



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **January 8, 2024**, 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

F. PUBLIC COMMENT ON ACTION AGENDA

G. ACTION AGENDA - Motion and vote on each recommendation

H. STAFF REPORT

2021 Bond Progress Report, to include discussion among board members, superintendent, district staff, and bond oversight and development committee representatives.

I. BOARD MEMBER REPORTS

J. CITIZENS' COMMENTS

K. SUPERINTENDENT'S REPORT/PRESENTATION

L. OTHER NON ROUTINE ITEMS REQUIRED BOARD ACTION

- L. 1. Accept the resignation of Gerald "Jerry" Griffin, Board of Education member representing Election District Number 6, to be effective as of 12:00pm on January 2, 2024, and to declare such office to be vacant.

M. NEW BUSINESS

N. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Tuesday, January 16, 2024 at 6:30 p.m.

O. ADJOURNMENT

SCHOOLS SUPERVISION

- 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 Music Theatre International, MTI Enterprises, Inc., Music Theatre International LLC, d/b/a Music Theatre International, MTI Showspace L.P., for royalty and rental for performance of “James and the Giant Peach” at Edison Preparatory School. Performance dates for this production will be March 14 - 16, 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: \$2535

FUND NAME/ACCOUNT:

High School Choir School Activity Fund Account 566

RATIONALE:

This performance provides students a valuable learning opportunity through increasing the breadth of their musical performance skills, as well as dramatic production and the skills it takes to mount theatrical performance.

- E.3.** RECOMMENDATION:

Enter into an agreement with The University of Tulsa for Will Rogers High School JROTC to hold the annual JROTC Military Ball at the Tulsa University Allen Chapman Activity Center scheduled for April 20, 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 \$884

FUND NAME/ACCOUNT: School Activity Fund JROTC, Account 564

RATIONALE:

The JROTC Military Ball is a required event under the JROTC Program of Instruction. An awards ceremony is included, recognizing exceptional student performance throughout the year.

- E.4.** RECOMMENDATION:

Request to amend the grant agreement with XQ Institute, a 501(c)(3) to extend the district timeline for distributing grant dollars to June 30, 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:

No additional cost to the district

RATIONALE:

The district entered into a grant agreement with XQ in December of 2022. The XQ grant will fund numerous different learning experiences and direct to student services as we pilot different models to expand both internal course sharing opportunities and external credit and credentialing opportunities. Included projects are: Transportation costs for students that wish to take courses offered at other sites, district-paid stipends for teachers that offer courses to students from other schools, continued design of our graduate profile and advisory course offerings, learning visits to other districts that have innovated in the high school space successfully to build internal capacity.

TEACHING AND LEARNING

E.5. RECOMMENDATION:

Renew a contract with The Art of Education University, LLC to provide online resources, to include lesson plans, videos, worksheets, artist bios, assessments through FLEX Curriculum and professional learning courses on various topics through PRO Learning, for all visual art teachers for the 2023-2024 school year as part of RFP 24004. This is the first year of four optional renewals.

FURTHER RECOMMEND:

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

COST: Not to exceed \$62,930

FUND NAME/ACCOUNT: Bond Funds 3X-13XX-1000-50XXXX-XXX-XXXXX-000-06-XXX-

REQUISITION/CONTRACT: 12406993

RATIONALE:

The Art of Education University (AOEU) provides exceptional online resources through FLEX Curriculum and PRO Learning that are easily accessible for art teachers of all grade and experience levels. AOEU allows art teachers to customize the resources provided for their needs, providing entire units and lesson plans or supplementary materials for existing curriculum. All lesson plans are tied to the Visual Art Oklahoma Academic Standards, and resources can be downloaded from and uploaded into Canvas or shared directly with other teachers. Every elementary and secondary art teacher will have a license to access this resource, and it is particularly helpful for alternatively and emergency certified art teachers who need additional

support creating lesson plans and learning best teaching practices for an art classroom.

TALENT MANAGEMENT

E.6. 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.7. RECOMMENDATION:

Approve position creates, deletes, and updates.

RATIONALE:

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

INFORMATION AND ANALYTICS

E.8. RECOMMENDATION:

Amend item E.146 from the June 5, 2023 agenda to increase the not to exceed cost for Centrex telecommunication services from AT&T, Corp.

