



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa county, Oklahoma **March 25, 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, sign with the clerk - 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 the February 26, 2024, and March 4, 2024, regular meetings of the board.

E. CONSENT AGENDA

F. PUBLIC COMMENT ON ACTION AGENDA

G. ACTION AGENDA - Motion and vote on each recommendation

H. STAFF REPORT – February Month End Fiscal Update

I. GOAL MONITORING REPORTS

Motion and vote on recommendation to accept receipt of reports

- 6-8 Literacy (Goal 2)
- 6-8 Projected OSTP Performance (Interim 2.1)

J. BOARD MEMBER REPORTS

K. CITIZENS' COMMENTS

L. SUPERINTENDENT'S 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, April 1, 2024 at 6:30 p.m.

P. 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.

- E.2.** RECOMMENDATION:
Enter into an agreement with City-County Library Commission of Tulsa County aka Tulsa City-County Library (TCCL) to provide the venue for the Mclain High School senior prom on April 27, 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 \$1,600

FUND NAME/ACCOUNT: Class of 2024 – SAF #861

REQUISITION/CONTRACT: 62402288

RATIONALE:

The purpose of this event is to provide an event for all students in grades 11 & 12 that would allow for the promotion of school spirit and pride, opportunities for students to have valuable experience in cooperation with others, mutual respect, and responsibility while developing self-pride.

- E.3.** RECOMMENDATION:
Enter into an agreement with the Stokely Event Center, a Domestic Limited Liability Company, in Tulsa to provide the venue for the 2023-2024 Memorial Prom on Saturday, April 27th, 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 \$2,800

FUND NAME/ACCOUNT: Memorial High School SAF account #861

RATIONALE:

The prom is an annual event put on by the senior class for the student body and guests. The event provides students with the opportunity to become involved with event planning and to practice organizational skills along with teamwork skills.

- E.4.** RECOMMENDATION:
Name the baseball field at Will Rogers High School, "Gordon Morgan Field".

RATIONALE:

The baseball field at Will Rogers High School has never been officially named. The naming of the field will also support the alumni fundraising efforts to bring a turf baseball/softball field to Will Rogers High School. Former Will Rogers High School head baseball coach, Gordon Morgan, is one of the most successful coaches in Tulsa Public Schools' history. He coached from 1962-1988 and his resume of success includes a 502-198 record as WRHS head baseball coach; 10 conference championships; 13 regional championships, 20 straight state baseball tournament appearances, and 4 state championships. Coach Morgan was also a graduate of WRHS in 1953. The naming committee was unanimous on the recommendation to name the WRHS baseball field after Coach Gordon Morgan.

TALENT MANAGEMENT

- E.5. 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.6. RECOMMENDATION:**
Approve position creates, deletes, and updates.

RATIONALE:

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

- E.7. RECOMMENDATION:**
Amend the Kelly Services, Inc. agreement, previously approved by the board on June 5, 2023, to increase the agreement amount by \$2,000,000.

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 \$6,200,000 (an increase of \$2,000,000)

FUND NAME/ACCOUNT: 11-7950-1000-503220-100-000000-000-05-041-7950

RATIONALE:

The need for substitute teachers for the 2023-2024 school year has exceeded the initial estimate of \$4,200,000. This change is partially the result of improved substitute fill rates compared to the 2022-2023 school year, strategically leveraging substitutes to serve in long term vacancies, the addition of building substitutes to support our MRI site and provision of coverage while certified staff members participated in intensive literacy instruction.

- E.8. RECOMMENDATION:**
In FY2025, pay certain recruitment incentives for new teachers to the district. Specifically, pay a one-time \$3,000 recruitment incentive to teachers with a standard

teaching certificate who sign a 2024-2025 provisional contract as a new teacher with Tulsa Public Schools by May 30, 2024. Further, pay a one-time \$1,000 recruitment incentive to individuals who do not hold a standard teaching certificate and sign an 2024-2025 provisional employment contract by April 30, 2024 and commit to Tulsa Teacher Corp. The combined cost of these incentives is not expected to exceed \$350,000 and will be funded by City of Tulsa Vision Funds. Additional terms regarding the timing and conditions of disbursement will be specified in an agreement signed by the teachers.

