



## DRAFT AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **June 17, 2024**, at 6:30 PM in the Cheryl Selman Room, ground floor, at the Charles C. Mason Education Service Center, 3027 S. New Haven Avenue, Tulsa, OK.

With the exception of item A-1, the Board of Education reserves the right to take up any agenda item in any order regardless of how items are listed.

This is an open, public meeting held in accordance with the Open Meeting Laws of the State of Oklahoma. The purpose of this meeting is to conduct the business of the School District. As the elected representatives of the School District voters and school patrons, the School Board members will be making decisions concerning the operation of the School District.

In accordance with Board Policy 1301, individuals may comment on items or recommendations appearing under the Action portion of a regular meeting agenda. The public may make their comments via telephone or in person. Requests to comment must be made by submitting a completed form for each topic. If requesting to comment during the meeting via telephone, please fill out a form online on the Tulsa Public Schools website at:

<https://www.tulsaschools.org/about/board-of-education/requesttospeakonagendaitem>

no later than noon on the day of the board meeting. Paper forms are available from the Board Clerk before the beginning of each meeting and will be accepted up to 6:25 PM on the day of the meeting.

Persons desiring to address the Board concerning items not on the agenda must submit a Citizens' Comment form available at this [link](#) or from the Clerk of the Board, at least seven days prior to each meeting.

## **A. OPENING EXERCISES**

- A.1. Remind those wishing to address the Board, sign with the clerk -5 minute limit.
- A.2. Call to order and confirm that a quorum of the Board is present.
- A.3. Flag salute

## **B. SUPERINTENDENT'S CORRECTION TO AGENDA**

## **C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS**

## **D. APPROVAL OF MINUTES**

## **E. CONSENT AGENDA**

## **F. PUBLIC COMMENT ON ACTION AGENDA**

## **G. ACTION AGENDA - Motion and vote on each recommendation**

## **H. GOAL MONITORING REPORT**

**Motion and vote on recommendation to accept receipt of report**

### **K-5 Literacy (Goal 1)**

3-5 Projected OSTP Performance (Interim 1.1)

K-2 MAP Performance (Interim 1.2)

### **6-8 Literacy (Goal 2)**

6-8 Projected OSTP Performance (Interim 2.1)

## **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, July 8, 2024 at 6:30 p.m.

## **O. ADJOURNMENT**

## **E. CONSENT AGENDA - Motion and vote on recommendations**

### **DEPUTY SUPERINTENDENT**

#### **E.1. RECOMMENDATION:**

Renew the contract with Junior Achievement of Oklahoma, Inc. to provide an instructional service agreement for the 2024-2025 school 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 \$50,000

#### **FUND NAME/ACCOUNT:**

Various options, including PTA, activity fund accounts, and Title I funding on a per-pupil basis at each school site.

#### **RATIONALE:**

Junior Achievement provides a hands-on learning environment at the Junior Achievement world facility designed to supplement and reinforce student curriculum in language arts, social studies, math, science, and art through technology and the real-life application of the "JA BizTown Program." This integrated entrepreneurial curriculum for fourth, fifth, and sixth grade students culminates with a unit of study in a field experience where students run a working city. Junior Achievement and Tulsa Public Schools have partnered since 2003. During the 2023-2024 school year, JA BizTown (formerly called Exchange City) had over 938 Tulsa Public School students participate in the program. JA will support Carnegie, Clinton West, Council Oak, Dolores Huerta, Eisenhower International, Eliot, Emerson Montessori, Felicitas Mendez, Grissom, John Hope Franklin, Lanier, Lewis & Clark, Mitchell, Owen, Patrick Henry, Robertson, Salk, Unity Learning Academy, Celia Clinton and Zarrow International School during the 2024-2025 school year. Junior Achievement welcomes K-12 students, volunteers, educators, staff, partners, and stakeholders. School leadership teams decide to partner and participate in the JA BizTown program.