COST: Not to exceed \$78,400 (an increase of \$4,000)

FUND NAME/ACCOUNT:

Building fund, 21-0000-2660-504390-000-000000-000-02-028

RATIONALE:

The increase in cost is necessary to cover a Universal Connectivity Charge (UCC) rate increase from 29.2% to 34.5%. The increase went into effect on 10/1/2023. This service provides analog phone lines that are mainly used for fire and security alarms as well as some 911 services across the district. This purchase is made in accordance with the terms and conditions governed by the State of Oklahoma AT&T Master Agreement 155834UA. However, the agreement with the state does not cover Universal Connectivity Charge.

E.9. RECOMMENDATION:

Enter into a contract with Pivot Technology Services Corp., d.b.a. Computacenter, as a result of request for proposal #24005 issued by the district, to replace the edge switches located throughout the district. This project will commence in the 24-25 fiscal year based upon the timing of Erate and bond dollar funding availability and extend into the FY25-26. The deadline to file for Erate funds for next fiscal year is March 28, 2023.

FURTHER RECOMMEND:

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

COST: Not to exceed \$5 million

FUND NAME/ACCOUNT: Bond Fund, 1162

RATIONALE:

Currently, the majority of the existing network edge switches have entered an End of Life (EOL) status from the manufacturer. To ensure the district supports future district bandwidth requirements and continued access to critical online learning resources for our students and teachers, this project will replace aging network edge switches located throughout the district. Once approved, E-Rate will provide discounts of approximately 80 percent on eligible expenses up to \$5 million. This project was included in the approved 2021 bond package, as part of the planned technology lifecycle.

E.10. RECOMMENDATION:

Enter into a contract with Cox Communications, Inc., effective July 1, 2024, through June 30, 2025, for wide-area network Metro Ethernet services. This exercises the second of four optional renewal periods and is the result of request for proposal #22009. This item will be subject to board ratification in July 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 \$1,000,000 (payable after 2024-2025 budget approval)

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-505320-000-000000-000-02-026

RATIONALE:

This will provide the district with a high-performing and reliable network for school and administrative sites. Costs in 2023-2024 were not to exceed \$1,000,000 and have stayed flat. ERate discounts are expected to be 80 percent. The non-discount share will be funded by the Oklahoma Universal Service Fund (OUSF) for OUSF eligible charges. The district's general fund will pay for the remainder including 10 percent of surcharges and fees that are not covered by OUSF and are estimated to be \$68,400.00.

E.11. RECOMMENDATION:

Enter into a contract with Cox Communications, Inc., effective July 1, 2024, through June 30, 2025, for internet access services at 20 Gbps (gigabits per second) with demarcation at the Charles C. Mason Education Service Center and at the district's Maintenance and Transportation campus. This exercises the third of four optional renewal periods and is the result of request for proposal #21005. This item will be subject to board ratification in July 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 \$130,000 (payable after 2024-2025 budget approval)

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-505320-000-000000-000-02-026

RATIONALE:

This internet service will continue to provide capacity to meet the growing and changing instructional needs of the district. It is critical that students, teachers, and staff have access to digital resources and curriculum and this internet service will allow us the flexibility to grow and change with the demands over the next school year. Cox Communications, Inc. will provide a dedicated broadband internet connection to the data center located at the Charles C. Mason Education Service Center as well as to the data center located at the district's Maintenance and Transportation campus. Internet access for all district sites will be provided using these connections and load balanced. Costs in 2023-2024 were not to exceed \$130,000 and have stayed flat. ERate discounts are expected to be 80 percent based on free and reduced lunch and/or community eligibility numbers. The remaining 20 percent is expected to be funded by the Oklahoma Universal Service Fund.

FINANCIAL SERVICES

E.12. RECOMMENDATION:

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

Mayo Demonstration School 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.13. RECOMMENDATION:

Approve the New Encumbrance & Change Order Report from December 8, 2023 through January 4, 2024.

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.14. RECOMMENDATION:

Approve an electrical easement with Public Service Company of Oklahoma (PSO) at Hale High School for the Multi-Purpose Center addition.

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 easement is needed to relocate power to the new building.

E.15. RECOMMENDATION:

Enter into a district wide contract with the lowest responsive and responsible offeror Randy Thomas Library Works LLC. for to provide and install library shelving. In accordance with the terms and conditions of RFP #24010. This term represents the initial term and provides for 2 optional, 1 year renewals.

