



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **May 20, 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 April 15, 2024, regular 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 report.

Percent of Graduates Earning Post-Secondary Credentials (Interim Goal 3)

I. BOARD MEMBER REPORTS

J. CITIZENS' COMMENTS

K. SUPERINTENDENT'S REPORT/PRESENTATION

L. OTHER NON ROUTINE ITEMS REQUIRED BOARD ACTION

M. NEW BUSINESS

N. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, June 3, 2023 at 6:30 p.m.

O. ADJOURNMENT

DEPUTY SUPERINTENDENT

E.1. RECOMMENDATION: Approve routine field trips.

RATIONALE: Board Policy 3314 requires that all out-of-state student field/study trips and travel have prior authorization by the Board of Education.

TEACHING AND LEARNING

E.2. RECOMMENDATION:

Enter into an agreement with Nina Mawby, PLLC, effective May 21, 2024 to perform and complete required H1B Visa sponsorship work for district international teachers.

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 \$20,000, with all funds encumbered in FY24 even if payment is made in FY25.

FUND NAME/ACCOUNT: General Fund 11-0014-2317-503560-000-000000-000-06-063-.

REQUISITION/CONTRACT:

12412130

RATIONALE:

The district strives to recruit and retain a diverse workforce. Sponsoring international teachers for work visas will facilitate the district's ability to fill difficult-to-staff vacancies with highly-qualified and experienced teachers and will enable the district to retain currently employed international teachers who need such sponsorship to remain authorized to work in the United States. The costs associated with this contract will cover legal and filing fees to apply for the work visas providing continued work authorization for certain certified teachers currently employed by the district, namely, Dionne Juana Haigh Florez and Ruben Marato Calderon.

TALENT MANAGEMENT

E.3. 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.4. RECOMMENDATION:

Approve position creates, deletes, and updates.

RATIONALE:

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

departmental budgets.

E.5. RECOMMENDATION:

Amend agenda item E.8 approved on the March 25, 2024, agenda to extend the offer to 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. The original date of May 30, 2024 will be extended to June 30, 2024

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 being extended to June 30, 2024 and 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.6. RECOMMENDATION:

Approve the [New Encumbrance & Change Order Report from May 3, 2024 through May 16, 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.7. RECOMMENDATION:

Enter into a contract with IB Acquisition, LLC. Dba Image Builders will provide Marquee Signs and Installation at various district sites in accordance with the terms and conditions of Request for Proposal # 24044; this is the first of four optional renewal periods.

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 \$250,000.

FUND NAME/ACCOUNT:

Applicable grant funds, building funds, and bond funds, 3X-1165-4720-504500-000-000000-XXX-12-XXX-M0002, 3X-1313-4720-504500-000-000000-XXX-12-XXX-M0002, 11-0279-4720-504500-000-000000-000-05-058-0279

RATIONALE:

This proposal is for indefinite quantities of electronic signs, including LED marquees, parts, accessory equipment, related materials, installation services, and any additional services required for repair or maintenance that the district may need. The exact quantities needed are not known at this time.

E.8. RECOMMENDATION:

Amend agenda item E.40 on the May 6, 2024, agenda to enter into contract with the lowest responsible bidder, T & S Taylor Enterprises Inc. The original agenda item listed the vendor as Redbud Commercial Flooring LLC due to a clerical error. T & S Taylor Enterprises Inc is the lowest responsible bidder for flooring improvements at Edison Middle and High School's library. The original agenda item also did not include the cost for the offices and hallways on either side of the library. The updated cost reflects the entire flooring project.

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 \$81,021.

FUND NAME/ACCOUNT:

32-1522-4720-504500-000-000000-061-12-712-LC014

RATIONALE:

The amendment is necessary to reflect the corrected lowest bidder and total cost. Library improvements are part of the 2015 and 2021 issue.

BOARD OF EDUCATION

E.9. RECOMMENDATION:

Enter into an agreement with Diligent Corporation to access their Digital Community board portal software effective May 21, 2024, through June 30, 2025. All funds will be encumbered from this fiscal year.

FURTHER RECOMMEND:

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

COST:

Not to exceed \$25,547

FUND NAME/ACCOUNT: Bond fund, 1164

REQUISITION/CONTRACT:

This software will provide support for end-to-end board agenda development, board policies, and meeting management processes. It is designed to create a culture of collaboration between district leadership and the board promoting community engagement and supporting board services so that the processes operate efficiently, transparently, and securely.