#### **E.2. RECOMMENDATION:**

Enter into an agreement with Cision US Inc. ("Cision") to provide services for monitoring the impact of the district's communications and community engagement efforts from July 1, 2024 through June 30, 2025.

**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 \$14,730

FUND NAME/ACCOUNT:

General fund, 11-0000-2560-506533-000-000000-000-14-062

RATIONALE:

Monitor, track, and analyze the effectiveness of district communications efforts across campaigns, programs, content areas and schools. The proposed measurement solution will help to track campaign progress, attribute value, and demonstrate earned media return on investment. Additionally, the tool's functionality supports the creation and delivery of visualizations and analytics to illustrate the reach and effectiveness of district communications' efforts. Specific social listening functions of the media monitoring suite enhance our team's ability to understand where to focus communications efforts, to identify knowledge gaps, and to address potential misunderstandings as they occur in real time. With a deeper understanding of conversations happening in the media and across our community, the district can better tailor its communications' strategies to address stakeholders' concerns, increase transparency, and build trust. Real-time tracking, analysis, and reporting facilitates informed decision-making and strategic communication efforts. Likewise, proactive sharing of information to address community questions and conversations helps foster transparency and build trust with parents, students, staff, and the broader community.

This investment directly aligns to the Welcoming Families strategy from Pathways to Opportunity, the district's strategic plan. It will assist in reporting on the efficacy of our efforts to engage and inform our community about initiatives across the district, including messaging about our progress on Board Goals 1-3. The anticipated return on investment includes enhanced crisis management, improved community relations, and efficient use of staff resources.

Cision offers an industry recognized solution that provides the best combined and required functionalities of solutions analyzed at a rate significantly less than the cost of a competing organization's quote for similar service delivery.

Additionally, automated monitoring will save significant time and resources compared to manual monitoring efforts, allowing staff to focus on strategic tasks rather than tracking mentions. The quality of daily reporting on media stories relevant to the district's work will increase, empowering Board Members, district leaders, and other stakeholders with more actionable information. It is estimated this tool will save an average of 20+ staff hours monthly while delivering more complete information with richer analytical depth.

## **TEACHING AND LEARNING**

### **E.3. RECOMMENDATION:**

Renew the purchase of special education instructional resources from N2Y, LLC, during the 2024 - 2025 school year as part of Allied States Cooperative (ASC) Region 19 ESC, TX Contract #24-7474.

COST: Not to exceed \$110,000

FUND NAME/ACCOUNT: IDEA Federal Funds 11-6210-XXXX-50XXXX-239-000000-000-XX-066-XXXX

REQUISITION/CONTRACT: #12500784

#### **RATIONALE:**

News2You (N2Y) provides adapted news articles and current event materials in a simplified and accessible format. N2Y includes Unique Learning Systems which is an online standards-based program. This program supports our students with special learning needs in their mastery of standards assessed on the Oklahoma Alternate Assessment Program, the state-required assessment for our students with the most significant cognitive disabilities, and is in direct support of Board Guardrail 1. News2You and Unique Learning Systems offer differentiated lessons and materials for real-world connections to literacy and communication, supporting students in achieving progress toward their IEP goals. These materials also help our kindergarten through 12th grade students build life skills and discover post-secondary transition opportunities.

### **E.4. RECOMMENDATION:**

Approve the placement of the Tulsa Transition Academy at the Grimes Elementary facility located at 3213 E. 56th Street.

#### **COST:**

No cost to the district other than expenses relating to the renovation of the facility, which are described separately in the agenda in the bond projects and energy management section.

#### **RATIONALE:**

As required by law, the Tulsa Transition Academy will provide continued instruction to certain high school graduates who receive special education services. The Academy will provide students life skills, employment skills, and community living skills.

## **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:**

Renew the contract to purchase criminal record checks and related services from HireRight Holdings Corporation for the talent management department beginning July 01, 2024, through June 30, 2025. The district is exercising the second of four options to renew in accordance with the terms and conditions of Request for Proposal #22015.