FUND NAME/ACCOUNT:

Grant funds/Vision Tulsa

11-0289-1000-501700-100-XXXXXX-XXX-05-XXX-0289

11-0289-1000-501800-100-XXXXXX-XXX-05-XXX-0289

RATIONALE:

This recruitment initiative is designed to increase recruitment and retention of well-qualified and certified teaching staff and increase the use of a supported pathway to certification that includes pre-service training, ongoing professional learning, mentoring, and support.

FINANCIAL SERVICES

E.9. RECOMMENDATION:

Approve the New Encumbrance & Change Order Report from March 1 through March 20, 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.

OPERATIONS

E.10. RECOMMENDATION:

Approve the purchase of carpet extractors, auto scrubbers, and vacuum cleaners for the schools, from Brady Industries, LLC., the most responsive bidder to the district issued RFP #24025.

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 \$300,000

FUND NAME/ACCOUNT: 11-7712-3300-50650-000-000000-05-140-7712

RATIONALE:

This equipment will replace some of the old custodial equipment that is at the end of

its life cycle and add some additional equipment to help our custodians maintain a clean, safe, and healthy learning environment for our schools.

SUPERINTENDENT OF SCHOOLS

- E.11.** RECOMMENDATION: Amend agenda item E.32 approved on the March 4, 2024 agenda, directing the district to develop, and upon approval by the Oklahoma State Department of Education, execute an Oklahoma Teacher Empowerment Program (OTEP). This agenda item is an update to reflect that the \$9,000 compensation package will consist of a \$7,500 (not \$6,000) salary increase for FY2024 only, and a \$1,500 (not \$3,000) one-time stipend for each teacher successfully participating in OTEP.

RATIONALE: The previous agenda item approved on 3.4.24 stated the following, "The total additional compensation in FY24 for each designated teacher successfully participating in OTEP will be \$9,000, consisting of a \$6,000 salary increase for FY24 only, and a \$3,000 one-time stipend." New information requires that we modify the original composition of the compensation. There is no change to the total payment that will be made to participating teachers.

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
Thomas Edison Preparatory High School/Business Professionals of America	Students: 2 Parents: 0 Staff: 1	To attend the Business Professionals of America National Leadership Conference/Chicago, Illinois	May 10-14, 2024	3	Not to exceed \$1700.00/ Edison's School Activity Fund #807
Thomas Edison Preparatory Middle School/Business Professionals of America	Students: 2 Parents: 0 Staff: 1	To attend the Business Professionals of America National Leadership Conference/Chicago, Illinois	May 10-14, 2024	3	Not to exceed \$1700.00/ Edison's School Activity Fund #807
Thomas Edison Preparatory High School/Cross County Team	Students: 12 Parents: 2 Staff: 2	To participate in the Team Building Retreat/Red River, New Mexico	July 24-28, 2024	0	No cost to the district. Funding will be provided by students and parents.