F. PUBLIC COMMENT ON ACTION AGENDA ITEMS

G. ACTION AGENDA - Motion and vote on recommendations

BOND PROJECTS AND ENERGY MANAGEMENT

G.1. RECOMMENDATION:

Approve a resolution fixing the amount of **Combined Purpose General Obligation Bonds, Series 2024B** to mature each year; fixing the time and place the bonds are to be sold; approving the preliminary official statement and authorizing distribution of same; authorizing the clerk to give notice of said sale as required by law; and approving other matters related to the issuance of the District's **Combined Purpose General Obligation Bonds, Series 2024B**.

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:

The 2024B Bonds will consist of bonds authorized at the 2021 Bond Election. The resolution sets the time and date for the sale of: The 2024B Bonds include the issuance of bonds from the 2021 Bond Election in the aggregate amount of \$50,000,000, to include: **\$16,880,000 in building and equipment bonds (Proposition No. 1); \$21,415,000 in student and classroom technology bonds (Proposition No. 2); \$4,035,000 in transportation equipment bonds (Proposition No. 3) and \$7,670,000 in quality learning materials and programs bonds (Proposition No. 4)**. The 2024B Bonds in the aggregate amount of **\$50,000,000** would be sold on June 17, 2024 and approved/awarded at the Board's June 17, 2024 meeting, with proceeds made available to the District on or about August 1, 2024. Upon issuance of these bonds including the 2024C Bonds below, there would be \$129,000,000 remaining from the 2021 authorization.

G.2. RECOMMENDATION:

Approve a resolution fixing the amount of Combined Purpose General Obligation Bonds, Taxable Series 2024C to mature each year; fixing the time and place the bonds are to be sold; approving the preliminary official statement and authorizing distribution of same; authorizing the clerk to give notice of said sale as required by law; and approving other matters related to the issuance of the District's Combined Purpose General Obligation Bonds, Taxable Series 2024C

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:

The 2024C Bonds will consist of bonds authorized at the 2021 Bond Election. **The 2024C Bonds include the issuance of bonds in the amount of \$7,500,000 to include \$1,870,000, in student and classroom technology bonds (Proposition No. 2) and \$5,630,000 in quality learning materials and programs bonds (Proposition No.4)** from the 2021 Bond Election. The Series 2024C in the aggregate amount of **\$7,500,000** would be sold on June 17, 2024 and approved/awarded at the Board's June 17, 2024 meeting, with proceeds made available to the District on or about August 1, 2024. The District is issuing taxable bonds due to the majority of the proceeds being used for operational or non-capital expenses which cannot be financed with tax exempt debt. Upon issuance of the 2024B and 2024C Bonds, there would be \$129,000,000 remaining from the 2021 authorization.

G.3. RECOMMENDATION:

Approve an agreement with Hilborne & Weidman, P.C. to serve as Bond Counsel and Disclosure Counsel on the District's **Combined Purpose General Obligation Bonds, Series 2024B and Combined Purpose General Obligation Bonds, Taxable Series 2024C.**

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:

The District engages experts for these services in connection with bond issuing to ensure compliance with all rules and regulations governing the sale of bonds. The use of bond counsel is necessary to prepare the required documentation for a bond sale in a correct manner and provide a legal opinion to the purchaser of the bonds regarding the tax-exempt nature of the obligations. Under the referenced Bond Counsel and Disclosure Counsel Engagement, Bond Counsel fee would be \$20,500.00 for the Series 2024B Bonds and \$20,500.00 for the Taxable Series 2024C Bonds. The Disclosure Counsel would be one fee for Disclosure Counsel \$8,000.00 for the two series of bonds for a total cost of \$49,000.00, payable from bond proceeds.

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/Boys Varsity Basketball Team	Students: 10 Parents: 0 Staff: 2	To participate in the National D1 Missouri Showcase/Kansas City, Missouri	June 20- 23, 2024	0	No cost to the district. Funding will be provided by the BTW Booster Club.