**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: \$120,000

**FUND NAME/ACCOUNT:** 11-0000-2575-505990-000-000000-000-04-041-

RATIONALE:

HireRight will provide nationwide background checks on potential district employees and applicable volunteers. Expenditures during the 2023 -2024 school year totaled approximately \$100,000.

**FINANCIAL SERVICES**

**E.8. RECOMMENDATION:**

Approve the **New Encumbrance & Change Order Report from May 31, 2024 to June 13, 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 report.***

**STRATEGY AND INNOVATION**

**E.9. RECOMMENDATION:**

Amend each of the charter contracts of all Tulsa Public School-sponsored charters such that the administrative fee they pay the district is reduced from 3% to 1% of the charter's total state aid allocation, inclusive of any midyear adjustments.

**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.

**REQUISITION/CONTRACT:**

RATIONALE:

Senate Bill 516, passed in the Spring 2022 Oklahoma Legislative Session, requires charter school authorizers to detail in OCAS (Oklahoma Cost Accounting System) how collected authorizing fees are spent in support of each sponsored charter school. The new requirements are effective July 1, 2024. Reducing the authorizing fee collected from charter schools will reduce the reporting burden on district teams and align with the district's direction of scaling back centralized services to charter schools. This approach allows the district to focus on service delivery to traditional TPS schools while providing charter schools more flexibility in determining their service providers and moving additional dollars into educational programs. This reduction will also allow Tulsa Public Schools to align with authorizing practices in surrounding districts and higher education sponsors. Revenue for 2023-24 was \$783,906.35, and anticipated revenue for 2024-25 is approximately \$261,302.12.

**E.10. RECOMMENDATION:**

Renew the lease agreements with the following charter schools for the 2024-25 school year. These agreements cover the charter schools' rental of district property, as well as the charters' payment to the district for maintenance, custodial, and grounds services. The lease rate is \$.20 per square foot, an increase of \$.05 per square foot.

- College Bound Brookside @ Wright
- College Bound @ Eastside Academy
- KIPP Tulsa College Preparatory Middle School @ Woods
- KIPP Tulsa University Prep High School @ Mark Twain
- Tulsa Honor Academy @ Bell Primary
- Tulsa Legacy Charter School @ Cherokee
- Tulsa Legacy Charter School @ Greeley

**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:**

These agreements support the district's sponsored charter schools and charter collaboration compact. The parties agree that the educational environment must be conducted in a clean, safe facility. The district's leased building committee is guiding recommendations for a unified approach for all leasing decisions. An increase in the lease rate from \$0.15 per square foot to \$0.20 per square foot will move district leased buildings closer to commercial lease rates of \$0.47 per square foot. Since the last review of charter lease rates in 2020, building maintenance and repair costs have risen substantially. Revenue for 2023-24 was approximately \$739,854 from the lease agreements and \$763,143 from the maintenance, custodial and grounds agreements. Anticipated revenue from the lease agreements will increase to \$1,199,476.15 in 2024-25.

## **BOND PROJECTS AND ENERGY MANAGEMENT**

### **E.11. RECOMMENDATION:**

Enter contract with the lowest responsible bidder, to be determined, for elevator modernization at Booker T. Washington High School and Edison's Field House. This project was issued through the state public competitive bid act.

#### **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:** This item is currently out to bid, Vendor and cost will be added prior to the posting of the final agenda.

**FUND NAME/ACCOUNT:** applicable bond accounts

**RATIONALE:** Improving ADA is part of the 2021 bond issue.

### **E.12. RECOMMENDATION:**

Enter contract with the lowest responsible bidders, Ellsworth Construction LLC and APAC Central, Inc., for paving improvements at Hamilton Elementary, Cooper Elementary, Unity Learning Academy, Mayo Demonstration, Rogers High School, Central High School, Hale Middle School, Edison Middle School, Mitchell Elementary, Key Elementary, and Lewis & Clark Elementary. This project was issued through the state public competitive bid act.

