



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma **February 26, 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. Call to order and confirm that a quorum of the Board is present.
- A.2. Remind those wishing to address the Board of the 5-minute limit.
- A.3. Flag salute

B. SUPERINTENDENT'S CORRECTION TO AGENDA

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

D. APPROVAL OF MINUTES

Approve the minutes of January 8, 2024, regular meeting of the board and the minutes of the January 29, 2024, special meeting of the board.

E. CONSENT AGENDA

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 Literacy (Goal 1)
 - 3-5 Projected OSTP Performance (Interim 1.1)
 - K-2 MAP Performance (Interim 1.2)

I. BOARD MEMBER REPORTS

J. CITIZENS' COMMENTS

K. SUPERINTENDENT'S REPORT/PRESENTATION

L. OTHER NONROUTINE ITEMS REQUIRED BOARD ACTION

M. NEW BUSINESS

N. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, March 4, 2024 at 6:30 p.m.

O. ADJOURNMENT

SCHOOL 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.

TALENT MANAGEMENT

- E.2. 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.3. 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.4. RECOMMENDATION:
Approve the [New Encumbrance & Change Order Report from February 2, 2024 through February 22, 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.

GENERAL COUNSEL

- E.5. RECOMMENDATION:
Approve a memorandum of understanding with the American Federation of Teachers, 6049, Oklahoma (AFT), regarding retirement contributions for certain nonclassified support employees (the “affected employees”), pursuant to which the district will pay to the Oklahoma Teachers’ Retirement System (“OTRS”) the affected employees’ employee shares of required contributions on all gross “regular annual compensation” as defined by state law and applicable OTRS regulations paid to those employees between February 1, 2024 and June 30, 2024 only. This MOU relates to an error made by the district in not ensuring that certain nonclassified employees without “opt out” forms on file are participating in OTRS. If the MOU is approved, in addition to paying the employer’s share of required retirement contributions to OTRS as usual, the district will also be paying the

affected employees' employee shares of required retirement contributions, which would normally be the responsibility of the affected employees and collected from them via payroll deduction, for the limited time period only.

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

COST: Not to exceed \$100,000

FUND NAME/ACCOUNT: xx-xxxx-xxxx-502610-xxx-xxxxxx-xxx-xx-xxx-

RATIONALE:

There are a limited number of nonclassified employees who should have been participating in OTRS because they do not have an "opt-out" form on file with the district. In the absence of such a form, these affected employees are required by state law to participate in OTRS, should have been made to participate by the district, and will need to do so going forward as a condition of their continued employment with the district. To provide those affected employees time to prepare for deductions that must be made from their paychecks each period, the district will for a limited time pay to OTRS those specific employees' required retirement contributions.

SUPPORTING INFORMATION

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/Pom Dancers	Students: 19 Parents: 6 Staff: 1	To participate in the National Dance Alliance (NDA) National Dance Competition/Orlando, Florida	March 6- 12, 2024	5	No cost to the district. Funding will be provided by BTW's Pom Booster Club