SUPPORTING INFORMATION

CONSENT ITEM E.3

ROUTINE STAFFING

ELECTIONS

Name	Effective Date	Contract Amount	Position	Grade or Degree & Step
Blankenship, Lisa	02-26-24	\$ 58,114.00	Speech Pathology	M-18
Cooper, Ketra	04-29-24	\$ 13.59	Teachers Assistant	H-3
Hall, Tonya	05-06-24	\$ 15.32	Bus Driver	H-11
Lang, LaDonna	05-06-24	\$ 73,000.00	SPED Family Engagement Support Specialist	BG-7
Mirzai, Fatima	05-06-24	\$ 13.14	Refugee Liaison	H-6
Ortiz, Ramiro	05-06-24	\$ 14.36	Grounds Journeyperson	H-8
Redfearn, Audrey	04-29-24	\$ 50,500.00	Budget Analyst II	BG-6
Sanchez, Nelva	05-13-24	\$ 13.36	Evening Custodian	H-7
Schilling, Garrett	04-29-24	\$ 60,500.00	Instructional Mentor	EG-3
Simmons, LaToria	05-08-24	\$ 10.90	Teacher Assistant	H-3
Stephens, Kristin	06-03-24	\$ 177,000.00	Chief Financial Officer	XG-5
Thompson, Jmani	05-06-24	\$ 14.36	Grounds Journeyperson	H-8
Wadsworth, Richard	05-13-24	\$ 12.97	Unassigned Custodian	H-7

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree & Step
Amador, Susana	04-22-24	\$ 58,000.00	Administrative Assistant IV	Family Communication Coordinator	BG-6
*Bitson, Estella	05-21-24	\$ 177,000.00	Instructional Superintendent - Elementary Schools	Associate Superintendent School Leadership	XG-5
Espinoza-Lockhart, Monica	05-06-24	\$ 53,000.00	Budget Analyst I	Budget Analyst II	BG-6
*Gripado, Jennifer	05-21-24	\$ 152,000.00	Ex. Dir. School Leadership Development	Asst Superintendent Organizational Learning	XG-4
*Jennings, Joseph	05-21-24	\$ 180,000.00	Chief Information Officer	Chief Information & Operations Officer	XG-6
Pierce, Alphonso	04-18-24	\$ 17.69	ID Paraprofessional	1:1 ID Paraprofessional	H-10
*Saddler, Casandra	05-21-24	\$ 125,000.00	Ex. Dir. Academic Transformation	Instructional Leadership Director	XG-3
Sylva, Gary	04-18-02	\$ 18.51	Para Teacher	ID Paraprofessional	H-10
*Vinson, Stacey	05-21-24	\$ 152,292.00	Instructional Superintendent - Secondary Schools	Associate Superintendent School Operations	XG-4
Waller, Debra	08-20-23	\$ 17.06	Behavior Specialist	1:1 ID Paraprofessional	H-10

*Approval contingent of creation of new position

SEPARATIONS

Name	Effective Date	Position	Name	Effective Date	Position
Aleman, Jesus	05-22-24	Teacher Assistant	Lockhart, Mary	06-06-24	Itinerant Teacher
Arns, Eileen	05-21-24	Cafeteria Assistant	Lopez Del Rio, Virginia	05-22-24	Teacher
Autry, Estalene	05-22-24	Teacher Assistant	Lopez, Laura	04-22-24	Evening Custodian
Bacher, Erica	05-22-24	School Psychologist	Malek, Sandra	05-21-24	Cafeteria Assistant
Balch, Sarah	06-28-24	Teacher	Malone, Michelle	05-22-24	Teacher Assistant
Banther, Teresa	06-10-24	Compliance Specialist	Martin, Jordan	05-31-24	ED Paraprofessional
Barlow, Jordan	06-30-24	Teacher	Martin, William	05-22-24	Teacher
Barnes, Allyson	06-12-24	CNS Field Training Mgr.	Martinez, Maria	05-22-24	Cafeteria Assistant
Beckman, Amanda	05-22-24	Teacher	McNally, Samantha	06-01-24	Teacher
Birkett, Anna	05-22-24	Teacher	Mogul, Aurora	05-01-24	Cafeteria Assistant
Black, Leshon	05-22-24	Teacher Assistant	Morales, Jennifer	04-29-24	Evening Custodian
Boone, Hannah	07-20-24	Teacher	Munoz Prieto, Deisy	05-03-24	Bilingual Customer Care Associate
Brewer, Brandon	05-02-24	Teacher Assistant	Nixon, Angela	05-22-24	Librarian
Brown, Charzetta	08-09-24	Principal's Secretary	Nuno Garcia, Javier	05-22-24	Teacher
Buedden McCarver, Susanna	05-22-24	Teacher	O'Connell, Sheila	05-22-24	Parent Involvement Facilitator
Chance, Vera	05-22-24	Cafeteria Assistant	Ocasio Rivera, Maria	04-03-24	Evening Custodian
Cherian, Zepheniah	05-22-24	Teacher	Ogle, Kasey	05-24-24	Cafeteria Assistant
Cloud, Jason	06-30-24	Teacher	Parra, Esmeralda	05-03-24	Custodian
Combs, John	05-21-24	Teacher	Pastula, Alana	05-22-24	Teacher
Creekmore, Kylie	05-31-24	Heath Assistant	Peterson, Desiree	05-21-24	Teacher
Curtis, Christine	05-22-24	Assistant Cafeteria Mgr.	Phillips, Mary	05-22-24	Teacher Assistant
Dover, Erika	06-30-24	School Clerk	Qualls, Zachary	05-22-24	Teacher
Dover, Joshua	04-15-24	Evening Custodian	Randell, Michelle	05-22-24	Teacher

