules during the 2023-2024 school year. Patrick Henry will collect funds from students for pictures/yearbooks, and deposit into the appropriate school activity fund account.

**E.5. RECOMMENDATION:**

Enter into an agreement with Urban Coders Guild, LLC, to provide curriculum and instruction for a STEM computer science Career Tech program, focusing on the

areas of computer science and coding at McLain High School during the spring semester of the 2023-2024 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 exceed \$12,630

**FUND NAME/ACCOUNT:**

McLain Title I Funds:

11-5118-1000-503200-494-000000-000-05-720-5118 (program delivery)

11-5118-1000-506533-494-000000-000-05-720-5118 (licenses)

Career Tech STEM Program Funds:

11-4120-1000-503200-315-80000-000-05-720-4120 (program delivery)

11-4120-1000-506533-315-870000-000-05-720-4120 (licenses)

**RATIONALE:**

Urban Coders Guild is a pre-college STEM/STEAM program provider that exists to provide computer science education, access, and opportunities for youth from historically underserved, underrepresented, and otherwise under-resourced communities in order to build a more diverse tech ecosystem that fuels the creation of intergenerational wealth in black and brown communities. In keeping with the guild model, our goal is to develop the next generation of tech talent from youth apprentices into industry professionals who, in turn, are responsible for training future generations of tech talent. This ecosystem-building effort is a 21st-century incarnation of the spirit of those black pioneers who built Tulsa's historic Greenwood community into "Black Wall Street".

Students of color are underrepresented in STEM fields such as computer science and coding. Urban Coders Guild was established to specifically address this disparity here in Tulsa. McLain High School was chosen because the Computer Science Career Tech program is new at that school site this year. Urban Coders Guild has been a long-time ally of McLain High School, and it offers free after-school coding education programs for underrepresented students across the Tulsa area, including students from McLain High School. In visiting with McLain leadership, Urban Coders Guild hoped to expand those after-school opportunities to in-school time, as many students do not have the opportunity to participate in the after-school program due to limitations such as working a job after school, caring for family members, or other barriers.

**TEACHING AND LEARNING**

**E.6. RECOMMENDATION:**

Purchase state approved Science of Reading professional development from 95 Percent Group, LLC, to complement the ongoing training for a spring 2024 district

professional development day for all grade K-5 teachers. 95 Percent Group is a state-approved vendor and satisfies a Reading Sufficiency Act requirement for additional Science of Reading training.

COST: Not to exceed \$87,100

FUND NAME/ACCOUNT: Reading Sufficiency Act Funds 11-3670-2213-506530-427-000000-000-05-070-3670

REQUISITION/CONTRACT: 12405330

**RATIONALE:**

To meet the requirements of 70 O.S. § 1210.508D, the Oklahoma State Department of Education has reviewed and published an approved list of professional development programs that are focused on elementary instruction, are evidence-based, and directly address the cognitive science of how students learn to read for which districts are permitted to use the funds. Beginning with the 2022-2023 school year, districts shall spend no less than ten percent (10%) to provide professional development for teachers teaching prekindergarten through grade five. The professional development shall include training in the science of how students learn to read as well as instructional materials required for implementation. 95 Percent Group is on this approved list, provides training that is aligned with the district curriculum for literacy intervention, and is able to provide Science of Reading training to TPS teachers on the desired district days within the time provided.

**E.7. RECOMMENDATION:**

Enter into an agreement with EverDriven Technologies, LLC., to provide transportation services for early childhood families and their students for district early childhood programs and events during the fiscal year 2023-2024.

**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 \$10,000

FUND NAME/ACCOUNT: BEST Grant, 11-0271-2720-502300-000-000000-000-05-070-0271

REQUISITION/CONTRACT: #12405360

**RATIONALE:**

In Pathways to Opportunity, one of our strategic priorities is Welcoming Families. In this priority, we commit to welcome and value every family as their child's first, most important, and lifelong teachers. Tulsa Public Schools will support, develop, and organize all of our team members to create an inclusive, engaging, and collaborative environment with families. The initiatives to support this include:

- Initiative 1: Our schools are welcoming places that value family-school relationships.
- Initiative 2: Involve families as learning partners.

Utilizing EverDriven services to transport district students and families to/from district early childhood programs and events including, but not limited to, ParentCorps sessions, Early Childhood Parent Council meetings will directly support the

implementation of this key priority. EverDriven is the pioneer of supplemental and alternative student transportation. Since the early 2000s, EverDriven has grown to gain the trust of over 450 school districts in 27 states. Their experience, professionalism, and dedication to safety are unmatched in the industry. Entering into an agreement with EverDriven will allow us to provide transportation to early childhood families and students to attend family engagement meetings and events that they might not be able to attend without access to convenient and safe transportation.

**E.8. RECOMMENDATION:**

Enter into a cooperative agreement with the Oklahoma Department of Mental Health and Substance Abuse Services (ODMHSAS), for technical assistance and training to develop a sustainable infrastructure for school-based mental health programs and services during implementation of the SAMHSA MTSS AWARE grant. Services are in effect through September 30, 2024; but only FY24 funds will be used for this project. The use of ODMHSAS as a vendor is mandatory as part of The Substance Abuse and Mental Health Services Administration grant regulations.