ELECTIONS

Name	Effective Date	Contract Amount	Position	Grade or Degree & Step
Andrews, Sarah	02-26-24	\$ 43,000.00	Targeted Support Coordinator	BG-7
Bello, Miguel	02-12-24	\$ 35,000.00	Apprentice	NS
Bradley, Elizabeth-Leigh	09-13-23	\$ 70,600.00	Social Service Network Manager	BG-8
Butler, Dena	02-12-24	\$ 13.36	Part Time Evening Custodian	H-7
Caruci Yopez, Marqueda	02-12-24	\$ 12.97	Evening Custodian	H-7
Chaney, Opa	08-22-23	\$ 14.46	Teacher Assistant	H-6
Chela, Wendolyn	02-05-24	\$ 12.97	Evening Custodian	H-7
De Jesus, Steven	02-05-24	\$ 12.39	Teacher Assistant	H-6
De Leon De Hernandez, Maria	02-12-24	\$ 14.31	Evening Custodian	H-7
Dean, Brittany	02-05-24	\$ 11.73	Cafeteria Assistant	H-4
Ellis, Xiang	02-12-24	\$ 35,000.00	Apprentice	NS
Flewelling, Jeremy	02-05-24	\$ 12.97	Evening Custodian	H-7
Garner, Akira	01-29-24	\$ 10.90	Teacher Assistant	H-3
Herrera, Sanjuana	08-11-23	\$ 11.73	Cafeteria Assistant	H-4
Hyatt, Juliana	02-12-24	\$ 35,000.00	Apprentice	NS
Jackson, Beverly	08-11-23	\$ 13.20	Cafeteria Assistant	H-4
Johnson, Carolyn	08-24-23	\$ 14.35	Teacher Assistant	H-6
Langworthy, Brenda	08-11-23	\$ 11.39	Cafeteria Assistant	H-4
Layton, Amy	02-05-24	\$ 14.08	Teacher Assistant	H-6
Mahdi, Halim	02-05-24	\$ 35,000.00	Apprentice	NS
Maxwell, Gwendolyn	02-12-24	\$ 14.35	Teacher Assistant	H-6
Mcdaniel, Steven	02-12-24	\$ 42,000.00	Staff Accountant I	BG-5
Ochoa, Mitchell	02-05-24	\$ 10.90	Teacher Assistant	H-3
Ogbolu, Stephen	01-29-24	\$ 35,000.00	Apprentice	NS
Reynolds, Baylee	02-12-24	\$ 43,000.00	Teacher	B-0
Senquiz, Yalitzza	02-05-24	\$ 10.90	Teacher Assistant	H-3
Sparks- Oneal, Tina	02-05-24	\$ 52,075.00	Teacher	M-11
Ukabam, Obum	09-27-23	\$ 34,500.00	Social Worker	BG-4
Ward, Gayla	02-05-24	\$ 13.20	Cafeteria Assistant	H-4
Washington, Carol	09-22-23	\$ 15.01	Cook 1	H-7

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree & Step
Armstrong, Erin	02-27-24	\$ 150,000.00	Interim - Chief Learning Officer	Chief Learning Officer	XG-5
Busby, Latina	02-27-24	\$ 66,000.00	Acting Program Manager - Parent Resource Center	Program Manager - Parent Resource Center	BG-8
Himebaugh, Maryann	02-06-24	\$ 13.37	Principal Secretary	School Clerk Assistant	H-4
Lewis, Donald	01-02-24	\$ 67,000.00	School Safety Officer	Police Major	BG-7
Mayberry, Marla	02-27-24	\$ 114,000.00	Interim Ex. Dir. Family & Community Partnership	Ex. Dir. Family & Community Partnership	XG-1
McCracken, Margaret	02-05-24	\$ 18.68	Behavior Support Specialist	Registered Behavior Technician	H-15
Mena, Claribel	02-05-24	\$ 15.39	Building Grounds Site Supervisor	Parent Facilitator	H-6
Moreno De Gonzalez, Maria	01-02-24	\$ 15.58	Cook II	Cook I	H-7
Richardson, Elizabeth	02-06-24	\$ 74,000.00	Lead Budget Analyst	Lead Senior Budget Analyst	BG-8
Speer, Dixie	02-27-24	\$ 118,500.00	Alternative Principal	Dir. Accreditation & Accountability	BG-11
Stallings, Rebecca	12-01-23	\$ 61,825.00	TTC - Instructional Mentor	TTC - Instructional Mentor	EG-3
Wixon, Lori	02-13-24	\$ 19.36	Parent Involvement Facilitator	Principal Secretary	H-10