SUPPORTING INFORMATION

CONSENT ITEM E.3

ROUTINE STAFFING

Echevarria, Felix	06-30-24	Teacher	Roberson, Debra	02-13-24	Cook I
Galvan, Edelia	05-22-24	Teacher	Rodriguez, Edith	05-02-24	Custodian
Garcia Hernandez, Cristina	07-01-24	Teacher	Samaniego, Yamilet	05-22-24	Teacher
Gomez, Melissa	05-31-24	Teacher Assistant	Sandvol, Bridget	05-28-24	Parent Involvement Facilitator
Hampton, Michael	05-22-24	Teacher	Serna, Mario	07-01-24	Chief Leadership Instructor
Hawkins, Mallory	05-22-24	Teacher	Showers, Mary	05-06-24	Teacher
Hodge, Alisha	05-22-24	Teacher	Smith, Brittany	05-22-24	Cafeteria Assistant
Hopkins, Nathan	06-30-24	Teacher	Smith, David	06-30-24	Teacher
Houston Jr., Marlon	06-01-24	Teacher	Smith, Kristie	05-24-24	Before & After Site Coordinator
Ickes, Heather	07-31-24	Teacher	Smith, Sarah	05-31-24	Counselor
Jackson, Terralynd	05-22-24	Teacher	Stevenson, Sydnee	05-24-24	Leadership Director
Johnson, Alleannah	06-30-24	Teacher	Torres, Alejandro	05-22-24	Teacher Assistant
Johnson, DeAngela	05-22-24	Teacher Assistant	Velasquez, Fabiana	05-22-24	Paraprofessional
King, Lawrence	05-06-24	Custodian	Verdin Rendon, Adriana	05-03-24	Cook II
Kruis, Karen	05-22-24	Teacher	Walters-Ford, Teresa	05-31-24	Teacher
Langston, Lakeisha	05-22-24	Cook II	West, Holly	05-22-24	Teacher Assistant
Lewis, Ahlicia	05-22-24	Teacher Assistant	White, Priscilla	05-21-24	Teacher Assistant
Lewis, Amber	05-22-24	Teacher	Williams, Mary Deanna	06-30-24	Lead Instructional Mentor
Lewis, Claire	06-30-24	Teacher	Wright, Rochelle	05-22-24	Teacher
Liburn, Michael	05-22-24	Teacher	Yang, Nina	05-24-24	Health Assistant
Liddicoat, Katie	05-22-24	Teacher Assistant			

Rescinded - Added in error

Boneright, Cindy	05-22-24	Teacher
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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>
Central High School	Cierra Scott	\$ 2,000.00	Girls' Track Adjunct Coach	3-1-24	06-30-24

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Tulsa Teacher Corps

- 11-0224-2213-501700-000-000000-000-05-044-0224;
- 11-0281-2573-503590-000-000000-000-04-041-0281;
- 11-5410-2213-501700-000-000000-210-05-044-5410

Compensate up to 150 new Tulsa Teacher Corps members, to be named, up to \$4,000 each for pre-service professional learning during the summer of 2024. (total not to exceed \$762,000). These payments will occur in FY24 (\$2,207 per person) and FY25 (\$1793 per person).

Athletics – School Activity Fund #536

Pay Washington soccer coach, Kevin Kwarteng, for coaching duties during the 2023-24 second semester, a total not to exceed \$4500. The BTW Men’s Soccer Booster Club has reimbursed the district, therefore there is no cost to the district.

Athletics – School Activity Fund #536

Pay Washington basketball coach, Eli Brown, for training and coaching during the 2023-2024 season, a total not to exceed \$3000.

Special Education 11-6210-XXXX-XXXXXX-239-000000-000-06-XXX-6210

In FY2025, pay recruitment incentives for new special education certified teachers/staff to the district. Specifically, pay a one-time (stackable with District “Vision Stipend”) recruitment incentive (see below) to special education certified teachers/staff with a standard teaching certificate who sign a 2024-2025 provisional contract as a new special education teacher/staff member with Tulsa Public Schools prior to August 1, 2024. Further, pay a one-time (stackable with District Tulsa Teacher Corp stipend) 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 \$693,000.00 (to include benefits) and will be funded by IDEA Federal Grant (6210). Additional terms regarding the timing and conditions of disbursement will be specified in an agreement signed by the teachers.