**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 \$21,672

**FUND NAME/ACCOUNT:** Project Aware SAMHSA Grant, 11-7821-2199-503590-482-000000-000-05-020-7821

**RATIONALE:**

These mental health related supports are necessary to promote wellness for students. Student mental health is a priority as Covid, disruption to the school schedule, and socio-cultural factors have significantly impacted students and families. Providing school based mental health related services promotes wellness and decreases barriers to accessing resources and direct services. Contracting with ODMHSAS (Oklahoma Department of Mental Health & Substance Abuse Services) is a requirement to receive and participate in the SAMHSA AWARE Grant. This aligns with “Pathways to Opportunity” and supports healthy schools in which students develop, achieve, and thrive. It will assist in connecting our students to the support they need, when they need it, through a combination of Team Tulsa staff and community partners. This work will also expand wellness services for students using both Tulsa Public Schools team members and community partners.

OSDE services include but are not limited to the following: serving on the AWARE grant Advisory Board, provide ongoing support for the grant Project Director and program staff to develop a sustainable infrastructure for school-based mental health programs and services assist in maintaining a Student Mental Health Crisis Protocol, provide and/or coordinate training including: Project AWARE implementation support, Multi-Tiered System of Support Training, Technical assistance for SAMHSA grant requirements, coordination or facilitation of evidence based practices (Botvin Life Skills, Pax Good Behavior Games, SPARCS, Youth Mental Health First Aid, Alcohol EDU, Motivational Interviewing, Lifelines & At-Risk Suicide Prevention, etc.) and other resources/ training and support as needed.

**E.9. RECOMMENDATION:**

Enter into a cooperative agreement with the Oklahoma State Department of

Education for technical assistance and training to develop a sustainable infrastructure for school-based mental health programs and services during implementation of the SAMHSA MTSS AWARE grant. Services are in effect through September 30, 2024; but only FY24 funds will be used for this project. The use of OSDE as a vendor is mandatory as part of The Substance Abuse and Mental Health Services Administration grant regulations.

**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 \$59,600

**FUND NAME/ACCOUNT:** Project Aware SAMHSA Grant, 11-7821-2199-503590-482-000000-000-05-020-7821

**REQUISITION/CONTRACT:**

**RATIONALE:**

OSDE services include but are not limited to the following: serving on the AWARE grant Advisory Board, provide ongoing support for the grant Project Director and program staff to develop a sustainable infrastructure for school-based mental health programs and services assist in maintaining a Student Mental Health Crisis Protocol, provide and/or coordinate training including: Project AWARE implementation support, Multi-Tiered System of Support Training, Technical assistance for SAMHSA grant requirements and other training and support as needed.

These mental health related supports are necessary to promote wellness for students. Student mental health is a priority as Covid, disruption to the school schedule, and socio-cultural factors have significantly impacted students and families. Providing school based mental health related services promotes wellness and decreases barriers to accessing resources and direct services. Contracting with OSDE (Oklahoma State Department of Education) is a requirement to receive and participate in the SAMHSA AWARE Grant. This aligns with "Pathways to Opportunity" and supports healthy schools in which students develop, achieve, and thrive. It will assist in connecting our students to the support they need, when they need it, through a combination of Team Tulsa staff and community partners. This work will also expand wellness services for students using both Tulsa Public Schools team members and community partners.

**E.10. RECOMMENDATION:**

Purchase resources, supplies and furniture from Lakeshore Equipment Company, LLC., during the 2023-2024 fiscal year to provide Special Education Program classrooms with unique sensory/calming spaces as part of TIPS Region 8 ESC, TX #210401.

**COST:** Not to exceed: \$85,000

**FUND NAME/ACCOUNT:** Federal funds, 11-6210-1000-506810-239-000000-000-05-XXX-6210

**REQUISITION/CONTRACT:** 12404305

**RATIONALE:**

Special Education program sensory spaces are custom designed areas that offer a range of sensory experiences to help students regulate their emotions, improve concentration, and enhance their overall learning experience. This will help improve learning outcomes, enhance inclusivity and support for all students.

**E.11. RECOMMENDATION:**

Purchase supplies from School Specialty, LLC. to support teachers and students. It is essential to ensure they have access to the most effective and specialized teaching materials and resources as part of Omnia Region 4 ESC #190503 during the 2023-2024 school year.

COST: Not to exceed: \$68,000

FUND NAME/ACCOUNT: Federal funds, 11-6210-1000-506810-239-000000-000-05-XXX-6210

REQUISITION/CONTRACT:

12404296, 12404292, 12404291

RATIONALE:

Special Education students often require differentiated learning resources. School Specialty offers a variety of tools and materials that can be adapted to meet the needs of students with differing abilities, ensuring that each student can learn at their own pace and in their own way. It's important that we provide these resources to our teachers so that they may design classrooms that are conducive to the students they serve.

## **TALENT MANAGEMENT**

**E.12. 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.13. RECOMMENDATION:**

Approve position creates, deletes, and updates.

RATIONALE:

Funding for each new position will originate and be included in the applicable departmental budgets.

## **FINANCIAL SERVICES**

**E.14. RECOMMENDATION:**

Approve the New Encumbrance & Change Order Report from October 13, 2023 through November 2, 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.15. RECOMMENDATION:**

Amend the previously approved item E-72 on July 10, 2023, with Standard Business Holdings, LLC., dba Standard Roofing Company, for re-roofing projects at Cherokee Facility, Webster High School to include "roof repairs at various sites".