FURTHER RECOMMEND:

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

COST: The cost will not exceed \$250,000

FUND NAME/ACCOUNT: Applicable bond funds

RATIONALE:

Remodels and improvements to school libraries are part of the 2021 bond issue. Vendor services include packing and storing library books, dismantling shelving and reshelving books in the correct order, as well as modifications to shelving to modernize evolving library spaces where needed. Library shelving throughout the district is mostly standardized and modular to allow for reconfiguration, reuse and sharing among library spaces. This has resulted in significant financial savings during the past twenty years of the bond.

E.16. RECOMMENDATION:

Consent to assignment of Agreement between Owner and Engineer dated August 23, 2021 from Allied Engineering Group, L.L.C. to Starr Design Group, Inc. The Agreement relates to engineering services provided to the District under the 2021 bond issue.

FURTHER RECOMMEND:

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

RATIONALE:

Allied Engineering Group, L.L.C. has been acquired by Starr Design Group, Inc. The existing consultants will continue to provide services to the District as employees of Starr Design Group, Inc. Engineering services are critical to the completion of the facility improvements that were approved by the voters in the 2021 bond issue.

E.17. RECOMMENDATION:

Consent to assignment of Agreement between Owner and Architect dated August 23, 2021 from Tod Architecture Group P.C. to GH2 Architects LLC. The Agreement relates to architectural services provided to the District under the 2021 bond issue.

FURTHER RECOMMEND:

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

execute the document(s) on behalf of the district.

RATIONALE:

Tod Architecture Group P.C. has been acquired by GH2 Architects LLC. The existing consultants will continue to provide services to the District as employees of GH2 Architects LLC. Architectural services are critical to the completion of the facility improvements that were approved by the voters in the 2021 bond issue.

E.18. RECOMMENDATION:

Amend agenda item, E.34 that was approved on the December 11, 2023 agenda, to approve the lowest responsible bidder, American Air Conditioning of Tulsa, LLC, for HVAC improvements at Mayo/Wilson. This amendment serves to correct the phases and the breakdown of costs.

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 \$10,840,000

FUND NAME/ACCOUNT:

Phase I: \$5,800,000 ESSER

Phase I: \$2,640,000 applicable bond funds, 2024A

Phase II: \$2,400,000 applicable bond funds, 2024B

RATIONALE:

The amendment is necessary to reflect the correct phases and breakdown of cost for the project.

OPERATIONS

E.19. RECOMMENDATION:

Amend the amount approved on December 11, 2023 (E.48) to purchase marketing products from 4Imprint Inc. to recruit families during EnrollTulsa Expo and enrollment window for School Year 2023-25. This purchase contract was awarded under the ESC Region 19 Cooperative Allied States Cooperative (ASC) for printing and related services.

COST: Not to exceed \$63,000 (an increase of \$1,000)

FUND NAME/ACCOUNT: 11-0279-2194-504490-000-000000-000-058-0279

RATIONALE: The increase is to support the need for additional materials to support school and district teams engaged with the Enrollment efforts working with families and students. The Enrollment Expo is an annual event to showcase our schools, community partners and the departments/opportunities within Tulsa Public Schools. The event allows families on-site support with the application process. Every year we are able to provide families with school branded takeaway items that support the marketing of the district.

CONSENT ITEM E-1

ROUTINE FIELD TRIPS

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Booker T. Washington High School/BTW Soccer Team	Students: 35 Parents: 0 Staff: 2	To participate in a regular season soccer game /Rogers, Arkansas.	March 5, 2024	1	No cost to the district. Funding will be provided by BTW's Booster Club.
Mayo Demonstration Academy/5 th Grade Students	Students: 47 Parents: 43 Staff: 2	Study trip to visit the Titanic Museum, Landmarks and Culture Exhibits/Branson, Missouri.	May 8-10, 2024	3	No cost to the district. Funding will be provided by parents and donations.

