



TULSA PUBLIC SCHOOLS

DRAFT AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **November 27, 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

E. CONSENT AGENDA - Motion and vote on recommendation.

F. PUBLIC COMMENT ON ACTION AGENDA

G. ACTION AGENDA - Motion and vote on each recommendation

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

- K-5 Multilingual Learner English Proficiency Growth (Interim 1.3)
- 6-8 Multilingual Learner English Proficiency Growth (Interim 2.2)

I. STAFF REPORT - Monthly Budget Update to the Board

J. BOARD MEMBER REPORTS

K. CITIZENS' COMMENTS

L. SUPERINTENDENTS REPORT/PRESENTATION

M. OTHER NONROUTINE ITEMS REQUIRED BOARD ACTION

N. NEW BUSINESS

O. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, December 11, 2023 at 6:30 p.m.

P. ADJOURNMENT

TALENT MANAGEMENT

E.1. 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.2. RECOMMENDATION:
Approve position creates, deletes, and updates.

RATIONALE:

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

E.3. RECOMMENDATION:
Enter into an agreement with ZipRecruiter, Inc., a reputable organization that provides a platform for Tulsa Public Schools to advertise their job openings

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: \$2,849 per month for a total of \$34,188.

FUND NAME/ACCOUNT: 11-0289-2571-505400-000-000000-000-04-041-ADVERTISING

RATIONALE:

This contract with Zip Recruiter will allow the district to advertise its job openings on a platform designed to drive candidates to our Career page so they can apply for our open positions. Zip Recruiter's extensive database also allows Talent Management Recruiters to invite qualified candidates to apply for these open positions. With the documented difficulty employers have in finding qualified candidates to fill open positions, Zip Recruiter is one of several tools the Tulsa Public Recruitment Team uses in their recruitment efforts.

FINANCIAL SERVICES

E.4. RECOMMENDATION:
Approve sanctioning of the following booster clubs and parent/teacher associations in accordance with Board Policy 5707 for the 2023-2024 fiscal year:

BOOSTER CLUBS:

Carver Middle School Cheer Booster Club
Carver Middle School Men of Power
Carver Middle School Women of Excellence Booster Club
East Central Boys Basketball Booster Club
East Central Boys Soccer
East Central Girls Track Booster

Edison Prep Bands Booster Organization, Inc.
Edison Preparatory High School Cheerleading Booster Club
Edison Cross Country Parent Teacher Student Booster Club
Edison Girls Basketball
Eagles High School Pom Booster Club
Edison String Boosters, Inc.
Edison Prep Swim Team Booster Club Inc.
Edison Theatre Boosters
Tulsa Edison Tennis Booster Club
BTW T-Connection Band Parents Organization
BTW Girls Basketball Booster Inc.
Booker T Washington Touchdown Club Inc.
Tulsa Daniel Webster Booster Club

PTAs/PTOs/PTSAs:

Marian Anderson PTA
PTA/Cooper Elementary School
Edison Preparatory School PTSA
Eisenhower International PTA
F Mendez International School PTO
Hamilton Elementary PTO
Hoover Elementary PTA
McLain HS Titans PTSA
Owen Eagle Elementary PTA
Robertson Elementary PTA
Sequoyah Elementary PTO
Walt Whitman Elementary PTA

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.5. RECOMMENDATION:

Approve the New Encumbrance & Change Order Report from November 3, 2023 through November 21, 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.