- Pay a one-time \$3,000.00 recruitment incentive to any certified Mild/Moderate (MM) teachers.
- Pay a one-time \$4,000.00 recruitment incentive to any Program/Level 3 teachers.
- Pay a one-time \$4,000.00 recruitment incentive to any Related Service Provider
- Pay a one-time \$2,000.00 recruitment incentive to any individual accepted to Tulsa Teacher Corp as a Mild/Moderate special education teacher
- Pay a one-time \$3,000.00 recruitment incentive to any individual accepted to Tulsa Teacher Corp as a Program/Level 3 special education teacher

Special Education 11-6210-XXXX-XXXXXX-239-000000-000-06-XXX-6210

In FY 2025, pay one-time retention stipend for fully certified special education staff who return for the 2024-2025 school year (excludes 12-month contracted staff). The combined cost of these incentives is not expected to exceed \$1,400,000.00 and will be funded by IDEA Federal Grant (6210). Additional terms regarding the timing and conditions of disbursement will be specified in an agreement signed by the teachers.

Mild/Moderate teachers will receive 5% of their base salary with the minimum being \$3,000.00

All returning special education staff (with the exception of 12-month contracted staff) will receive 5% of their base salary with the minimum being \$3,000.00

Compliance Specialists, Itinerant Teacher, Homebound Teachers, Orientation/Mobility Specialist, and Audiologist will receive 5% of their base salary with the minimum being \$3,000.00

Program/Level 3 teachers will receive 5% of their base salary with the minimum being \$4,000.00 includes Autism, DHI, ED, ID, MD, Pre-K teachers

Related Service providers will receive 5% of their base salary with the minimum being \$4,000.00 includes

Speech Pathologists, School Psychologists/Psychometrists, Occupational Therapists/Certified Occupational Therapist Assistants (COTA), and Physical Therapists/Physical Therapist Assistants (PTA).

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correction to effective date on separation May 6, 2024 page 35

SEPARATIONS

<u>Name</u>	<u>Effective Date</u>	<u>Position</u>
Brazeal, Rikki	05-06-24	Cafeteria Assistant

Correct year on substitute and temporary payment for employees May 6, 2024 page 37

Special Education – 11-6210-2140-501110-239-000000-000-06-XXX-6210

Pay certified school psychologist or school psychometrist, to be named, \$350/basic battery and \$400/Autism or ED batteries; Speech Pathologists, to be named, \$250/speech evaluation components including scoring and all paperwork associated with testing requirements for work outside of contracted days for the 2024-2025 school year.

TITLE CHANGE	Proposed Title	Current Title
Title - Site / Department	General Ledger Accountant / ESC - Accounting	Senior Accountant Systems & Reporting / ESC - Accounting
Funding Source	11-0000-2511-501210-000-000000-301-08-052-	11-0000-2511-501210-000-000000-301-08-052-
Pay Grade & Range	BG-7 \$50,000 - \$75,000	BG-7 \$50,000 - \$75,000
Contract Period	12 Months	12 Months
Duties	This role is responsible for leading the review and maintenance of the district's financial system general ledger for compliance with the State coding requirements. The senior accountant role works directly with the Director of Accounting to lead and assist with the needs of internal tracking/identification of expenditures for reporting and spending management tools. Performs system reporting and month end processing to maintain the accuracy of the district's financial systems data for accuracy and compliant reporting requirements. Develops analytical and historical reporting as needed such as open record requests and external auditor data reports. Supports annual creation of the district financial statements by preparing required adjusting journal entries needed to be able to present the district's financial data as the required accrual basis accounting method from the cash-basis accounting method of district's daily practices.	This role is responsible for leading the review and maintenance of the district's financial system general ledger for compliance with the State coding requirements. The senior accountant role works directly with the Director of Accounting to lead and assist with the needs of internal tracking/identification of expenditures for reporting and spending management tools. Performs system reporting and month end processing to maintain the accuracy of the district's financial systems data for accuracy and compliant reporting requirements. Develops analytical and historical reporting as needed such as open record requests and external auditor data reports. Supports annual creation of the district financial statements by preparing required adjusting journal entries needed to be able to present the district's financial data as the required accrual basis accounting method from the cash-basis accounting method of district's daily practices.
Budget Difference	Budget Neutral	
Reason for Action	Alignment with department needs	