SEPARATIONS

Name	Effective Date	Position	Name	Effective Date	Position
Bonner, Danielle	02-02-24	Paraprofessional	Moran, Sheena	02-13-24	Cafeteria Assistant
Brice, Deloris	02-05-24	Bus Assistant	Owens, Larry	02-07-24	Parent Involvement Facilitator
Burch, Derrick	03-01-24	Apprentice	Parker, Robert	02-15-24	Teacher
Burgess, Heide	12-15-23	Paraprofessional	Pope, Kimberly	02-16-24	Principal's Secretary
Cozart, Barbara	01-30-24	Evening Custodian	Reeder, Devon	02-12-24	Teacher
Davis, Rodney	01-29-24	Teacher	Reid, Roy	05-28-22	Bus Driver
Davison, Angela	01-19-24	Building Grounds Site Supervisor	Sanders, Elijah	05-26-22	Bus Assistant
Jackson, Amanda	02-16-24	Campus Security Officer	Valdez, Misti	2/23/24	School Safety Officer
Lewis, Marcus	09-27-22	Bus Assistant	Van Tassell, Emily	02-23-24	Teacher
McKelvey-Williams, Jessica	06-01-24	Teacher	Williams, Kenneth	02-01-24	Evening Custodian

SUBSTITUTE AND TEMPORARY ELECTIONS

Adjunct Coaches

<u>SITE</u>	<u>NAME</u>	<u>TOTAL AMOUNT</u>	<u>ACTIVITY (IES)</u>	<u>START DATE</u>	<u>END DATE</u>
Thoreau Middle School	Samuel Collins	\$ 1,579.00	Assistant Football Coach	02-07-24	06-30-24
Hale High School	Alisha Spanyold	\$ 1,500.00	Assistant Cheer Coach	10-11-23	06-30-24
Memorial High School	Johnnie Caldwell	\$ 2,877.00	9th Gr. Assistant Football Coach	10-10-23	06-30-24
Rogers High School	Gui Lowmack	\$ 2,437.00	9th Gr. Girls' Head Basketball Coach	10-17-23	06-30-24
McLain High School	Rita Morales	\$ 2,570.00	Assistant Girls' Wrestling Coach	02-07-24	06-30-24
Hale High School	Shona Potrzuski-Thorne	\$ 2,000.00	Assistant Girls' Track Coach	02-14-24	06-30-24

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Kravis Summer Arts Camp Teacher Stipends - 81-2439-2340-501700-000-000000-000-06-070

Pay 21 instructors, to be named, \$25 per hour (total not to exceed \$59,535); pay 4 camp directors, to be named (2 elementary and middle school and 2 high school) \$25 per hour (total not to exceed \$16,380); and pay 2 camp assistants, to be named, \$16 per hour (total not to exceed \$2,520) to manage Kravis Summer Arts Camp June 3-14, 2024.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct proposed position title on adjustment January 29, 2024 page 10

ADJUSTMENTS

<u>Name</u>	<u>Effective Date</u>	<u>Contract Amount</u>	<u>Current Position</u>	<u>Proposed Position</u>	<u>Grade or Degree & Step</u>
Wallace, Christy	01-30-24	\$ 96,841.00	School Strategy Partner	Dir. Parent, Family, and Community Engagement	BG-10

SUPPORTING INFORMATION

CONSENT ITEM E.3

POSITION CREATIONS/DELETIONS

	Create	Delete
Title - Site / Department	Targeted Support Coordinators - Enrollment Center / Student and Family Support Services 2 Positions	NA
Funding Source	11-7821-2113-501210-000-000000-352-06-XXX Grant Funded	
Pay Grade & Range	BG-07 \$42,036 - \$63,053 per position	
Contract Period	190 Days	
Duties	The Targeted Support Coordinator will provide leadership for a comprehensive student support infrastructure that includes direct counseling support, mental health related support for students, families and the school community, crisis response, learning supports, psychoeducation, attendance support, and social emotional learning. The Coordinator will provide direct assistance for students, families, and school communities to overcome barriers to engaged learning.	
Budget Difference	\$84,072 - \$126,106	
Reason for Action	This position is to support work through our AWARE grant to support the Mental Health wellbeing of our students.	