SUPPORTING INFORMATION

CONSENT ITEM E. 1

ROUTINE STAFFING

ELECTIONS	Effective Date	Contract Amount	Position	Grade or Degree & Step
Abbasi, Tahera	11-13-23	\$ 12.39	Refugee Liason	H-6
Beasley, Braden	08-09-23	\$ 43,000.00	Teacher	B-0
Bowie, Alexandria	11-06-23	\$ 13.67	Health Assistant	H-6
Brown, Kristina	08-15-23	\$ 15.49	ID Paraprofessional	H-10
Bruner Jr, Rickey	08-09-23	\$ 54,895.00	Teacher	B-16
Bumgardner, Bri	10-01-23	\$ 43,000.00	Teacher	B-0
Caguisa, Merliza	08-09-23	\$ 43,000.00	Teacher	B-0
Carter, Joshua	11-03-23	\$ 16.90	Bus Driver	H-11
Clemence, Rebekah	11-13-23	\$ 14.63	Autism Paraprofessional	H-10
Coleman Sr, Cornelius	08-09-23	\$ 44,000.00	Teacher	M-0
Coleman, William	08-09-23	\$ 44,000.00	Teacher	M-0
Cope, John	08-09-23	\$ 49,200.00	Teacher	M-7
Correa-Gomez, Stephanie	08-09-23	\$ 44,000.00	Counselor	M-0
Davis, Kristian	08-09-23	\$ 43,820.00	Teacher	B-2
Duran Silva De Beltran, Susana	11-06-23	\$ 12.63	Teacher Assistant	H-3
Durant, Dominic	09-18-23	\$ 10.90	Teacher Assistant	H-3
Edwards, Samantha	11-02-23	\$ 12.08	Cafeteria Assistant	H-4
Fields, Aniyah	11-01-23	\$ 11.73	Cafeteria Assistant	H-4
Foster, Lee	11-07-23	\$ 12.08	Cafeteria Assistant	H-4
Garcia, Jennifer	11-13-23	\$ 10.89	Teacher Assistant	H-3
Holmes, Valerie	11-06-23	\$ 11.73	Cafeteria Assistant	H-4
Hopkins, Andrea	11-06-23	\$ 15.52	Building Grounds Site Supervisor	H-10
Hughes-Teruki, Cameron	08-09-23	\$ 43,000.00	Teacher	B-0
Ibarra, Marcela	08-09-23	\$ 43,000.00	Teacher	B-0
Jauregui De Los Santos, Karina	11-13-23	\$ 12.08	Cafeteria Assistant	H-4
Johnson, Charlton	10-30-23	\$ 62,603.16	JROTC Instructor	NS
Johnson, Debbie	11-13-23	\$ 14.08	Teacher Assistant	H-6
Liashchenko, Azaria	11-06-23	\$ 35,000.00	Apprentice	NS
Libassi De Zauzich, Brenda	11-06-23	\$ 35,000.00	Apprentice	NS
Moran, Sheena	11-07-23	\$ 12.08	Cafeteria Assistant	H-4
Naranjo Santana, Jessy	10-18-23	\$ 11.39	Cafeteria Assistant	H-4
Nero, Taylan	08-09-23	\$ 35,000.00	Apprentice	NS
O'Brien, Aaron	11-13-23	\$ 11.39	Cafeteria Assistant	H-4
Olmos Mora, Yeraldin	11-08-23	\$ 12.97	Evening Custodian	H-7
Potter, Christian	11-13-23	\$ 10.90	Teacher Assistant	H-3
Ramírez-Herrera, Marielly	11-13-23	\$ 35,000.00	Apprentice	NS
Roberts, Colton	08-09-23	\$ 43,410.00	Teacher	B-1
Robinson, Alexis	08-15-23	\$ 15.08	Teacher Assistant	H-6
Rojas - Mares, Flor Maria	11-13-23	\$ 12.57	Cafeteria Assistant	H-4
Samaniego, Yamilet	08-09-23	\$ 43,000.00	Teacher	B-0
Scott, Brent	08-09-23	\$ 56,726.00	Teacher	B-18
Shaw, Candida	10-09-23	\$ 43,000.00	Teacher	B-0
Smith, Joshua	08-09-23	\$ 51,574.00	Teacher	B-13
Smith, Sarah	08-09-23	\$ 52,575.00	Teacher	M-12
Squires, Fancy	10-30-23	\$ 14.08	School Clerk	H-6
Taylor, Tara	11-13-23	\$ 11.39	Cafeteria Assistant	H-4
Wagoner, Jacob	11-06-23	\$ 15.08	Grounds Journeyperson	H-8
Williams, Adrienne	08-09-23	\$ 47,700.00	Teacher	M-5

SUPPORTING INFORMATION

CONSENT ITEM E. 1

ROUTINE STAFFING

ADJUSTMENTS	Effective Date	Contract Amount	Current Position	Proposed	Grade Degree
Barnes, Katlyn	10-30-23	\$ 14.63	Autism Paraprofessional	MD Paraprofessional	H-10
Campos Tamayo, Carmen	11-06-23	\$ 15.96	Evening Custodian	Building Grounds Site Supervisor	H-12
De Sandoval, Patricia	11-06-23	\$ 16.76	Evening Custodian	Building Grounds Site Supervisor	H-10
Ferrera, Karen	11-13-23	\$ 43,410.00	Teaching Assistant	Teacher	B-1
Henderson, Brandi	10-17-23	\$ 18.23	Autism Paraprofessional	DD Paraprofessional	H-10
Lopez, Laura	11-10-23	\$ 12.97	Unassigned Custodian	Evening Custodian	H-7
Luis, Kenneth	11-10-23	\$ 12.97	Unassigned Custodian	Evening Custodian	H-7
McKnight, Rasha	11-08-23	\$ 59,514.00	Teacher	Dean	B-20
Moore, Debra	08-09-23	\$ 44,745.00	Teacher Assistant	Apprentice	B-4
Norris, Berri	11-13-23	\$ 16.69	Cook II	Assistant Cafeteria Manager	H-9
Ortega, Argena	10-13-23	\$ 31,000.00	Assistant Cafeteria Manager	Cafeteria Manager	BG-B
Rodriguez, Crisantema	11-08-23	\$ 16.59	Evening Custodian	Building Grounds Site Supervisor	H-14
Sanchez, Elva	11-06-23	\$ 13.59	Cafeteria Assistant	Cook I	H-7
Stewart, Shannon	10-09-23	\$ 43,000.00	Apprentice	Teacher	B-0
Sua, Lorraine	10-30-23	\$ 15.42	Cook II	Assistant Cafeteria Manager	H-9
Tablada Romero, Marta Romelia	11-13-23	\$ 35,000.00	Teacher Assistant	Apprentice	NS
Villa, Olga	10-30-23	\$ 14.30	Assistant Cafeteria Manager	Cook I	H-7