#### **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:**

Ellsworth: The total cost to this vendor is not to exceed \$263,460.

APAC: The total cost to this vendor is not to exceed \$ 807,00.

**FUND NAME/ACCOUNT:** applicable bond accounts

#### **RATIONALE:**

Improving parking lot safety is part of the 2021 bond issue.

### **E.13. RECOMMENDATION:**

Approve the purchase of playground equipment with Children Specialist Inc. the lowest responsible bidder for playground equipment at Bell Elementary, Eisenhower Elementary, Disney Elementary, McLure Elementary, Mitchell Elementary, Hoover Elementary, Grissom Elementary, MacArthur Elementary, Hamilton Elementary, Tisdale Elementary, and Patrick Henry Elementary. This project was issued through RFP 22018.

#### **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.

**FUND NAME/ACCOUNT:** applicable bond accounts

RATIONALE: Playground improvements are part of the 2021 bond issue.

**E.14. RECOMMENDATION:**

Renew the services agreement with Tulsa Children's Museum, Inc. for the 2024 – 2025 contract year. The services agreement provides one STEAM experience field trip per year for every Tulsa Public School student in grades PreK-5. The Children's Museum will provide one certified teacher for each of the five classrooms.

**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 services agreement will operate for a maximum 30-year term subject to annual renewal of the parties. This agreement will benefit every student within the district by providing them a yearly STEAM experience.

**E.15. RECOMMENDATION:**

Approve supplement #1 with Starr Design Group, Inc. to provide engineering services for the Transition Academy at Grimes Elementary. The master agreement for engineering services was awarded as part of RFP# 21047. The consent of assignment was approved on the January 8, 2024, agenda, item E.16 from Allied Engineering Group LLC to Starr Design Group LLC.

**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 engineer will be paid on a floating fee schedule of 5.25% of the total construction cost. The estimated cost for the Transition Academy is \$3,000,000.

**FUND NAME/ACCOUNT:** The project will be paid by applicable federal funding.

**RATIONALE:**

Hiring engineers is critical to the completion of the facility improvements that were approved by the voters in the 2021 bond issue.

**E.16. RECOMMENDATION:**

Approve supplement #10 with Crossland Construction Managers Inc. for the Transition Academy at Grimes Elementary interior renovation project. The master agreement for construction management was awarded as part of RFP# 22001.

**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 construction manager will be paid on a fee schedule based upon the size of the project. The estimated construction cost for the interior renovation at the Transition Academy is \$3,000,000.

**FUND NAME/ACCOUNT:**

The project will be paid by applicable federal funding.

**RATIONALE:**

Hiring construction managers is critical to the completion of the facility improvements.

**OPERATIONS**

**E.17. RECOMMENDATION:**

Authorize a one-month extension of the food services contract with Sodexo Services, Inc. to provide management and food procurement services for the district's Child Nutrition Services, July 1, 2023, through July 31, 2024. The district is currently working with Sodexo under the fourth of four optional renewals, approved by the board on June 5, 2023, in accordance with the terms and conditions of Request for Proposal #2019.

**COST:**

Child Nutrition Services are self-funded. Their fixed cost for the 23-24 school year is \$2.19 per pattern meal and meal equivalent.

**RATIONALE:**

The district is currently evaluating management and food procurement services proposals submitted in response to a recent request for proposal for such services. Staff expects to present a recommended vendor for the new contract at the July 8, 2024, board meeting. By extending the current contract with Sodexo, the district will ensure continuity of food service in the interim time period.

The contract fee includes the cost of management salaries, food purchase and delivery, and other operating costs and will be billed at the negotiated fee per meal/meal equivalent.

**GENERAL COUNSEL**

**E.18. RECOMMENDATION:**

Approve an annual subscription to Thomson Reuter's Westlaw services to allow legal counsel and staff ability to research legal authorities.