	Create	Delete
Title - Site / Department	Multi-Tiered Systems of Support Partner - Wilson / Student and Family Services 4 Positions	Equity Partners (Stimulus Funded) - Enrollment Center / Educator Effectiveness & Professional Learning 4 Positions
Funding Source	11-7950-2199-501210-000-000000-110-05-xxx-7950	11-7950-2199-501210-000-000000-110-05-044-7950
Pay Grade & Range	BG-9 \$63,000 - \$94,400 / position \$252,000 - \$377,600 total	BG-9 \$63,000 - \$94,400 / position \$252,000 - \$377,600 total
Contract Period	12 Months	12 Months
Duties	The MTSS Partner is responsible for coaching and scaling evidence based curricular, pedagogical and leadership practices, delivering high-quality learning experiences and supporting restorative practices. The MTSS partner will provide direct supports to schools on Tier 1 foundational classroom management practices. The MTSS Partner will provide direct assistance to school leaders, teachers, and MTSS champions in identifying and implementing evidence-based strategies for school improvement, teaching practices, and student engagement.	Under the guidance of the Director of Organizational Learning & Equity and in partnership with the Instructional Leadership Director and other Network support positions, the Equity Partner is responsible for coaching and scaling culturally sustaining curricular, pedagogical and leadership practices, delivering high-quality learning experiences and supporting restorative practices. The Equity Partner will provide direct assistance to the network and school leaders in identifying and implementing equity-informed strategies for school improvement, cultural competence, teaching practice, student experience and family engagement.
Budget Difference	Budget Neutral	
Reason for Action	Alignment of department and district needs	

	Create	Delete
Title - Site / Department	Director of Organizational Learning - Wilson / Student and Family Services	Director of Organizational Learning & Equity - Wilson / Talent Management
Funding Source	11-0000-2340-501110-000-000000-110-04-xxx-	11-0000-2340-501110-000-000000-110-04-044-
Pay Grade & Range	EG-10	EG-10
Contract Period	12 Months	12 Months

Duties	The Director of Multi-Tiered System of Supports (MTSS) will lead and oversee the development of a district-wide MTSS program that supports the whole child and will be responsible for collaborating closely with building administrators, educators, support staff, families, and students to establish and implement a tiered framework that uses data to meet the needs of each and every student through academics, behavior, and social-emotional learning (SEL) interventions. The Director of MTSS will provide guidance across the district to ensure that research-based MTSS strategies, interventions, and systems are in place to support student achievement.	The Director of Organizational Learning and Equity will lead all efforts related to the Culture of the District, including the following: the promotion of the District's Values and Habits across schools sites and District offices; the organizational change management function critical for achieving TPS' strategic plan goals with a specific focus on diversity, equity and inclusion; the development of a culture of feedback and continuous improvement; the creation of development plans for all the employees in the District that will lead to better engagement and employee satisfaction, while increasing retention of the best talent. The Director of Organizational Learning shall also assist with the provision of expert facilitation and coaching to supervisors and managers regarding change management, performance management and performance evaluation systems for the District's Office employees and the development of equity teams across the organization. Additionally, the Director of Organizational Learning shall focus on promoting the assimilation of organizational effectiveness and change management competencies district-wide through education, partnership and consultation.
Budget Difference	Budget Neutral	
Reason for Action	Alignment of department and district needs.	

	Create	Delete
Title - Site / Department	Bilingual Customer Care Associate - Enrollment Center / Enrollment & Student Services	Customer Care Associate - Enrollment Center / Enrollment & Student Services
Funding Source	11-0000-2112-501210-000-000000-614-03-058-	11-0000-2112-501210-000-000000-614-03-058-
Pay Grade & Range	H-10 \$14.63/hr. to \$19.00/hr.	H-9 \$13.99/hr. to \$18.17/hr.
Contract Period	12 Months	12 Months
Duties	Assists with Enrollment and Student Information Department processes to include: student enrollment, student records, transfers, attendance, graduation/credit requirements, transcripts, assessment, suspension, drop-outs/truancy reports, trend data reports, state reports, and surveys for non-English speaking families.	Assist with Enrollment and Student Information Department processes to include: student enrollment, student records, transfers, attendance, graduation/credit requirements, transcripts, assessment, suspension, drop-outs/truancy reports, trend data reports, state reports, and surveys. Ensures accuracy. Assists with research projects as may be required. Communicates on a positive basis with patrons and school personnel and students.
Budget Difference	\$1,331 - \$1,726	
Reason for Action	Alignment with department and district needs.	