SUPPORTING INFORMATION
CONSENT ITEM E. 5

ROUTINE STAFFING

ELECTIONS					
Name	Effective Date	Contract Amount	Position	Grade or Degree & Step	
Andrews, Dakota	03-04-24	\$ 20.16	School Safety Officer	H-16	
Avina, Irene	02-26-24	\$ 11.39	Cafeteria Assistant	H-4	
Bush, Marla	03-11-24	\$ 16.25	Bus Driver	H-11	
Dale, Susan	02-26-24	\$15.32	Bus Driver	H-11	
Daniels, Clyde	03-04-24	\$ 11.87	Bus Assistant	H-5	
Dennis, Falishea	03-11-24	\$ 16.90	Assistant Building Grounds Site Supervisor	H-11	
Downs, Avery-Ann	03-11-24	\$ 14.63	ID Paraprofessional	H-10	
Fisher, Shamika	03-04-24	\$ 15.51	ID Paraprofessional	H-10	
Flores, Kate	03-11-24	\$ 13.36	Evening Custodian	H-7	
Garcia, Yeraldi	02-26-24	\$ 11.39	Cafeteria Assistant	H-4	
Godfroy, Scott	03-04-24	\$ 24.25	Master Craftsperson	H-18	
Griffin, Patricia	03-04-24	\$ 13.20	Cafeteria Assistant	H-4	
Heath, Delilah	02-26-24	\$ 16.90	Bus Driver	H-11	
Keywood, Jr., Jerry	02-26-24	\$ 63,500.00	Digital Content Specialist	BG-7	
Kinsey, Sheridan	03-04-24	\$ 14.63	Autism Paraprofessional	H-10	
Koger, Gayle	03-11-24	\$ 50,575.00	Nurse	B-11	
Loring, Jennifer	03-11-24	\$ 11.56	Teacher Assistant	H-3	
Martin, Kattie	03-11-24	\$ 14.63	MD Paraprofessional	H-10	
Meeks, Kashawndra	03-04-24	\$ 18.14	Registered Behavior Technician	H-15	
Owen, Leslie	02-26-24	\$ 44,745.00	Teacher	B-4	
Rodriguez, Flor	03-11-24	\$ 11.73	Cafeteria Assistant	H-4	
Ryal, Karlie	01-02-24	\$ 35,000.00	Apprentice	NS	
Simpson, Deelmo	03-04-24	\$ 20.16	School Safety Officer	H-16	
Sprenger, Roxana	03-04-24	\$ 14.63	Autism Paraprofessional	H-10	
Tavarez, Carmen	03-04-24	\$ 14.35	Parent Involment Facilitator	H-6	
Thiemann, Deangela	02-26-24	\$ 16.21	Assistant Cafeteria Manager	H-9	
Thornbrugh, Serena	02-26-24	\$ 35,000.00	Apprentice	NS	
Torres, Dulce	03-04-24	\$ 15.52	Building Grounds Site Supervisor	H-10	
Tottress, Tiffany	03-11-24	\$ 20.01	Registered Behavior Technician	H-15	
Trevino, Everardo	03-11-24	\$ 16.14	Bilingual Customer Care Associate	H-10	
Vanfleet, Erica	03-11-24	\$ 20.01	Registered Behavior Technician	H-15	
Vera Rosales, Lorena	03-11-24	\$ 12.08	Cafeteria Assistant	H-4	
Whittaker, Robin	03-04-24	\$ 12.39	Teacher Assistant	H-6	
Willhoite, Brooks	03-26-24	\$ 49,000.00	Intervention Specialist	BG-5	
Yang, Sierra	03-04-24	\$ 10.90	Teacher Assistant	H-3	
Zachary, Kendyll	03-04-24	\$ 15.07	Campus Security Officer	H-10	
ADJUSTMENTS					
Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree & Step
Agee, Sarah	03-25-24	\$ 67,500.00	Mgr-Employee Communications & Engagement	Mgr-Communications	BG-8
Bakker, Mike	08-09-23	\$ 45,745.00	Teacher	Teacher	M-4
Boswell, Melba	03-01-24	\$ 53,074.00	Teacher	Teacher	M-13
Brill, Chasity	02-28-24	\$ 11.39	Teacher Assistant	Attendance Facilitator	H-3
Burnside, Maggie	03-26-24	\$ 85,500.00	Equity Partner - Stimulus Funded	School Strategy Partner	BG-10
*Carter, Keith	03-26-24	\$ 76,726.00	Assistant Principal	Interim Principal	EG-8
*Clemons, Aaron	02-28-24	\$ 80,230.00	Assistant Principal	Acting Principal	EG-8
Crull, Katie	03-04-24	\$ 16.81	Teacher Assistant	Autism Paraprofessional	H-10
*Dodd, Kathy	03-26-24	\$ 177,625.00	Chief Strategy & Innovation Officer	Acting Deputy Superintendent	XG-8
*Easley, Michael	02-28-24	\$ 83,606.00	Assistant Principal	Acting Principal	EG-8
Espinoza-Lockhart, Monica	03-26-24	\$ 46,500.00	Data Specialist	Budget Analyst I	BG-5
Gordon, Areonne	02-15-24	\$ 44,475.00	Data Application Partner	Dean	B-4
Jones, Khalilah	03-26-24	\$ 85,000.00	SPED - Program Manager	Dir. SPED Family Engagment Support	BG-10
Kester, Adam	03-25-24	\$ 52,926.00	School Based Program Manager	Expanded Learning	BG-6
Mays, Michael	02-26-24	\$ 75,000.00	Network Technician	Network Systems Engineer I	BG-9
Moreno De Gonzales, Maria	03-11-24	\$ 16.64	Cook I	Cook II	H-8
Morris, Graydon	03-04-24	\$ 67,500.00	Coordinator-SEL Continuous Improvement	Coordinator - Multi Tiered Support Systems	BG-8
Ryal, Karlie	02-01-24	\$ 44,410.00	Apprentice	Indian Education Resource Advisor	M-1
Sheffield Mix, Jordan	03-26-24	\$ 90,000.00	Early Childhood Academic Content Mgr.	Dir. Early Childhood Education	EG-8
Spaulding, Charles	03-05-24	\$ 57,700.00	Strategic Support Specialist	Academics Operations Associate	BG-6
Sweet, Maria	03-11-24	\$ 35,000.00	Before & After Care Coordinator	Apprentice	NS
Treat, Tawanna	02-26-24	\$ 47,700.00	Dean	Teacher	M-5