**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 \$7,000

**FUND NAME/ACCOUNT:**

General Fund, 11-0000-2317-505300-000-000000-000-09-006

**RATIONALE:**

The online subscription will allow the district's legal team to better serve the district's legal needs by providing them with current and extensive authorities and guidance pertaining to a wide array of legal questions. The subscription cost for FY24 did not exceed \$6,000.

**SUPERINTENDENT OF SCHOOLS**

**E.19. RECOMMENDATION:**

Accept and recognize receipt of Guardrail 1 reports inclusive of the following: Interim Guardrails 1.1, 1.2, and 1.3.

**RATIONALE:**

These guardrail reports provide information on district performance related to the board approved interim guardrails as part of student outcomes focused governance. Based on the district's approved goals/guardrails monitoring calendar, board members receive Guardrail 1 reports each June. Guardrail 1 is related to ensuring the district maintains equitable conditions, practices, and procedures for all students. The overall guardrail is on-track as two out of the three interim guardrails are on-track.

**BOARD OF EDUCATION**

**E.20. RECOMMENDATION:**

Approve the legal services agreement with Rosenstein, Fist & Ringold, Inc. for the 2024-2025 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:**

Estimated cost for FY25 is \$550,000

**FUND NAME/ACCOUNT:**

General Fund, 11-0000-2317-5034XX-000-000000-000-09-006

Bond Fund, applicable accounts.

**RATIONALE:**

The agreement will provide specialized outside legal services as needed by the district.

**F. PUBLIC COMMENT ON ACTION AGENDA ITEMS**

**G. ACTION AGENDA - Motion and vote on recommendations**

**BOND PROJECTS AND ENERGY MANAGEMENT**

**G.1. RECOMMENDATION:**

Board to receive bids for the purchase of \$50,000,000 Combined Purpose General Obligation Bonds, Series 2024B, and motion and vote to award said bonds to the lowest bidder complying with the notice of sale and instructions to bidders.

**RATIONALE:**

At the May 20, 2024, meeting, the Board authorized the advertisement of bids for the District's **\$50,000,000 Combined Purpose General Obligation Bonds, Series 2024B** to fund the construction and renovation of school facilities (**Proposition No. 1 - \$16,880,000**), student and classroom learning technology improvements (**Proposition No. 2 - \$21,415,000**), acquisition of transportation equipment

(**Proposition No. 3 - \$4,035,000**) and acquisition of textbooks, classroom learning materials, technology infrastructure and acquiring computer hardware and software (**Proposition No. 4 - \$7,670,000**). Consequently, offering documents and other instructions were distributed by the District's Financial Advisor to interested financial institutions and broker dealers to receive bids at 11:00 AM on June 17, 2024. A compilation of the bids received will be presented to the Board at the meeting for consideration and action. The action item would be accepting the lowest rate of interest bid to purchase the Bonds.

**G.2. RECOMMENDATION:**

Board to receive bids for the purchase of \$7,500,000 Combined Purpose General Obligation Bonds, Taxable Series 2024C, and motion and vote to award said bonds to the lowest bidder complying with the notice of sale and instructions to bidders.

**REQUISITION/CONTRACT:**

At the May 20, 2024, meeting, the Board authorized the advertisement of bids for the District's **\$7,500,000 Combined Purpose General Obligation Bonds, Taxable Series 2024C** to fund student and classroom learning technology improvements (**Proposition No. 2 - \$1,870,000**), and acquisition of textbooks, classroom learning materials, technology infrastructure and acquiring computer hardware and software (**Proposition No. 4 - \$5,630,000**). Consequently, offering documents and other instructions were distributed by the District's Financial Advisor to interested financial institutions and broker dealers to receive bids at 11:00 AM on June 17, 2024. A compilation of the bids received will be presented to the Board at the meeting for consideration and action. The action item would be accepting the lowest rate of interest bid to purchase the Bonds.