	Create	Delete
Title - Site / Department	Occupational Therapist - Enrollment Center / Exceptional Student Support Services	NA
Funding Source	11-0000-2135-501210-239-000000-334-06-xxx	
Pay Grade & Range	BG-8 \$47,080 - \$70,619	
Contract Period	190 Days	
Duties	Provides educationally appropriate and evidence-based services along the continuum of prevention, promotion, and interventions for students to participate in school occupations. Services are provided in various school settings, ranging from preschool to high school. Provides education and training for parents, caregivers, school staff, educators, and administrators, and collaborates with the education team to assist in student success in the educational environment. Participates on the IEP team as a related service for eligible students in special education to determine individualized annual goals, as well as services, modifications, accommodations, and supports for student success. Assists with students utilizing the Section 504 of the Rehabilitation Act and the Americans with Disabilities Act as appropriate when a student does not meet eligibility for special education. Documentation of services thoroughly, including progress through a variety of assessments, in a timely fashion. Meets timelines established for evaluations, services, and progress reports for students.	
Budget Difference	\$47,080 - \$70,619	
Reason for Action	Alignment with department needs	

	Create	Delete
Title - Site / Department	Director of Graduation Outcomes - ESC / Deputy Superintendent	NA
Funding Source	11-0000-2120-501110-000-000000-323-14-021	
Pay Grade & Range	EG-10 \$81,800 - \$122,800	
Contract Period	12 Months	
Duties	The Director of Graduation Outcomes is directly responsible for creating metrics, systems and processes to monitor and report on the graduation progress of individual students and cohort groups at the site and district-level. The Director of Graduation Outcomes is also responsible for collaborating with district and site level teams to ensure that every student, based on the data, has a clear pathway to graduation, inclusive of academic supports needed. The Director of Graduation Outcomes is expected to regularly collaborate with multiple stakeholders including various district level teams, school level teams, students, and parents.	
Budget Difference	\$81,800 - \$122,800	
Reason for Action	Alignment with district needs.	

	Create	Delete
Title - Site / Department	Executive Director - District Operations - ESC / Operations	NA
Funding Source	11-0000-2340-501210-000-000000-110-03-025	
Pay Grade & Range	XG-1 \$93,500 - \$140,300	

SUPPORTING INFORMATION

CONSENT ITEM E.4

POSITION CREATIONS/DELETIONS

Contract Period	12 Months	
Duties	The Executive Director of Operations (EDO) will lead organizational strategies for operational, non-instructional divisions under the Chief Information and Operations Officer. The EDO is responsible for providing the leadership, management, and vision necessary to ensure that Tulsa Public Schools has the proper operational controls, administrative and reporting procedures, and systems in place to effectively grow the organization and to ensure financial strength and operating efficiency in the following divisions: child nutrition, emergency management, facilities, and transportation. The EDO is a core member of the COO's leadership team, working closely with the Executive Director of Information Technology and other organizational leaders to support the execution of our strategic plan for our students, school, and families.	
Budget Difference	\$93,500 - \$140,300	
Reason for Action	Alignment with district needs.	

	Create	Delete
Title - Site / Department	Executive Director - Strategy & Data - ESC / Strategy & Innovation	Executive Director Academic Transformation - ESC / Design & Innovation
Funding Source	11-0000-2541-501210-000-000000-341-14-005	11-0000-2212-501110-000-000000-108-06-005-
Pay Grade & Range	XG-1 \$93,500 - \$140,300	XG-1 \$93,500 - \$140,300
Contract Period	12 Months	12 Months
Duties	The Executive Director of Strategy and Data (EDSD) will lead organizational strategies for monitoring and execution of the district's strategic plan, including data/analytics, continuous improvement, and key organizational initiatives. This position also convenes stakeholders to align long-term planning related to strategies, investments, school bond packages, portfolio decisions, and other key needs. This work will help to support our district in achieving the goals set out by the current strategic plan while planning for the future.	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.
Budget Difference	Budget Neutral	
Reason for Action	Alignment with district needs.	

	Create	Delete
Title - Site / Department	Director Youth Advocacy - ESC / Deputy Superintendent	NA
Funding Source	11-0000-2199-501210-000-000000-356-14-021	
Pay Grade & Range	BG-10 \$70,500 - \$105,700	
Contract Period	12 Months	
Duties	This position will focus on serving all K-12 students. It is responsible for developing and implementing support services for students who are underserved, adjudicated, and attending alternative schools. The director will ensure that mentorship programming is aimed at supporting students academically, socially, and emotionally. This position will engage key stakeholders to create a plan that targets the needs of students and fosters positive relationships between students, teachers, school administrators, law enforcement, and juvenile court partners. Seeks input and involvement of parents to ensure that they are a part of the change process impacting students. This position offers the opportunity to have a meaningful impact on the lives of vulnerable youth while contributing to community safety and well-being.	
Budget Difference	\$70,500 - \$105,700	
Reason for Action	Alignment with district needs.	