*Employee title change only. No change to contract amount.

SEPARATIONS

<u>Name</u>	<u>Effective Date</u>	<u>Position</u>	<u>Name</u>	<u>Effective Date</u>	<u>Position</u>
Barr, Christa	01-17-24	Teacher Assistant	Lee, Neisha	02-21-24	Bus Assistant
Blanchard, Tammy	04-01-24	Teacher	Martinez Robison, Ninfa Lilian	03-06-24	Evening Custodian
Bowles, Cassidy	03-29-24	Teacher	Moore, Jazzmaine	02-12-24	Bus Driver
Carby, Leona	03-05-24	Teacher	Nicolao, Morgan	03-07-24	Program Manager - Integrated & Expanded Learning
Carter, Katie	02-08-24	Cafeteria Assistant	Phillips, David	03-07-24	Evening Custodian
Dalsing, Jennifer	02-21-24	Teacher	Quale-Piper, Kimberly	05-29-24	Counselor
Durant, Dominic	02-02-24	Teacher	Reich, Pamela	03-29-24	Teacher Assistant
Edwards, Samantha	12-06-23	Cafeteria Assistant	Rex, SuMeko	03-18-24	Social Service Specialist
		Parent Involvement			
English, Tatianna	02-23-24	Facilitator	Stanley, Timesha	03-07-24	Paraprofessional
Ezenqosu, Tanika	03-29-24	Teacher	Strong, Kashma	02-14-24	Cafeteria Assistant
Ferrera, Karen	11-17-23	Teacher	Tyron, Steve	05-22-24	Autism Paraprofessional
George, Rebecca	12-15-23	Teacher	Usry, Sarah	03-01-24	Teacher
Harris, Suzanne	02-28-24	Evening Custodian	Veney, Devin	03-05-24	Apprentice
Hernandez, Jessica	03-01-24	Teacher Assistant	White, Yvonne	05-31-24	Teacher Assistant
Hill, Jana	05-21-24	Teacher	Williams, Tiffany	03-22-24	Teacher
Ivie, James	06-30-24	Teacher	Wilson, Cameron	02-16-24	Teacher Assistant
Jensen, Kyle	02-22-24	Teacher	Wilson, Victoria	03-11-24	Cook I
			Wyble, Rhonda	06-30-24	Teacher

SUBSTITUTE AND TEMPORARY ELECTIONS

Deputy Superintendent - 11-0000-2321-501110-000-000000-106-14-021-

Pay Kathy Dodd, chief strategy & innovation officer, a stipend of \$2,698 per month (not to exceed \$8,585.00) for additional responsibilities as acting deputy superintendent, March 26, 2024 to June 30, 2024 prorated as appropriate.

East Central Middle School - 11-0000-2410-501110-000-0000-112-07-532

Pay Aaron Clemons, assistant principal, a stipend of \$689.00 per month (not to exceed \$2,769.65) for additional responsibilities as acting principal, February 28, 2024 to June 30, 2024, prorated as appropriate.