SUPPORTING INFORMATION

CONSENT ITEM E. 6

ROUTINE STAFFING

ELECTIONS	Effective	Contract		Grade or
Name	Date	Amount	Position	Degree & Step
Bassett, Rhochon	12-04-23	\$ 15.78	Bus Driver	H-11
Becerra, Maria	12-13-23	\$ 13.36	Evening Custodian	H-7
Beesley, Mindy	12-04-23	\$ 63,500.00	Associate Application Manager	BG-7
Bellville, Daniel	10-02-23	\$ 49,700.00	Teacher	M-7
Beltran, Ramon	12-04-23	\$ 15.32	Paint Plaster Craftsperson	H-11
Buehler, Matthew	01-02-24	\$ 35,000.00	Apprentice	NS
Claiborne, Tom	09-14-23	\$ 52,075.00	Teacher	M-11
Costa, Steven	08-09-23	\$ 48,074.00	Teacher	M-14
Covarrubias, Alma	12-04-23	\$ 13.14	Health Assistant	H-6
Daugherty, Charica	08-09-23	\$ 44,000.00	Teacher	M-0
Davidson, Praise	08-09-23	\$ 43,000.00	Teacher	B-0
Davis, Terrell	12-04-23	\$ 16.36	Bus Driver	H-11
Demaree, Cheyenne	08-09-23	\$ 40,410.00	Teacher	B-2
Demaree, Cheyenne	08-09-23	\$ 40,410.00	Teacher	B-2
Diaz, Elizabeth	12-11-23	\$ 13.36	Part Time Evening Custodian	H-7
Dover, Joshua	12-18-23	\$ 12.97	Evening Custodian	H-7
Earickson, Kimberly	12-04-23	\$ 35,000.00	Apprentice	NS
Fisher, Sherry	12-04-23	\$ 66,000.00	Nurse	B-32
Foreman, Andrew	12-04-23	\$ 56,000.00	Enrollment & Student	BG-7
Garcia Sanchez, Maria Rocio	12-04-23	\$ 14.08	Teacher Assistant	H-6
Garcia, Arlene	12-18-23	\$ 12.97	Evening Custodian	H-7
Gruse, Jennifer	08-09-23	\$ 51,962.00	Teacher	B-14
Guerrero, Jorge	12-11-23	\$ 13.36	Evening Custodian	H-7
Guest, Derek	10-02-23	\$ 14.63	ID Paraprofessional	H-10
Haag, Sara	10-09-23	\$ 35,000.00	Counselor	M-0
Haynes, Diana	08-09-23	\$ 39,708.00	Teacher	M60-34
Hernandez, Jessica	09-18-23	\$ 10.89	Teachers Assistant	H-3
Hernandez, Milagros	08-15-23	\$ 14.35	Para-Teacher	H-6
J Vargas, Alvaro	08-11-23	\$ 35,000.00	Apprentice	NS
Jackson, Valerie	12-18-23	\$ 14.30	Customer Care Receptionist	H-7
James, Trevion	09-11-23	\$ 35,000.00	Apprentice	NS
Johnson, Patricia	12-04-23	\$ 35,000.00	Apprentice	NS
Johnson, Quadri	12-04-23	\$ 14.31	Evening Custodian	H-7
Kelly, Jason	12-04-23	\$ 35,000.00	Apprentice	NS
Lewallen, Elissa	08-21-23	\$ 35,000.00	Apprentice	NS
Marmolejo, Michelle	07-31-23	\$ 12.39	School Clerk	H-4
Mata, Nancy Yocelin	12-04-23	\$ 11.39	Cafeteria Assistant	H-4
Mccurley, Abby	06-08-23	\$ 12.30	School Clerk	H-4
Mitasky, April	08-09-23	\$ 47,700.00	Teacher	M-5
Moore, Jazzmaine	12-04-23	\$ 15.32	Bus Driver	H-11
O'Malley, Matthew	12-04-23	\$ 10.90	Teacher Assistant	H-3
Paiman, Mohammad	12-04-23	\$ 13.14	Refugee Liaison	H-6
Peel, Charles	12-18-23	\$ 13.36	Evening Custodian	H-7
Perdomo, Nancy	12-04-23	\$ 11.73	Cafeteria Assistant	H-4
Perdomo, Rosa	12-11-23	\$ 11.39	Cafeteria Assistant	H-4
Poletek, Daniel	08-09-23	\$ 35,000.00	Teacher	B-0
Porter, Telmesa	12-04-23	\$ 58,792.00	Dean	M-19
Radcliffe, Natalie	08-11-23	\$ 35,000.00	Apprentice	NS
Ramírez-Herrera, Marielly	11-13-23	\$ 35,000.00	Apprentice	NS
Ramirez, Christopher	08-09-23	\$ 43,000.00	Teacher	B-1
Reynolds, Aimee	12-04-23	\$ 12.08	Cafeteria Assistant	H-4
Rogers, Tommy	08-09-23	\$ 51,519.00	Dean	M-10