#### **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:** Cherokee Facility \$980,286, Webster High School \$900,351, and roof repairs at various sites \$199,000. The total cost is not to exceed \$2,079,637

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

#### **RATIONALE:**

These roofs are 20 years old and need restored. Roofing restoration is part of the 2021 bond issue. The roof repairs at various sites were part of the original bid documents but was not called out in the previously approved agenda item.

### **E.16. RECOMMENDATION:** Approve the purchase of 8 service vehicles and accessories from current state contracts. The previously approved item to purchase ten passenger vans from American Bus Sales LLC. on December 12, 2022 item E-28 has been cancelled for the amount of \$1,112,295.

#### **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 \$600,000.

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

#### **RATIONALE:**

The replacement of the service vehicles and passenger vans is part of the 2021 bond issue but obtaining vehicles has been a challenge. American Bus Sales notified the district last week that Ford is no longer manufacturing the 10 passenger vans we had on order through American Bus Sales since December 2022. This agenda item will authorize us to purchase vehicles on the state authorized contract instead.

### **E.17. RECOMMENDATION:**

Approve recording a Notice of Federal Interest (NFI) in the records of the County Clerk of Tulsa County acknowledging the statutory federal interest in certain real estate of the District resulting from HVAC improvements at various sites funded through grant proceeds from the Elementary Secondary School Emergency Relief (ESSER) Fund.

**FURTHER RECOMMEND:**

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

**COST:** There is no cost to the district for these liens.

**RATIONALE:**

The following sites received ESSER funding for HVAC improvements requiring the recording of an NFI: Disney Elementary, Thoreau Demonstration Academy, Lewis & Clark Elementary, Tisdale Elementary, McLain High School, Carver Middle School, Memorial High School, Washington High School, Monroe Middle School, Edison High School, Unity Elementary, Grissom Elementary, Skelly Elementary, Webster High School, Haley High School, and Mayo/Wilson.

**OPERATIONS**

**E.18. RECOMMENDATION:**

Enter into an agreement with ImpactTulsa to help address chronic absenteeism through utilizing a group of stakeholders to work to collectively understand the factors leading to the disparity and collectively identify and test solutions to prevent the disparities from happening in the future. The agreement will provide Tulsa Public Schools access to a \$1,400 grant to support efforts around student attendance and chronic absenteeism.

**FURTHER RECOMMEND:**

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

**COST:** No cost to the district.

**RATIONALE:**

The agreement is to include piloting small scale strategies, setting, tracking, and measuring the outcomes of those strategies on the target students, which includes students along the continuum from cradle to career outcome. The implementation funding is in partnership with and made possible through Birth through Eight Strategy for Tulsa (BEST) and ImpactTulsa. The specific initiative will focus on developing/creating CANVAS courses that are school leader, teacher, and attendance clerk-facing with professional development that centers around foundational aspects of maintaining accurate attendance. The improvement team will be measuring two distinct components: Changes to accuracy of attendance records and on how accuracy of data (or lack thereof) impacts attendance clerk's follow-up with families who are experiencing challenges.

**E.19. RECOMMENDATION:**

Enter into an interoperability agreement and memorandum of understanding (MOU) with the City of Tulsa and Tulsa Public Schools, to pay required user fees per 800-megahertz (MHz) radio device to support the Campus Police and Transportation Department within Tulsa Public Schools for radio service.

**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: \$78 per license not to exceed \$24,000

FUND NAME/ACCOUNT: Bond Fund, 1263

REQUISITION/CONTRACT:  
12404545

**RATIONALE:**

This MOU with the city of Tulsa is an agreement for Tulsa Public Schools to pay a per radio User Fee, for maintenance, administration, and management. This usage agreement supports the 800-megahertz (MHz) radio communication purchased through the approved agreement with Motorola Solutions, Inc., and its affiliates Bear Communications, Inc., on December 12, 2022, to support the Campus Police and Transportation Departments within Tulsa Public Schools.

The solution integrates Campus Police and Transportation for district two-way radio communication. It also includes joining the Oklahoma Wireless Information Network for Public Safety (OKWIN) providing first responders in the Metropolitan Tulsa area the ability to communicate with Campus Police seamlessly during emergency events.

The new system falls under Oklahoma state contract pricing ("State of Oklahoma Office of Management and Enterprise Services" Contract SW1053). This proposal is part of the 2021 bond "Safe Learning" environments work as prioritized by the citizens bond development committee.

**E.20. RECOMMENDATION:**

Approve an Agreement for The Choice Neighborhoods Initiative (CNI) between Tulsa Public Schools (TPS), The Tulsa Housing Authority (THA), and Urban Strategies, Inc.(USI), to coordinate the provision of education services for target families and children served by the CNI and to update the TPS "Data Sharing and Security Agreement" that governs the partners receipt, collection and use of data consistent with the Family Educational Rights and Privacy Act ("FERPA") and other relevant state and federal laws governing student privacy.

**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 value of the provision of education services is counted as leverage to meet the needs of the CNI HUD grant.