North Star Academy - 11-0000-2410-501110-430-000000-112-07-636

Pay Michael Easley, assistant principal, a stipend of \$408.00 per month (not to exceed \$1,699.12) for additional responsibilities as acting principal, February 28, 2024 to June 30, 2024, prorated as appropriate.

Hale Middle School – 11-0000-2410-501110-000-000000-12-07-542

Pay Keith Carter, assistant principal, a stipend of \$648.00 per month (not to exceed \$2,592.00) as the interim principal beginning March 26, 2024 to June 30, 2024, prorated as appropriate.

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 High School	Mickey Collins	\$ 2,000.00	Boys' Assistant Track Adjunct Coach	02-28-24	06-30-24
East Central High School	Edgar Fraire	\$ 1,500.00	Boys' Assistant Soccer Adjunct Coac	10-17-23	06-30-24

	Create	Delete
Title - Site / Department	NA	Director of Academic Programming - Wilson / Teaching and Learning
Funding Source		11-0000-2543-501210-000-000000-109-06-070-
Pay Grade & Range		BG-11
Contract Period		12 Months
Duties		Provides leadership in the development, implementation, and evaluation of a comprehensive, district wide Multi Tiered System of Support (MTSS) program that supports the whole child. The director is responsible for collaborating closely with district teams, building administrators, educators, support staff, families, and students to establish and implement a tiered framework that uses data to meet the needs of every student through academics, behavior, and social-emotional learning (SEL) interventions. You will provide guidance across the district to ensure that research based MTSS strategies, interventions, and systems are in place to support student achievement.
Budget Difference		(\$79,100 - \$118,700)
Reason for Action		Alignment with department and district needs.

	Create	Delete
Title - Site / Department	NA	Program Manager - Academic Programming - Wilson / Teaching and Learning
Funding Source		11-0000-2212-501210-000-000000-109-06-070-
Pay Grade & Range		BG-7
Contract Period		12 Months
Duties		Supports the effective implementation of the district's multi-tiered system of supports (MTSS) model and vision. The manager of academic programming will assist in all MTSS procedures across the district, including communicating with school site teams, developing training for school staff and teachers, providing resources in the area of MTSS, guiding school-based processes, and monitoring data.
Budget Difference		(\$50,000 - \$75,000)
Reason for Action		Alignment with department and district needs.

	CREATE	DELETE
Title - Site / Department	NA	Executive Administrative Assistant - ESC / Design and Innovation
Funding Source		11-0000-2541-501210-000-000000-615-14-005
Pay Grade & Range		H-15 \$18.14/hr. - \$24.05/hr.
Contract Period		12 Months
Duties		Provide high-level administrative support to the Chief Strategy and Innovation Officer and the Strategy Team by conducting research, preparing District reports, handling information requests, managing the executive office(s) and performing clerical functions such as invoicing and purchasing, preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings/agendas.
Budget Difference		(\$37,731 - \$50,024)
Reason for Action		Alignment with district and department needs.

	CREATE	DELETE
Title - Site / Department	NA	Education Pioneer - ESC / Teaching and Learning
Funding Source		11-0000-2572-501210-000-000000-109-05-070-
Pay Grade & Range		BG-5 \$39,600 - \$59,400
Contract Period		12 Months

Duties		The Education Pioneer Impact Fellow would work to understand current practices and create a strategy to unify the approach of TPD and TPS Police to further positive relationships and trust between high school students and police. The Education Pioneer Impact Fellow will also work with Tulsa Public School's department of Student and Family Services to evaluate and identify restorative practices and supports that can be connected, coordinated and integrated with youth policing practices in and out of school.
Budget Difference		(\$39,600 - \$59,400)
Reason for Action		Alignment with department and district needs.