SUPPORTING INFORMATION

CONSENT ITEM E. 6

ROUTINE STAFFING

Rouyer, Andrew	08-09-23	\$ 47,700.00	Teacher	B-7
Scott, Gregory	08-09-23	\$ 56,895.00	Teacher	M-16
Smith, Gregory	12-04-23	\$ 17.75	Bus Driver	H-11
Spencer, Carolyn	12-11-23	\$ 11.72	Cafeteria Assistant	H-7
Stafford, Taryn	12-11-23	\$ 10.90	Teacher Assistant	H-3
Stevens, Alix	12-11-23	\$ 13.36	Evening Custodian	H-7
Stevenson, Tyler	12-04-23	\$ 44,820.00	Teacher	M-2
Sutton, Jeffrey	12-04-23	\$ 15.03	Evening Custodian	H-7
Taylor, Crystal	12-04-23	\$ 15.07	Assistant Building Grounds Site Supervisor	H-10
Terrell, Wylan	08-11-23	\$ 35,000.00	Teacher	B-0
Trotter, Anna Jane	08-28-23	\$ 64,824.00	Librarian	M60-22
Unterschuetz, Kathleen	08-09-23	\$ 43,000.00	Teacher	B-0
Volkmer, William	09-09-23	\$ 43,000.00	Teacher	B-0
Wallace, Stephanie	12-04-23	\$ 15.00	Administrative Assistant I Campus Security	H-6
Walsh, Karen	08-09-23	\$ 35,000.00	Apprentice	NS
Walton, James	12-18-23	\$ 56,000.00	Manager Training and Safety	BG-6
Williams, Bryan	08-09-23	\$ 43,000.00	Teacher	B-0
Wilson, Ryan	08-09-23	\$ 46,200.00	Teacher	M-5
Wimberly, Kristina	08-09-23	\$ 44,745.00	Teacher	B-4
Xiong, Mai	12-11-23	\$ 35,000.00	Apprentice	NS
Yozzo, Justin	08-09-23	\$ 43,000.00	Teacher	B-0

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree & Step
Brown, Michelle	01-09-24	\$ 87,507.00	Assistant Principal	Acting Principal	EG-10
Caldwell, Christine	11-28-23	\$ 30,500.00	Traveling Manager	Cafeteria Manager	BG-A
Collins, Mia	12-04-23	\$ 20.01	Site Based Social Worker	Part Time Family Support Specialist	H-15
Davis, Erica	11-01-23	\$ 43,000.00	Apprentice	Teacher	B-0
Davis, Kynese	11-01-23	\$ 43,000.00	Apprentice	Teacher	B-0
Franklin, Consuela	01-09-24	\$ 89,000.00	College & Career Advisor	Talent Strategist	BG-10
*Friebus, Steven	01-09-24	\$ 94,000.00	Director - Sports Medicine	Director - Sports Medicine	BG-10
Grooms, Rebecca	01-09-24	\$ 94,250.00	High School Principal	Enrollment & Student Information Partner	BG-10
Ishem, Kerri	01-09-24	\$ 76,000.00	Coordinator-School Leader and Certification	Talent Strategist	BG-10
Markarian, Alexa	01-09-24	\$ 67,692.00	Assistant Principal	Acting Principal	EG-7
*Markwardt, Krystel	01-09-24	\$ 97,000.00	Deputy Director Athletics	Director of Athletics	BG-11
Martin, Jerrico	08-09-23	\$ 53,074.00	Counselor	Dean	M-13
Melrose, Marq	11-30-23	\$ 31,000.00	Cafeteria Manager	Cafeteria Manager	BG-B
**Miller, Mollie	01-09-24	\$ 105,991.00	Elementary Principal	Dean	M-31
Myer, Justis	11-01-23	\$ 43,000.00	Apprentice	Teacher	B-0
Pulliam, Jennifer	12-08-23	\$ 57,939.00	Librarian	Dean	M60-15
Quiroz, Claudia	12-01-23	\$ 18.90	Cook II	Cafeteria Assistant Manager	H-9
Rowland, Corey	11-01-23	\$ 44,000.00	Apprentice	Teacher	M-0
*Saddler, CasSandra	01-09-24	\$ 118,000.00	Admin on Special Assignment	Ex. Dir. Academic Transformation	XG-1
Smith, Monunique	12-11-23	\$ 15.79	Evening Custodian	Unassigned Custodian	H-7
Smith, Tanya	01-02-24	\$ 67,500.00	Teacher	District Recruiter	BG-8
Stafford, Douglas	01-09-24	\$ 98,000.00	Interim Principal	Admin on Special Assignment	EG-7