	Create	Delete
Title - Site / Department	Instructional Leadership Director - Secondary - ESC / Deputy Superintendent	Leadership Development Coach - Wilson / School Leadership Development Vacant Position
Funding Source	11-0000-2490-501110-000-000000-107-16-xxx	11-7950-2213-501110-000-000000-110-05-035-7950
Pay Grade & Range	XG-3 \$105,000 - \$157,600	EG-10 \$81,800 - \$122,800
Contract Period	12 Months	12 Months
Duties	The Instructional Leadership Director (ILD) - Secondary will provide visionary leadership for a network of secondary schools and will be responsible for coaching, supporting and supervising principals. The ILD will build the capacity of principals to create conditions where learning is customized, relevant, equitable and meets students' needs. In collaboration with peers, network support teams and others, the ILD will also be responsible for ensuring that the district's missions and goals are achieved with a focus on providing students with a rich, personalized, and real world-ready secondary school experience.	The Leadership Development Coach will provide needed support and mentoring to novice principals, assistant principals and aspiring principals thereby accelerating their readiness and effectiveness. The coach will support principals' development in instructional leadership, school culture and equity, performance management and data-driven decision practices in alignment with district resources and tools.
Budget Difference	\$23,200 - \$34,800	

SUPPORTING INFORMATION

CONSENT ITEM E.4

POSITION CREATIONS/DELETIONS

Reason for Action	Alignment with district needs.	
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	Create	Delete
Title - Site / Department	Instructional Leadership Director - Secondary - ESC / Deputy Superintendent (2 Positions)	
Funding Source	11-0000-2490-501110-000-000000-107-16-xxx	
Pay Grade & Range	XG-3 \$105,000 - \$157,600 / Position	
Contract Period	12 Months	
Duties	The Instructional Leadership Director (ILD) - Secondary will provide visionary leadership for a network of secondary schools and will be responsible for coaching, supporting and supervising principals. The ILD will build the capacity of principals to create conditions where learning is customized, relevant, equitable and meets students' needs. In collaboration with peers, network support teams and others, the ILD will also be responsible for ensuring that the district's missions and goals are achieved with a focus on providing students with a rich, personalized, and real world-ready secondary school experience.	
Budget Difference	\$210,000 - \$315,200	
Reason for Action	Alignment with district needs.	

Title Change / Position Update	Proposed Title	Current Title
Title - Site / Department	Assistant Superintendent of Organizational Learning - ESC / Deputy Superintendent	Executive Director - School Leadership Development - ESC / School Leader Development
Funding Source	11-0000-2490-501110-000-000000-106-16-xxx	11-0000-2490-501110-000-000000-107-16-075-
Pay Grade & Range	XG-4 \$111,400 - \$167,200	XG-3 \$105,000 - \$157,600
Contract Period	12 Months	12 Months
Duties	The Assistant Superintendent of Organizational Learning leads the articulation and execution of the district's strategy to cultivate, develop and support a pipeline of systems leaders, including school and central office leadership. This leader will oversee programming to develop candidates for the school leadership pipeline, oversee the professional learning frameworks for site staff, and ensure that staff development for all teams aligns to district outcomes. In addition, the Assistant Superintendent will manage developmental support for novice school leaders and central office managers, inclusive of embedded leadership coaching. The Assistant Superintendent ensures coherence across efforts within and across talent management, school leadership, team academics, and the deputy superintendent. This position also cultivates necessary relationships with higher education to ensure better alignment with graduate programming and district leadership readiness.	The Executive Director of School Leadership Development leads the articulation and execution of the district's strategy to cultivate, develop and support a pipeline of school leaders. This leader will oversee programming to develop candidates for the assistant principalship and will launch and direct an aspiring principals program. In addition, the Executive Director will manage developmental support for novice school leaders, inclusive of embedded leadership coaching. The Executive Director ensures coherence across efforts within and across talent management, instructional superintendents and leadership directors, and the deputy superintendent, and also cultivates necessary relationships with higher education to ensure better alignment with graduate programming and district school leadership readiness.
Budget Difference	\$6,400 - \$9,600	
Reason for Action	Alignment with district needs.	