**RATIONALE:**

Since July 6, 2016, THA, TPS and USI have demonstrated a successful track record serving as partners in the implementation of the CNI Grant under THA's first CNI grant. In 2022, THA and the City of Tulsa was awarded a new \$50 million CNI grant from the US Department of Housing and Urban Development to target an identified

portion of the 36th Street North corridor, including THA's Comanche Park Apartments ("CP"). TPS is the designated Principal Education Partner as part of the CNI grant to provide data sharing and education services targeting eligible students of Comanche Park Apartments as part of the implementation of the People Strategy. Eligible students include all public and assisted housing residents that resided in Comanche Park Apartments at the time of application, plus any residents that moved in between application and demolition, plus any residents that moved in after redevelopment. Education Services is defined as a high level of access to high-quality early learning programs, schools and education programs so children enter kindergarten ready to learn; improve proficiency in reading and math scores over time, relative to the state average; and improve the quality of schools nearest to Comanche Park Apartments that prepares students to graduate from high school college and career ready. Schools nearest to the housing development are Hawthorne Elementary School, Whitman Elementary School, and McLain High School.

## **BOARD OF EDUCATION**

### **E.21. RECOMMENDATION:**

Adopt a resolution calling regular statutory board of education elections on April 2, 2024, for a General Election, and, if necessary, a Primary Election on February 13, 2024, for Election District Number Two for the balance of the unexpired term ending in 2025, Election District Number Five for a regular term of four years ending in 2028, and Election District Number Six for a regular term of four years ending in 2028; authorizing publication of a legal notice of board member elections; posting of the legal notice of board member elections at the Charles C. Mason Education Service Center and the county election board offices; authorizing a press release of the filing period for board member elections; and to take all other actions required by law.

#### **FURTHER RECOMMEND:**

Reimburse the Tulsa County Election Board or expenses associated with the election.

**COST:** Not to exceed \$48,000

**FUND NAME/ACCOUNT:** General fund, 11-0000-2314-503100-000-000000-000-09-091

**REQUISITION/CONTRACT:**  
12400600

#### **RATIONALE:**

The annual school resolution must be filed with the Tulsa County Election Board no later than November 17, 2023. Payment for expenses includes equipment, supplies, postage, legal publication, etc. Election expenses totaled \$18,443.16 during the 2023-24 school year and \$39,371.45 during the 2021-2022 school year.

<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>
Council Oak Elementary School/5 <sup>th</sup> Grade Students	Students: 65 Parents: 10 Staff: 4	Study trip to Crystal Bridges Museum/ Bentonville, Arkansas	November 10, 2023	1	No cost to the district. Funding provided by Crystal Bridges and Council Oak's PTA.

**SUPPORTING INFORMATION**

**CONSENT ITEM E.12**

**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>Degree &amp; Step</b>
Aguilar, Betzaida	10-16-23	\$ 14.63	Austism Paraprofessional	H-10
Applebaum, Jennah	10-09-23	\$ 44,745.00	Teacher	B-4
Ashley, Shawana	10-16-23	\$ 13.67	Administrative Assistant I	H-6
Baker, Joann	10-23-23	\$ 12.59	Bus Assistant	H-5
Baker, John	10-30-23	\$ 35,000.00	Apprentice	NS
Barlow, Jordan	08-09-23	\$ 44,000.00	Teacher	M-0
Barnes, Katlyn	10-09-23	\$ 14.63	Autism Paraprofessional	H-10
Barnett, Michael	08-15-23	\$ 15.49	ID Paraprofessional	H-10
Bates, Donnette	10-26-23	\$ 15.01	Cook I	H-7
Bentley, Nikita	10-23-23	\$ 15.67	Teacher Assistant	H-6
Birmingham, Lea	10-26-23	\$ 80,000.00	Manager Library Services	EG-5
Brathwaite, Natalie	10-11-23	\$ 19.26	Assessment Specialist	H-15
Brito Hernandez, Carmen	10-16-23	\$ 14.63	1:1 ID Paraprofessional	H-10
Burnes, Stephanie	10-23-23	\$ 51,519.00	Teacher	M-10
Caballero, Kelly	10-30-23	\$ 14.08	Teacher Assistant	H-6
Carter, Catina	10-30-23	\$ 11.39	Cafeteria Assistant	H-4
Carter, Jayla	10-30-23	\$ 15.06	ID Paraprofessional	H-10
Chalifoux, Summer	08-09-23	\$ 43,000.00	Teacher	B-0
Curless, Matthew	08-09-23	\$ 43,410.00	Teacher	B-1
Dry, Jon	08-09-23	\$ 43,000.00	Teacher	B-0
Dunn, Kamron	08-09-23	\$ 43,000.00	Teacher	B-0
Dyer, Breana	08-09-23	\$ 43,410.00	Teacher	B-1
Edwards, Mike	08-09-23	\$ 43,410.00	Teacher	B-1
Evitt, Ambreel	10-09-23	\$ 12.76	Teacher Assistant	H-6
Ezell, Marquis	08-15-23	\$ 15.49	1:1 Autism Paraprofessional	H-10
Fillmore, Michele	10-30-23	\$ 35,000.00	Apprentice	NS
Florez Angulo, Maria Fernanda	10-23-23	\$ 12.97	Evening Custodian	H-7
Garcia Contreras, Lilliana	11-01-23	\$ 12.97	Part Time Custodian	H-7
Garcia, Jennifer	10-30-23	\$ 10.89	Teacher Assistant	H-3
Gills, Amari	08-21-23	\$ 13.21	Teacher Assistant	H-3
Gottlob, Chase	08-09-23	\$ 43,000.00	Teacher	B-0
Green, Lucretia	10-16-23	\$ 14.75	Autism Paraprofessional	H-10
Hallemeier, Joshua	08-09-23	\$ 43,000.00	Teacher	B-0
Hendin, Christine	08-28-23	\$ 10.90	Teacher Assistant	H-3
Hendrickson, Rhonna	10-09-23	\$ 53,895.00	Teacher	B-16
Hill, Damaria	10-30-23	\$ 14.08	Teachers Assistant	H-3
Hodge, Alisha	08-11-23	\$ 43,000.00	Teacher	B-0
Hollis, Monique	10-18-23	\$ 11.39	Cafeteria Assistant	H-4
Hopkins, Jesse	09-06-23	\$ 35,000.00	Apprentice	NS
Jackson, Amanda	11-06-23	\$ 16.14	Campus Security Officer	H-11
Jeffries, Fabiann	08-21-23	\$ 11.39	School Clerk	H-3
Jensen, Kyle	10-30-23	\$ 35,000.00	Apprentice	NS
Johnson, Laura	10-09-23	\$ 53,000.00	Health Education Specialist	BG-6
Johnson, Sammuel	10-30-23	\$ 35,000.00	Apprentice	NS
Judd, Andrea	10-16-23	\$ 10.90	Teacher Assistant	H-3
Kalahar, Olivia	08-08-23	\$ 43,000.00	Teacher	B-0
Kennedy, Michael	08-09-23	\$ 43,000.00	Teacher	B-0
Landin, Eric	10-30-23	\$ 35,000.00	Apprentice	NS
Lewis, Amber	08-09-23	\$ 43,000.00	Teacher	B-0