SUPPORTING INFORMATION

CONSENT ITEM E. 6

ROUTINE STAFFING

Thomas, Jennifer	01-09-24	\$ 85,932.00	Assistant Principal	Acting Principal	EG-7
Vargas, Alvaro	11-01-23	\$ 43,000.00	Apprentice	Teacher	B-0
Vreeland, Robin	11-01-23	\$ 43,000.00	Apprentice	Teacher	B-0
Westfall, Matthew	11-01-23	\$ 43,000.00	Apprentice	Teacher	B-0
Williams, Michael	12-06-23	\$ 17.22	ID Paraprofessional	1:1 MD Paraprofessional	H-10
Wilson, Devyn	11-01-23	\$ 43,000.00	Apprentice	Teacher	B-0

*Approval contingent of creation or upgrade of position

**Through June 30, 2024

SEPARATIONS

<u>Name</u>	<u>Effective Date</u>	<u>Position</u>	<u>Name</u>	<u>Effective Date</u>	<u>Position</u>
Anaya, Maria	12-15-23	Evening Custodian	Krehbiel, Shawn	01-02-24	Designer Content & Support Early Childhood
Baca, Nichole	12-01-23	School Clerk	Lewis, Patricia	11-28-23	Teacher
Boyd, Joseph	11-28-23	Para Teacher	Martinez, Anna	12-04-23	Cook II
Brede, Tasha	12-08-23	Teacher	Mercer, Darrell	01-03-24	Early Intervention Specialist
Brown, Anna	12-01-23	Cafeteria Assistant	Minor, Kayage	12-15-23	Teacher
Bumgardner, Brianna	12-15-23	Teacher	Mitchell, Francesa	12-01-23	Campus Security Officer
Byrd, Kim	11-17-23	Counselor	Mitchell, Kimberly	11-17-23	Bus Assistant
Carter, Emma	01-02-24	Teacher	Moss, Jazzmine	11-28-23	Teacher Assistant
Clardy, Khamill	10-19-23	Campus Security Officer	Niles, Kaleb	12-08-23	Teacher
Clayton, Margaret	11-13-23	Building Grounds Site Supervisor	Nunnally, Traci	11-16-23	B&A Care Group Leader
Davis, Penny	01-02-24	Teacher	Patrick, Gregory	12-08-23	Teacher
Esparza, Carolina	01-02-24	Evening Custodian	Patton, Abbie	12-15-23	Teacher
Estrada Perez, Dora	11-02-23	Bilingual Customer Care Associate	Potter, Sally	12-15-23	Teacher
Fitzgerald, Lauren	01-16-24	Teacher	Rios Andazola, Maria	12-06-23	Evening Custodian
French, Casey	11-15-23	Teacher Assistant	Roberts, David	12-15-23	Teacher
Fuentes, Victoria	11-28-23	Evening Custodian	Rojas-Mares, Flor Maria	11-28-23	Cafeteria Assistant
Galbreath, Elisabeth	12-08-23	Health Assistant	Smith, Barbara	11-17-23	Teacher
Gil, Lilibeth	12-01-23	Para Teacher	Stevenson, Tyler	12-12-23	Teacher
Greenlee, Regina	10-30-23	Evening Custodian	Street, Elizabeth	12-07-23	Teacher
Henderson, Vernezia	01-03-24	Teacher	Strother, Aaron	11-27-23	Evening Custodian
Henson, Kenneth	12-15-23	Teacher	Terry, Amber	12-15-23	Counselor
Jackson, Carol	12-15-23	Principal Secretary	Trevino Zamarripa, Martha	11-08-23	Cafeteria Assistant
Jackson, Ruby	12-15-23	Teacher	White, Delnisha	11-14-23	Cook II
Jasso, Jose	12-08-23	Paraprofessional	Zachary, Vicki	11-15-23	Cafeteria Assistant
Johnson, Quadri	12-12-23	Custodian			