	CREATE	DELETE
Title - Site / Department	Budget Technician - Enrollment Center / Exceptional Student Support	NA
Funding Source		
Pay Grade & Range	H-12 \$16.03/hr. to \$20.83/hr.	
Contract Period	12 Months	
Duties	The Budget Technician is responsible for providing support to the director in a variety of complex and technical budget related duties, including analysis, documentation preparation, and budget monitoring as well as serving as a resource to administrators, staff and other departments.	
Budget Difference	\$33,342 - \$43,326	
Reason for Action	Alignment with district and department needs	

	CREATE	DELETE
Title - Site / Department	Board Certified Behavior Analyst - Enrollment Center / Exceptional Student Support Services	NA
Funding Source	11-6210-2213-501210-239-000000-202-06-066-6210	
Pay Grade & Range	BG-9 \$63,000 - \$94,400	
Contract Period	12 Months	
Duties	Provides leadership, analysis, and support in the area of special education Behavior Analysis. Promotes quality and compliance of programs and services to improve student achievement.	
Budget Difference	\$63,000 - \$94,400	
Reason for Action	Alignment with department needs.	

	CREATE	DELETE
Title - Site / Department	Manager - Academic Programming - Enrollment Center / Teaching and Learning	NA
Funding Source	11-0000-2212-501210-000-000000-109-06-070-	
Pay Grade & Range	EG-5 \$56,500 - \$84,700	
Contract Period	12 Months	
Duties		
Budget Difference	\$56,500 - \$84,700	
Reason for Action	Alignment with department needs	

	Create	Delete
Title - Site / Department	Director SPED Program Compliance - Enrollment Center / Exceptional Student Support Services	Assistant Director Program Compliance - Enrollment Center / Exceptional Student Support Services
Funding Source	11-6210-2212-501110-239-000000-108-05-066-6210	11-6210-2212-501110-239-000000-108-05-066-6210
Pay Grade & Range	EG-8 \$70,500 - \$105,700	EG-7 \$65,600 - \$98,400
Contract Period	12 Months	12 Months
Duties	The Director of Special Education Program Compliance will oversee the district foundational compliance and content policies, procedures, and processes and directed by IDEA.	Assistant Director of Program Compliance will oversee the district foundational compliance and content policies, procedures, and processes and directed by IDEA.
Budget Difference	\$4,900 - \$7,300	
Reason for Action	Alignment with district and department needs.	

TITLE CHANGE	Create	Delete
Title - Site / Department	SPED Compliance Specialist - Enrollment Center / Exceptional Student Support Services (4 Positions)	SPED Parent Liaison - Enrollment Center / Exceptional Student Support Services (4 Positions)
Funding Source	11-0000-2212-501110-239-000000-211-06-066-	11-0000-2212-501110-239-000000-211-06-066-
Pay Grade & Range	Teacher's Salary Schedule	Teacher's Salary Schedule
Contract Period	200 Days	200 Days
Duties	The Special Education Compliance Specialist is responsible for the direct oversight of special education compliance for the school district in accordance with IDEA, State Law, and District policy.	The Special Education Parent Liaison, under the direction of the Assistant Director of Program Compliance, will provide guidance for pursuing an integrated strategy to support the exchange of information, purposeful interaction, and meaningful participation to build family engagement in special education services for the child. This position provides leadership to parents and/or guardians of students with disabilities, with the goal of implementing the vision of the Tulsa Public Schools, "...to prepare every student for the greatest success..." The Special Education Parent Liaison will assist in developing opportunities for children with disabilities, support parent involvement, and collaborate with school staff.
Budget Difference	Budget Neutral	
Reason for Action	Alignment with district and department needs.	

TITLE CHANGE	Proposed Title	Current Title
Title - Site / Department	Bilingual Benefits Specialist - ESC / Talent Management	Benefits Specialist - ESC / Talent Management
Funding Source	11-0000-2572-501210-000-000000-337-04-041-	11-0000-2572-501210-000-000000-337-04-041-
Pay Grade & Range	H-12 \$16.03/hr. to \$20.83/hr.	H-12 \$16.03/hr. to \$20.83/hr.
Contract Period	12 Months	12 Months
Duties	The bilingual benefits specialist is responsible for assisting with the administration of group benefits programs including medical, dental, vision, life insurance, flexible spending plans, COBRA administration, leave of absence and retirement programs for both English and non-English speaking employees.	The benefits specialist is responsible for assisting with the administration of group benefits programs including medical, dental, vision, life insurance, flexible spending plans, COBRA administration, leave of absence and retirement programs for employees.
Budget Difference	Budget Neutral	
Reason for Action	Change in department needs.	