**SUPPORTING INFORMATION**

**CONSENT ITEM E.12**

**ROUTINE STAFFING**

Lopez, Laura	10-11-23	\$ 12.97	Unassigned Custodian	H-7
Lopez, Natiezk	10-16-23	\$ 34,000.00	Nutrition Instructor	BG-3
Lynn, Laci	08-14-23	\$ 35,000.00	Apprentice	NS
Mcgarr, Endya	10-30-23	\$ 10.90	Teacher Assistant	H-3
Melrose, Marq	10-18-23	\$ 30,500.00	Cafeteria Manager	BG-A
Mendez, Victoria	10-30-23	\$ 18.68	Family Support Specialist	H-15
Moore, Jermaine	11-27-23	\$ 16.90	Bus Driver	H-11
Moore, John	10-23-23	\$ 35,000.00	Apprentice	NS
Morgan, Brent	09-06-23	\$ 35,000.00	Apprentice	NS
Moss, Jazmine	10-16-23	\$ 12.11	Teacher Assistant	H-3
Moyer, Jeremiah	10-09-23	\$ 44,250.00	Teacher	B-3
Neal, Kevin	08-09-23	\$ 44,000.00	Teacher	M-0
Niles, Kaleb	10-16-23	\$ 35,000.00	Apprentice	NS
Noori, Nilab	10-11-23	\$ 12.76	Refugee Liaison	H-6
Oliver, Olivia	11-02-23	\$ 35,000.00	Apprentice	NS
Orozco Carrasco, Sandra	10-27-23	\$ 11.39	Cafeteria Assistant	H-4
Palmer, Bethany	08-10-23	\$ 35,000.00	Teacher	B-0
Park, Isaac	08-09-23	\$ 43,820.00	Teacher	B-2
Parrish, Carmen	10-13-23	\$ 11.39	Cafeteria Assistant	H-4
Phillips, David	11-02-23	\$ 12.97	Evening Custodian	H-7
Pierce, Alexandra	10-30-23	\$ 15.32	Bus Driver	H-11
Qualls, Zachary	08-28-23	\$ 35,000.00	Apprentice	NS
Remsing, Rebecca	10-09-23	\$ 12.76	DHI Paraprofessional	H-10
Reyes, Silvia	10-09-23	\$ 10.90	Teacher Assistant	H-3
Robinson, Mario	10-27-23	\$ 14.94	Grounds Journeyperson	H-8
Rodríguez, Lupe	10-02-23	\$ 10.90	Teacher Assistant	H-3
Rosales, Luz María	11-01-23	\$ 12.97	Part Time Custodian	H-7
Ruiz, Maria	10-11-23	\$ 13.36	Evening Custodian	H-7
Sanders, Tanisha	10-16-23	\$ 35,000.00	Apprentice	NS
Scott, Alicia	08-28-23	\$ 10.90	Teacher Assistant	H-3
Sippel, William	10-30-23	\$ 35,000.00	Apprentice	NS
Smith, Joyle	10-27-23	\$ 11.39	Cafeteria Assistant	H-4
Sofian, Eric	10-27-23	\$ 22.01	School Safety Officer	H-16
Starling, Emma	10-30-23	\$ 35,000.00	Apprentice	NS
Thomas, Andrea	08-15-23	\$ 12.39	Teacher Assistant	H-6
Tinaure, Oskarina	09-05-23	\$ 14.35	Para Teacher	H-6
Urquiza, Alondra	10-30-23	\$ 12.39	Teacher Assistant	H-3
Valdez, Blanca	10-26-23	\$ 13.76	Part Time Custodian	H-7
Vrazel, Elizabeth	08-21-23	\$ 50,575.00	Teacher	B-11
Walker III, Jimmie	08-09-23	\$ 35,000.00	Apprentice	NS
Wilkins, Raishima	09-11-23	\$ 47,700.00	Teacher	M-5
Wilson, Cameron	10-09-23	\$ 10.90	Teacher Assistant	H-3
Winefield, Tony	10-23-23	\$ 65,500.00	Teacher	B-31
Wood, Bao	10-23-23	\$ 50,075.00	Teacher	M-9
Yerton, Douglas	11-01-23	\$ 13.75	Bus Assistant	H-5
Young, Diana	10-16-23	\$ 35,000.00	Apprentice	NS
Zachary, Vicki	10-27-23	\$ 13.20	Cafeteria Assistant	H-4