SUBSTITUTE AND TEMPORARY ELECTIONS

Temporary Principal Assignment: Emerson, Robin

Adjunct Coaches

<u>SITE</u>	<u>NAME</u>	<u>TOTAL AMOUNT</u>	<u>ACTIVITY (IES)</u>	<u>START DATE</u>	<u>END DATE</u>
Carver Middle School	Smith, Laketa	\$ 1,317.00	7th Gr. Girls' Basketball Coa	11-2-23	06-30-24

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Athletics – School Activity Fund #536

SUPPORTING INFORMATION

CONSENT ITEM E. 6

ROUTINE STAFFING

Pay Edison cheer coaches a stipend not to exceed a total of \$3800.00 for extra coaching duties 2023-2024. Pay Madison Williams a total not to exceed \$2400.00, split into five payments.

Pay Katie Hoffman-Faulk a total not to exceed \$1400 split into five payments. Edison Cheer Booster Club will reimburse the district so therefore there will be no cost to the district.

Athletics – School Activity Fund #536

Pay Washington coach Kevin Kwarteng coaching duties first semester 2023. A total not to exceed \$3500. The BTW Men’s Soccer Booster Club has reimbursed the district therefore no cost to the district.

Campus Police - 11-3760-501800-000-000000-xxx-05-049-3760

Pay campus security officers, to be named, @ \$50/hr. to work as game schedulers or officers in charge at various athletic events in the district for the 2023-2024 school year.

McClure - 11-0000-2410-501110-000-000000-112-07-320

Pay assistant principal, Alexa Markarian, \$609/month for duties as acting principal from January 2, 2024 to June 30, 2024, prorated as appropriate.

Whitman - 11-0000-2410-501110-000-000000-112-07-435

Pay assistant principal, Jennifer Thomas, \$339/month for duties as acting principal from January 2, 2024 to June 30, 2024, prorated as appropriate.

Memorial High School - 11-0000-2410-501110-000-000000-112-07-725

Pay assistant principal, Michelle Brown, \$1,041.08/month for duties as acting principal from January 2, 2024 to June 30, 2024, prorated as appropriate.

POSITION UPGRADE / TITLE CH	PROPOSED POSITION	CURRENT POSITION
Title - Site / Department	Director of Athletics - ESC / Athletics and Activities	Deputy Director of Athletics - ESC / Athletics and Activities
Funding Source	11-0000-2212-501210-000-000000-109-16-068-	11-0000-2212-501210-000-000000-109-16-068-
Pay Grade & Range	BG-11	BG-8
Contract Period	12 Months	12 Months
Duties	The Director of Athletics will function as a senior member of the athletics team reporting to the Executive Director of Secondary Schools Student Activities and Athletics. The director will have sports supervision responsibility as well as compliance and rules knowledge. The director will direct district events and other department fundraising efforts. The director will assume supervisory responsibility for annually designated athletics and activity programming.	The Deputy Director of Athletics will function within the athletics team as the senior member of the athletics team reporting to the Director of Secondary Schools Student Activities and Athletics. The deputy will have sports supervision responsibility as well as compliance and rules knowledge. The deputy will direct district events and other department fundraising efforts. The deputy will assume supervisory responsibility for the interscholastic athletics, JROTC and physical education programming in the absence of the Director.
Budget Difference	\$23,100- \$34,700	
Reason for Action	Equity analysis and retention assessments for positions with similar sets of responsibilities.	

POSITION UPGRADE	PROPOSED POSITION	CURRENT POSITION
Title - Site / Department	Director Sports Medicine - ESC / Athletics and Activities	Director Sports Medicine - ESC / Athletics and Activities
Funding Source	11-0000-2132-501210-000-000000-110-16-068-	11-0000-2132-501210-000-000000-110-16-068-
Pay Grade & Range	BG-10	BG-8
Contract Period	12 Months	12 Months
Duties	To ensure that the student-athletes in Tulsa Public Schools have adequate access and availability to an expert in sports medicine and to the treatment and prevention of athletic injuries. Position involves a variety of tasks and extracurricular events. The position may oversee assigned sports by the Executive Director of Secondary Schools Activities and Athletics which requires knowledge of OSSAA rules and policies and procedures of those sports.	To ensure that the student-athletes in Tulsa Public Schools have adequate access and availability to an expert in sports medicine and to the treatment and prevention of athletic injuries. Position involves a variety of tasks and extracurricular events. The position may oversee assigned sports by the Executive Director of Secondary Schools Activities and Athletics which requires knowledge of OSSAA rules and policies and procedures of those sports.
Budget Difference	\$14,500 - \$21,700	
Reason for Action	Equity analysis and retention assessments for positions with similar sets of responsibilities.	