TITLE CHANGE	Create	Delete
Title - Site / Department	NA	Assessment Specialist - ESC / Teaching and Learning
Funding Source		11-0000-2212-501210-000-000000-305-06-070-
Pay Grade & Range		H-15 \$18.14/hr. to \$24.05/hr.
Contract Period		12 Months
Duties		Assist with all Assessment Department processes including student records, graduation/credit requirements, navigating complex assessment systems, compiling data from various platforms, corresponding with other school districts for RSA records, out-of-state test analysis, and entry to student information system. Ensures accuracy. Assists with research projects as may be required. Communicates on a positive basis with patrons and school personnel and students. Organizes testing materials. Inventories all testing shipments to and from the Assessment Department.
Budget Difference		(\$37,731 - \$50,024)
Reason for Action		Alignment with department needs.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct Title of position create on January 29, 2024 page 13

	Create	Delete
Title - Site / Department	Director Parent, Family, and Community Engagement - ESC / Family Community and Youth Empowerment	School Strategy Partner - ESC / Financial Services
Funding Source	11-7860-2330-501210-000-000000-110-05-038-7860	11-7860-2330-501210-000-000000-108-05-098-7860
Pay Grade & Range	BG-10	BG-10
Contract Period	12 Months	12 Months
Duties	Under the guidance from the Executive Director of Family, Community, and Youth Empowerment, the Director of Parent, Family, and Community Engagement provides guidance for pursuing an integrated strategy to support the exchange of information, purposeful interaction, and meaningful participation to build family and community engagement for each of the TPS (pre-K - 12) district schools, families, school administration/staff and community partners. This position will promote best practices as lead contact for each of the district's school-appointed parent facilitators and appointed volunteer coordinators to maintain compliance with Title I and ESSA family engagement policies through program evaluation and assessment. Establishes and maintains a database for district and school site volunteer/community partner work and assists in monitoring volunteer and community partner adherence to district policy and procedures governing volunteer participation.	The School Strategy Partner is the lead network support role assigned to a group of schools to provide strategic planning and resource use support to school leaders across all sources of funding. The School Strategy Partner is the main point of contact to school leaders, Instructional Leadership Directors, and cross-functional network teams for school-level planning, resource use, implementation, and continuous improvement.
Budget Difference	Budget Neutral	
Reason for Action	Alignment with Superintendent's vision and mission for the district.	

Correct number of positions and account number on January 29, 2024 page 12

	Create	Delete
Title - Site / Department	Targeted Support Coordinators - Enrollment Center / Student and Family Support Services 6 Positions	Site Based Social Service Specialist (MultiSites) - Enrollment Center / Student and Family Support Services 6 Positions
Funding Source	11-7821-2113-501210-000-000000-352-06-XXX Grant Funded	11-0000-2113-501210-000-000000-352-06-xxx-
Pay Grade & Range	BG-07	BG-7
Contract Period	190 Days	190 Days
Duties	The Targeted Support Coordinator will provide leadership for a comprehensive student support infrastructure that includes direct counseling support, mental health related support for students, families and the school community, crisis response, learning supports, psychoeducation, attendance support, and social emotional learning. The Coordinator will provide direct assistance for students, families, and school communities to overcome barriers to engaged learning.	The Multiple Site Based Social Service Specialist will provide leadership for a comprehensive student support infrastructure that includes direct counseling support, mental health related support for students, families and the school community, crisis response, learning supports, psychoeducation, attendance support, and social emotional learning. The Specialist will provide direct assistance for students, families, and school communities to overcome barriers to engaged learning
Budget Difference	Budget Neutral	
Reason for Action	This position is to support work through our AWARE grant to support the Mental Health wellbeing of our students.	