**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>
Bentley, Nikita	10-16-23	\$ 15.67	Evening Custodian	Teacher Assistant	H-6
Burgess, Heide	10-12-23	\$ 15.13	Paraprofessional	Teacher Assistant	H-6

**SUPPORTING INFORMATION**

**CONSENT ITEM E.12**

**ROUTINE STAFFING**

Davis, Jacqueline	10-16-23	\$ 22,372.50	Full Time Teacher	Half Time Teacher	B-4
Davis, Kynese	08-09-23	\$ 35,000.00	Teacher	Apprentice	NS
*Gregory, Stephanie	11-07-23	\$ 90,000.00	Manager - Licensing & Operations	Dir-Family Attendance Support	BG-11
Hamlin, Martea	10-06-23	\$ 21.14	Cook I	Cook II	H-8
Hayes, Linda	09-18-23	\$ 51,574.00	Teacher Assistant	Teacher	B-13
Hernandez, Alicia	10-24-23	\$ 14.25	Cook I	Cook II	H-8
Ibarra, Adele	07-03-23	\$ 12.32	Teacher Assistant	Office Assistant	H-3
Jackson, Shawn	10-30-23	\$ 35,000.00	Social Worker	Apprentice	NS
Legg, Brianna	09-27-23	\$ 14.99	Evening Custodian	Assistant Cafeteria Mgr	H-9
McCombs, Sarah	10-16-23	\$ 13.40	Cafeteria Assistant	Cook I	H-7
Moreno De Gonzalez, Maria	10-12-23	\$ 16.64	Cook I	Cook II	H-8
Mullenax, Jane	10-09-23	\$ 15.96	Teacher Assistant	Autism Paraprofessional	H-10
Owens, Larry	10-23-23	\$ 14.08	Dean	Parent Involvement Facilitator	H-6
Quiroz, Claudia	10-01-23	\$ 17.66	Cook I	Cook II	H-8
Snodgrass, James	11-07-23	\$ 103,000.00	Network System Engineer I	Network System Engineer II	BG-11
Sua, Lorraine	10-02-23	\$ 14.41	Cook I	Cook II	H-8
Wright, Jeanna	11-07-23	\$ 91,000.00	General Accounting Manager	Dir of Special Projects	BG-11

\*Approval contingent of creation of new position

**SEPARATIONS**

<u>Effective Date</u>	<u>Name</u>	<u>Effective Date</u>	<u>Name</u>
10-23-23	Cafeteria Assistant	11-03-23	Teacher
11-22-23	Bus Driver	11-02-23	Health Assistant
10-11-23	Health Assistant	11-03-23	Teacher
10-13-23	Evening Custodian	11-03-23	Health Assistant
10-30-23	Health Assistant	12-01-23	Counselor
11-17-23	Teacher	12-15-23	Teacher
10-11-23	Teacher	10-18-23	Teacher Assistant
10-20-23	Grounds Journeyperson	10-24-23	Teacher
11-03-23	Parent Involvement Facilitator	11-13-23	Teacher Assistant
10-02-23	Enrollment & Student Information Analyst	10-05-23	Bus Assistant
11-01-23	Staff Accountant I	10-27-23	Teacher
10-30-23	1:1 Autism Paraprof	10-17-23	Teacher
10-20-23	ID Paraprofessional	10-16-23	1:1 Paraprofessional
09-18-23	Cafeteria Assistant	09-08-22	Cook II
10-19-23	Evening Custodian	10-23-23	Cafeteria Assistant
06-01-23	Bus Assistant		

**SUBSTITUTE AND TEMPORARY ELECTIONS**

**CLERK**

Casey, Beverly

**TUTORS**

Bernert, Arleen      Hayes, Barbara  
 Bostrom, Lindsie      Sarhan, Bannan

**Adjunct Coaches**

<u>SITE</u>	<u>NAME</u>	<u>TOTAL AMOUNT</u>	<u>ACTIVITY (IES)</u>	<u>START DATE</u>	<u>END DATE</u>
Washington	Jason Harris II	\$ 4,169.00	Assistant Football Coach	09-26-23	06-30-24