SEPARATIONS

Name	Effective Date	Position	Name	Effective Date	Position
Baker, Joanna	11-06-23	Bus Assistant	Moore, John	11-10-23	Teacher
Couch, Caitlin	10-19-23	Teacher	Olmos, Stephanie	10-27-23	Evening Custodian
Cozart, Rosalyn	10-27-23	Evening Custodian	Page, DeBorah	10-26-23	Paraprofessional
Crisswell, K'la	10-29-23	Teacher Assistant	Parnell, Kirsten	08-14-23	Evening Custodian
Hunter, Diana	11-07-23	1:1 Paraprofessional	Smiley, Levi	12-15-23	1:1 Paraprofessional
Landin, Eric	11-06-23	Teacher	Yerton Sr., Russell	08-11-23	Bus Assistant
Littlejohn, Karisma	11-16-23	Teacher Assistant			

SUBSTITUTE AND TEMPORARY ELECTIONS

Adjunct Coaches

SITE	NAME	TOTAL AMOUNT	ACTIVITY (IES)	START DATE	END DATE
Hale Middle School	Sarah Zsolzai Mcfarland	\$ 1,725.00	MS Pom Head Coach	10-26-23	06-30-24
Edison High School	Juliana Hyatt	\$ 7,600.00	Boys' & Girls' Head Swim Coach	10-31-23	06-30-24
Memorial High School	Devon Woods	\$ 4,169.00	Assistant Football Coach	10-24-23	06-30-24
Washington	Jennifer Barcus-Schafer	\$ 1,600.00	Boys' & Girls' Assistant Swim Coa	10-24-23	06-30-24
Edison Middle School					
Edison High School	Naomi Andrews	\$ 4,120.00	MS / HS Head Debate Coach	10-25-23	06-30-24
Edison High School	Terry Malone	\$ 2,000.00	Boys' Assistant Track Coach	10-24-23	06-30-24
Edison High School	Taylor Gunter	\$ 1,442.00	Assistant Volleyball Coach	10-24-23	06-30-24
Edison High School	Katie Hoffman-Faulk	\$ 1,500.00	Assistant Cheer Coach	10-24-23	06-30-24
Rogers High School	Landon Lacy	\$ 1,317.00	8th Gr. Boys' Head Basketball Co	10-24-23	06-30-24
Edison High School	Bobby Lasater	\$ 5,142.00	Head Wrestling Coach	10-18-23	06-30-24

SUPPORTING INFORMATION

CONSENT ITEM E. 1

ROUTINE STAFFING

Edison High School	Roosevelt Peters	\$ 4,460.00	Girls' Head Soccer Coach	10-26-23	06-30-24
McLain High School	Tavianna Polley-Davis	\$ 3,092.00	Girls' Assistant Basketball Coach	10-12-23	06-30-24
McLain High School	Albert Buchanan	\$ 8,097.00	9th Gr. Boys' Head Basketball Co	10-31-23	06-30-24
Thoreau	Brandon Armstrong	\$ 2,634.00	7th & 8th Gr. Boys' Head Basketb	10-31-23	06-30-24
Edison Middle School			MS Boys' Head Swim Coach		
Edison High School	Charles Bradley	\$ 5,917.00	HS Girls' Head Swim Coach	10-31-23	06-30-24
Carver Middle School	Devin Reed	\$ 3,204.00	HS Boys' Assistant Swim Coach	10-24-23	06-30-24
Webster High School	Mariano Dillard	\$ 4,169.00	Boys' & Girls' Head Wrestling Co	11-01-23	06-30-24
Washington	Lauren Dobratz	\$ 1,500.00	Assistant Football Coach	10-18-23	06-30-24
			Girls' Assistant Soccer Coach		

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct effective date and contract amount on adjustment August 7, 2023 page 20

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree & Step
Hernandez Castorena, Maria	08-03-23	\$ 51,500.00	Cafeteria Manager	Area Manager	BG-6