POSITION UPGRADE	PROPOSED POSITION	CURRENT POSITION
Title - Site / Department	Assistant Director Athletics - ESC / Athletics and Activities	Assistant Director Athletics - ESC / Athletics and Activities
Funding Source	11-0000-2212-501210-000-000000-109-16-068-	11-0000-2212-501210-000-000000-109-16-068-
Pay Grade & Range	BG-8	BG-6
Contract Period	12 Months	12 Months
Duties	The Assistant Director will function within the Athletics Department as a senior member of the team and will report to the Executive Director. The assistant director will have sports supervision responsibility as well as being responsible for knowing compliance and rules. The assistant director will hold co-supervision responsibilities of designated athletics programming. In addition, the assistant director provides overall supervision and program management of an effective physical education program for Tulsa Public Schools Athletics Department and all secondary schools and elementary schools.	Responsibility for developing an effective physical education program for Tulsa Public Schools Athletics Department and all secondary schools and elementary schools.
Budget Difference	\$8,524 - \$17,300	
Reason for Action	Equity analysis and retention assessments for positions with similar sets of responsibilities.	

POSITION UPGRADE	PROPOSED POSITION	CURRENT POSITION
Title - Site / Department	Certified Athletic Trainer - ESC / Athletics and Activities 5 Positions	Certified Athletic Trainer - ESC / Athletics and Activities 5 Positions
Funding Source	11-0000-2199-501210-800-000000-307-16-068-	11-0000-2199-501210-800-000000-307-16-068-
Pay Grade & Range	BG-8	BG-7
Contract Period	12 Months	12 Months

SUPPORTING INFORMATION

CONSENT ITEM E.7

POSITION CREATIONS/DELETIONS

Duties	Provide and coordinate athletic training services to high school and junior high student athletes in Tulsa Public Schools as well as employees of the district. Is a clinical site preceptor for athletic training students from the collegiate/university level as needed. Ensure athlete compliance of submission of physical forms and participation forms as required by the OSSAA and OSDE.	Provide athletic training services to high school and junior high student athletes in Tulsa Public Schools as well as employees of the district. Is a clinical site preceptor for athletic training students from the collegiate/university level as needed.
Budget Difference	\$6,000 - \$9,000 per position \$30,000 - \$45,000 total upgrade	
Reason for Action	Equity analysis and retention assessments for positions with similar sets of responsibilities.	

	Create	Delete
Title - Site / Department	Executive Director Academic Transformation - ESC / Design & Innovation	Deputy Chief of Academics - Enrollment Center / Teaching and Learning
Funding Source	11-0000-2212-501110-000-000000-xxx-06-xxx-	11-0000-2212-501110-000-000000-108-06-070-
Pay Grade & Range	XG-1	XG-3
Contract Period	12 Months	12 Months
Duties	The Executive Director of Academic Transformation (ED) works with the Chief Strategy and Innovation Officer to identify and scale innovative approaches to increasing student outcomes. The ED is responsible for executing the direction and strategic planning for Innovative School Models and serving as the point-person for Transformation Initiatives throughout the district. This person collects, analyzes and uses multiple sources of data, including research related to the design and implementation of new school models to guide continuous improvement of schools. The ED will create innovative and specialized school models and manage communications support to an identified portfolio of innovation schools. The ED will support resource sharing within the network and across the district and will build the leadership capacity of the district.	The deputy chief of academics is responsible for supporting the execution of the district's vision and direction for improving instructional quality for all students by developing engaging learning experiences for all students. Lead the aligned integration of the district's curriculum and instruction, assessment, professional learning, and language and cultural services teams with the goal of developing powerful and engaging experiences for all students. Support schools by developing instructional programs designed to improve achievement and ensuring high quality instructional tools and systems are available to teachers and school leaders.
Budget Difference	Reduction of \$11,500 - \$17,300	
Reason for Action	In order to align with Superintendent's vision and mission for the district.	