**SUPPORTING INFORMATION**

**CONSENT ITEM E.12**

**ROUTINE STAFFING**

Central High School	Corey Matthews	\$ 2,877.00	9th Grade Football Coach	09-01-23	06-30-24
Webster	Kenneth Jackson	\$ 5,600.00	Boys' & Girls' Head Cross Country Coach	09-01-23	06-30-24
Hale	Reginald Greenlee	\$ 2,437.00	9th Gr. Girls Asst Basketball Coach	09-01-23	06-30-24
Edison Middle School Edison High School	Jesus Carvajal	\$ 8,400.00	MS Girls' Head Swim Coach HS Boys' Head Swim Coach HS Girls' Assistant Swim Coach	10-17-23	06-30-24
Central High School	Nolan Richardson	\$ 2,437.00	9th Gr. Boys' Basketball Coach	10-17-23	06-30-24
Edison Middle School Edison High School	Cole Sandberg	\$ 2,645.00	MS Girls' Head Soccer Coach HS Girls' Assistant Soccer Coach	10-04-23	06-30-24
Edison Middle School Edison High School	Lauren Merrill	\$ 10,864.00	MS & 7th Gr. Head Volleyball Coach MS Athletic Director HS Head Volleyball Coach	10-10-23	06-30-24
Edison Middle School	Jamison Wortham-McCray	\$ 1,579.00	MS Assistant Football Coach	09-26-23	06-30-24
Washington	Corey Hilliard	\$ 4,169.00	Assistant Football Coach	10-24-23	06-30-24
Edison Middle School	Adrian Miles	\$ 2,877.00	9th Gr. Assistant Football Coach	10-03-23	06-30-24
Edison High School	Bobby Bomer	\$ 1,500.00	Boys' Head Cross Country Coach	10-24-23	06-30-24

**SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES**

**Athletics – School Activity Fund 536**

Pay Edison Cross country coaches a total not to exceed \$7750.00 for coaching during the 2023 season and additional offseason duties. Francie Hamer (a total not to exceed \$3000), Barbara J. Pinkerton (a total not to exceed \$3000) and Bob Bomer (a total not to exceed \$1750). Edison Cross Country Booster club has reimbursed the district therefore there will be no cost to the district.

**11-0000-2212-501XXX-000-000000-XXX-06-070 - instructional and curriculum development**

Pay Melisa Christman a \$500 monthly stipend, not to exceed \$2,000, for additional responsibilities outside of the employee’s normal scope of work to support library media specialists across the district from November 7, 2023 to March 7, 2024.

**11-0000-2212-501XXX-000-000000-XXX-06-070 – instructional and curriculum development**

Pay Charles Spaulding a \$250 monthly stipend, not to exceed \$1,000, for additional responsibilities outside of the employee’s normal scope of work to support library media specialists across the district from November 7, 2023 to March 7, 2024.

**11-0279-2580-501210-000-000000-315-05-058-0279 - grant fund**

Pay Elizabeth Olstroem \$1,200 per month beginning July 2023 for performing many of the duties of the Director of Enrollment Planning & Analysis that has been vacant since June 2023. Not to exceed 12 months.

**11-0279-2194-XXXXXX-000-000000-000-05-XXX-0279 - Grant Fund**

Jennifer White for coordinating, overseeing and supporting enrollment and family engagement grant funded initiatives for school year 2023-24. The grant funded stipend s should be \$1,111 per month beginning October 1. Not to exceed 9 months.

**11-0000-2410-501110-000-000000-112-07-710- general fund**

Pay Principal Gina Wilson at East Central HS an Operational Support Stipend of \$750 per month for additional for responsibilities and support related to YMCA facility and operation at East Central HS” When the new field house at ECHS opened last year, the YMCA opened a facility at the ECHS field house as part of the partnership. She has been performing duties that were not contemplated when the partnership was set up. She is on call for any issues at the YMCA and their staff leverages Ms. Wilson to address any issues. She provides support after school hours, and this is in addition to what she does for any school event after hours that is part of her duties. The YMCA hours of operations are longer than the school's and encompasses weekends. She responds to any facilities, security, etc. issue at that location, which is extra from what she does as a principal at the school not to go past June 30, 2024.

**CORRECTIONS TO PREVIOUSLY APPROVED ITEMS**

Correct Separation Effective Date October 16, 2023 page 10

**Separations:**

<b>Name</b>	<b>Effective Date</b>	<b>Position</b>
Spencer, Billy	10-23-23	Bus Driver

SUPPORTING INFORMATION

CONSENT ITEM E.13

POSITION CREATIONS/DELETIONS

	CREATE	DELETE
<b>Title - Site / Department</b>	<b>Employee Leave and Accommodations Coordinator - ESC / Talent Management</b>	NA
<b>Funding Source</b>	11-0000-2572-501210-000-000000-xxx-04-041-	
<b>Pay Grade &amp; Range</b>	BG-6	
<b>Contract Period</b>	12 Months	
<b>Duties</b>	Reporting to the Manager-Benefits, the Coordinator - Employee Leave and Accommodations will be a key member of the Compensation and Benefits team supporting the administration of benefit programs and providing the workforce with leave information and offerings. The Benefits team is part of a larger Talent Management team, and the Leave Coordinator will serve as the first point of contact for employees with respect to leave programs in addition to liaising with TM, Payroll, IT, other internal stakeholders, and leave vendors. The position coordinates and administers the district's leave programs including Family Medical Leave, paid maternity leave, and other types of District leave. Processes and documents all claims, ensuring compliance with relevant policies, procedures, and legislation. This position also coordinates with supervisors regarding ADA accommodations in the workplace.	
<b>Budget Difference</b>	<b>\$47,476-\$66,700</b>	
<b>Reason for Action</b>	This position is needed to manage the new State Paid Maternity Leave as well as centralize leave management and ADA accommodations to ensure consistency and compliance.	