TITLE CHANGE	PROPOSED POSITION	CURRENT POSITION
Title - Site / Department	Human Rights and Title IX Coordinator and Investigator - ESC / General Counsel	Human Rights Coordinator - ESC / General Counsel
Funding Source	11-0000-2542-501210-000-000000-xxx-09-006-	11-0000-2542-501210-000-000000-xxx-09-006-
Pay Grade & Range	BG-8	BG-8
Contract Period	12 Months	12 Months
Duties	Oversees site-based work regarding civil rights and Title IX matters and perform assigned workplace and school-based investigations regarding allegations of civil rights violations and employee misconduct.	Oversees site-based work regarding civil rights and Title IX matters and perform assigned workplace and school-based investigations regarding allegations of civil rights violations and employee misconduct.
Budget Difference	Budget Neutral	
Reason for Action	Allows the district to further comply and carry out required responsibilities under Title IX of Education.	

SUPPORTING INFORMATION

CONSENT ITEM E.4

POSITION CREATIONS/DELETIONS

	CREATE	DELETE
Title - Site / Department	Family Communication Coordinator - ESC / Communications & Strategy	NA
Funding Source	11-0000-2112-501210-000-000000-110-14-062	
Pay Grade & Range	BG-6	
Contract Period	12 Months	
Duties	The Family Communications Coordinator develops and implements strategy and collaborates with the communications team and others across the district to align best practices in family communications by developing, implementing, and evaluating a comprehensive, district wide attendance program that supports the unique needs of the families of Tulsa Public Schools, especially working families. This role actively works to engage families and build strong partnerships between families and the District while ensuring attendance support strategies, interventions, and systems are in place to maximize student achievement and family support.	
Budget Difference	\$47,476 - \$66,700	
Reason for Action	Aligned to urgent priority to address and mitigate attendance and chronic absenteeism issues, as well as district initiative to better inform families of supports, requirements, expectations, and opportunities for youth and families.	

POSITION UPGRADE	PROPOSED POSITION	CURRENT POSITION
Title - Site / Department	Enrollment and Student Information Partner - Enrollment Center / Enrollment and Student Services	Enrollment and Student Information Partner - Enrollment Center / Enrollment and Student Services
Funding Source	11-0000-2112-501210-000-000000-110-03-058-	11-0000-2112-501210-000-000000-110-03-058-
Pay Grade & Range	BG-10	BG-9
Contract Period	12 Months	12 Months
Duties	The Enrollment and Student Information Partners provide services to principals; manage intra-district and inter-district transfers; assist schools with enrollment, membership, class size audits, graduation, and drop out reports, and assist with site procedures and processes for truancies, attendance, and suspensions. Partners also assist all sites with affidavits, guardianship, power of attorney, homeless and foster enrollment; the Student Information System and online enrollment system maintaining security access for the Student Information System, online enrollment system, and SDE Student Information System. Partners provide training for clerks and other office personnel and assist the Director of Enrollment Operations in the daily operations of the Enrollment Center and in preparation of all district, state, and federal reports.	Provide service as Enrollment and Student Information Partners to principals; manage intra-district and inter-district transfers. Assist schools with enrollment, membership, class size audits, graduation, and drop out reports, insuring accuracy and timely completion. Assist with site procedures and processes for truancies, attendance, and suspensions. Provide assistance to all sites with affidavits, guardianship, power of attorney, homeless and foster enrollment; provide assistance for all sites with the Student Information System and online enrollment system; maintain security access for the Student Information System, online enrollment system, and SDE Student Information System; provide training for clerks and other office personnel; assist the Executive Director of Enrollment and Student Information in the daily operations of the Enrollment Center and preparation of all district, state, and federal reports.
Budget Difference	\$7,500 - \$13,300	
Reason for Action	Additional duties	

POSITION UPGRADE	PROPOSED POSITION	CURRENT POSITION
Title - Site / Department	Help Desk Technician - Ross / Child Nutrition	Help Desk Technician - Ross / Child Nutrition
Funding Source	22-0000-3120-501210-700-000000-609-03-053-	22-0000-3120-501210-700-000000-609-03-053-
Pay Grade & Range	H-9 \$13.99 - \$18.17	H-6 \$12.39 - \$15.77
Contract Period	12 Months	12 Months
Duties	The Help Desk Technician will assist Operations Support Manager with tech support for cafeterias. Maintains asset information for cafeteria equipment. Maintains, orders, and distributes office supplies as needed. Maintains and updates the site manager manual.	The Help Desk Technician will assist Operations Support Manager with tech support for cafeterias. Maintains asset information for cafeteria equipment. Maintains, orders, and distributes office supplies as needed. Maintains and updates the site manager manual.
Budget Difference	\$3,328 - \$4,992	
Reason for Action	Department alignment and equity grade adjustment	