Title Change / Position Update	Proposed Title	Current Title
Title - Site / Department	Associate Superintendent of School Leadership - ESC / Deputy Superintendent	Instructional Superintendent - Elementary - ESC / Deputy Superintendent
Funding Source	11-0000-2490-501110-000-000000-106-16-xxx	11-0000-2490-501110-000-000000-107-16-075-
Pay Grade & Range	XG-5 \$118,100 - \$177,100	XG-4 \$111,400 - \$167,200
Contract Period	12 Months	12 Months
Duties	The Associate Superintendent of School Leadership is responsible for driving a powerful vision to deliver a rich learning experience for all learners. Responsible for the educational performance of the elementary, secondary and post secondary teams by ensuring the implementation of the district's learner-centered strategic direction. Manages and coaches Instructional Leadership Directors, the Directors of Elementary and Secondary Academic Operations, and collaborates closely with the Associate Superintendent of School Operations, Chief Learning Officer and other leaders to provide a cohesive, personalized and equitable school experience for all students.	The Instructional Superintendent of Elementary Schools is responsible for driving a powerful vision to deliver a rich learning experience for all elementary learners. Responsible for the educational performance of the elementary team by ensuring the implementation of the district's learner-centered strategic direction. Manages and coaches elementary Instructional Leadership Directors and collaborates closely with the Instructional Superintendent of Secondary Schools, Chief Learning Officer and other leaders to provide a cohesive, personalized and equitable school experience for all students.
Budget Difference	\$6,700 - \$9,900	
Reason for Action	Alignment with district needs.	

Title Change	Proposed Title	Current Title
Title - Site / Department	Associate Superintendent of School Operations - ESC / Deputy Superintendent	Instructional Superintendent - Secondary - ESC / Deputy Superintendent
Funding Source	11-0000-2490-501110-000-000000-106-16-xxx	11-0000-2490-501110-000-000000-107-16-077-
Pay Grade & Range	XG-4 \$111,400 - \$167,200	XG-4 \$111,400 - \$167,200
Contract Period	12 Months	12 Months

SUPPORTING INFORMATION

CONSENT ITEM E.4

POSITION CREATIONS/DELETIONS

Duties	The Associate Superintendent of School Operations is responsible for driving a powerful vision to deliver a rich learning experience for all secondary learners. Responsible for the educational operational performance of the secondary team all schools by ensuring the to empower the implementation of the district's learner-centered strategic direction. Manages and coaches the Executive Director of Accountability and Accreditation, Director of Enrollment Operations, Director of Graduation Outcomes, and the Manager of Strategic Initiatives and collaborates closely with the Instructional Associate Superintendent of Elementary Schools School Leadership, Chief Learning Officer Information and Operations Officer, and other leaders to provide a cohesive, personalized and equitable school experience for all students.	The Instructional Superintendent of Secondary Schools is responsible for driving a powerful vision to deliver a rich learning experience for all secondary learners. Responsible for the educational performance of the secondary team by ensuring the implementation of the district's learner-centered strategic direction. Manages and coaches secondary Instructional Leadership Directors and collaborates closely with the Instructional Superintendent of Elementary Schools, Chief Learning Officer and other leaders to provide a cohesive, personalized and equitable school experience for all students.
Budget Difference	Budget Neutral	
Reason for Action	Alignment with district needs.	

	Create	Delete
Title - Site / Department	Chief Information & Operations Officer - ESC / IT & Operations	Chief Information Officer - ESC / Information Technology Chief Operations Officer - ESC / Operations
Funding Source	11-0000-2340-501210-000-000000-109-xx-xxx	11-0000-2580-501210-000-000000-109-02-030- 11-0000-2340-501210-000-000000-109-03-025-
Pay Grade & Range	XG-6 \$125,100 - \$187,700	XG-5 \$118,100 - \$177,100 / position \$236,200 - \$354,200 / both positions
Contract Period	12 Months	12 Months
Duties	Responsible for the oversight and administration of Support Services (Health Services, Child Nutrition, Maintenance and Plant Operations, Transportation), and Information Systems Services. Assist with the District's efforts in strategic planning.	Responsible for the oversight and administration of Information Systems Services. Assist with the District's efforts in strategic planning. The Chief Operating Officer (COO) will serve as the chief strategist and executor of organizational strategies for operational, non-instructional divisions. The COO is responsible for providing the leadership, management, and vision necessary to ensure that Tulsa Public Schools has the proper operational controls, administrative and reporting procedures, and systems in place to effectively grow the organization and to ensure financial strength and operating efficiency in the following divisions: campus police, child nutrition, enrollment & student information, emergency management, facilities, and transportation. The COO is a core member of the superintendent's leadership team.
Budget Difference	(\$111,100 - \$166,500)	
Reason for Action	Alignment with district needs.	