	CREATE	DELETE
<b>Title - Site / Department</b>	<b>Attendance Recovery Coordinator - ESC / Communications &amp; Strategy 3 Positions</b>	NA
<b>Funding Source</b>	11-0284-xxxx-501xxx-xxx-xxxxxx-xxx-05-062-0284	
<b>Pay Grade &amp; Range</b>	BG-7	
<b>Contract Period</b>	12 Months	
<b>Duties</b>	The Attendance Recovery Coordinator is responsible for providing services to assigned schools in the investigation and counseling of students with excessive attendance problems. The position will assist in enforcing the provisions of the Code of Oklahoma attendance Law, institutes legal proceedings, and presents case information to court services. Position assesses students and families, interprets attendance policies, works as a team member to develop prevention and intervention strategies, provides case management, monitors student progress, and makes referrals.	
<b>Budget Difference</b>	<b>\$50,000 - \$ 75,000 / position \$150,000 - \$225,000 total</b>	
<b>Reason for Action</b>	Aligned to urgent priority to address and mitigate attendance and chronic absenteeism issues	

	CREATE	DELETE
<b>Title - Site / Department</b>	<b>Director - Family Attendance Support - ESC / Communications &amp; Strategy</b>	<b>Manager of Licensing and Operations - ESC / Family Community Youth Engagement</b>
<b>Funding Source</b>	11-0284-xxxx-501xxx-xxx-xxxxxx-xxx-05-062-0284	11-7712-3300-501210-493-000000-109-05-039-7712
<b>Pay Grade &amp; Range</b>	BG-11	BG-7
<b>Contract Period</b>	12 Months	12 Months
<b>Duties</b>	Provides leadership in the development, implementation, and evaluation of a comprehensive, district wide attendance support program that supports the unique needs of the families of Tulsa Public Schools, especially working families. The director is responsible for collaborating closely with district teams, building administrators, educators, support staff, families, and students to establish and implement a strategic support plan that uses data, cross functional work, and creative problem solving to meet the needs of every family through identifying barriers to attendance and providing direct solutions and supports, including on-site care after school. Provides guidance across the district to ensure that attendance support strategies, interventions, and systems are in place to support student achievement and maximize family support.	This position is responsible for the recruitment, hiring, and onboarding of After Learning youth development staff, ensuring licensing and standards compliance for all programs, and After Learning program operations, such as learner enrollment and family communications. The After Learning Manager of Licensing & Operations is responsible for developing and maintaining clearly defined processes and structures for ensuring all programs comply with Oklahoma Department of Human Services requirements and guidelines.
<b>Budget Difference</b>	<b>\$79,100 - \$118,700</b>	

<b>Reason for Action</b>	Aligned to urgent priority to address and mitigate attendance and chronic absenteeism issues	
	<b>CREATE</b>	<b>DELETE</b>
<b>Title - Site / Department</b>	<b>Design Strategist</b> - ESC / Communications & Strategy	Graphic Storyteller School Website Administrator
<b>Funding Source</b>	11-0000-2560-501210-000-000000-xxx-14-062-	11-0000-2560-501210-000-000000-609-14-062- 11-0000-2560-501210-000-000000-505-14-062-
<b>Pay Grade &amp; Range</b>	BG-7 \$50,000 - \$75,000	BG-6 \$47,476 - \$66,700 BG-5 \$39,600 - \$59,400
<b>Contract Period</b>	12 Months	12 Months
<b>Duties</b>	The Design Strategist will leverage words, photos, and graphic design to inform and engage internal and external audiences about district news, events, issues, and strategic priorities. The Design Strategist will work with the communications team to ensure that branding, messaging, tone, and style are aligned across all school web pages and will create and manage high-quality website and content reflecting the particular needs and focus of each school community. The ideal candidate must be creative, highly collaborative, and skilled at using words and images strategically to evoke emotion, call viewers to action, and convey a clear and compelling message about Tulsa Public Schools. The Design Strategist must also work well in a fast-paced environment while managing multiple projects and work-streams.	The graphic storyteller will leverage words, photos, and graphic design to inform and engage internal and external audiences about district news, events, issues, and strategic priorities. The ideal candidate must be a creative and highly collaborative graphic designer who uses words and images strategically to evoke emotion, call viewers to action, and convey a clear and compelling message about Tulsa Public Schools. The graphic storyteller must also work well in a fast-paced environment while managing multiple projects and work-streams.  The School Website Administrator will provide day-to-day management of a portfolio of approximately 40 school websites, growing each school's digital reach with fresh, relevant, and robust content that provides an exceptional user experience and that markets each school as a destination for excellence in teaching and learning. The School Website Administrator will work with the communications team to ensure that branding, messaging, tone, and style are aligned across all school web pages and will create and manage high-quality website content reflecting the particular needs and focus of each school community.
<b>Budget Difference</b>	<b>(\$37,076 - \$51,100)</b>	
<b>Reason for Action</b>	More closely aligns workstreams within the communications department and creates maximum efficiency within organizational structure.	