**G.3. RECOMMENDATION:**

Board to consider and vote on a resolution providing for the issuance of general obligation bonds in the sum of **\$50,000,000** by the School District, authorized at an election duly called and held for such purpose (June 8, 2021); designating the bonds as "**Combined Purpose General Obligation Bonds, Series 2024B**", providing for registration thereof; providing for levy of an annual tax for the payment of principal and interest on the same; and fixing other details of the issue.

**RATIONALE:**

The resolution authorizes the issuance of the 2024B Bonds in the amount and for the purpose so indicated and outlines key components related to the Bonds as well as providing for the levy of an annual tax to make principal and interest payments when due. The Bonds will mature on August 1, 2029, reflecting a five-year term. The appropriate action item is passing the resolution authorizing the issuance of the 2024B Bonds.

**G.4. RECOMMENDATION:**

Board to consider and vote on a resolution providing for the issuance of general obligation bonds in the sum of **\$7,500,000** by the School District, authorized at an election duly called and held for such purpose (June 8, 2021); designating the bonds as "**Combined Purpose General Obligation Bonds, Taxable Series 2024C**", providing for registration thereof; providing for levy of an annual tax for the payment of

principal and interest on the same; and fixing other details of the issue.

**RATIONALE:**

The resolution authorizes the issuance of the 2024C Bonds in the amount and for the purpose so indicated and outlines key components related to the Bonds as well as providing for the levy of an annual tax to make principal and interest payments when due. The Bonds will mature on August 1, 2029, reflecting a five-year term. The appropriate action item is passing the resolution authorizing the issuance of the 2024C Bonds.

DRAFT

**SUPPORTING INFORMATION**

**CONSENT ITEM E. 5**

**ROUTINE STAFFING**

<b>ELECTIONS</b>	<b>Effective Date</b>	<b>Contract Amount</b>	<b>Position</b>	<b>Grade or Degree &amp; Step</b>
<b>Name</b>				
Harris-Corbbrey, Tiffany	07-01-24	\$ 102,300.00	Leadership Development Coach	EG-10
Riggs, Xiomara	08-12-24	\$ 35,000.00	Apprentice	NS
Shorter, Ashlee	06-03-24	\$ 15.32	Bus Driver	H-11
Matamoro, Lensy	06-03-24	\$ 12.97	Evening Custodian	H-7
Foster, Anthony	06-03-24	\$ 16.25	Assr Building Grounds Site Supervisor	H-11

**ADJUSTMENTS**

<b>Name</b>	<b>Effective Date</b>	<b>Contract Amount</b>	<b>Current Position</b>	<b>Proposed Position</b>	<b>Grade or Degree &amp; Step</b>
Brooks, Jennifer	04-15-24		ID Paraprofessional	1:1 Paraprofessional	
Henderson, Brandi	04-16-24		Autism Paraprofessional	DD Paraprofessional	
Luciano, Isis	04-15-24		1:1 Autism Paraprofessional	ID Paraprofessional	
Rodriguez, Lilian	04-16-24		DD Paraprofessional	Autism Paraprofessional	
Mihos, Allison	06-03-24	\$ 60,000.00	Teacher	Instructional Mentor	EG-3
Stinson-Hoxie, Beatrice	07-01-24	\$ 88,245.00	Academic Partner - Literacy	Academic Programming Mgr	EG-5

**SEPARATIONS**

<b>Name</b>	<b>Effective Date</b>	<b>Position</b>	<b>Name</b>	<b>Effective Date</b>	<b>Position</b>
Aldridge, Jack	05-23-24	Teacher	Lopez Cacho, Laura	05-30-24	Building Ground Site Supervisor
Catlett, Cindy	05-21-24	Custodian	Maggs, Jasmyne	05-31-24	Evening Custodian
Dennis, Cierra	06-03-24	Teacher Assistant	Ruiz Rodriguez, Maria	05-24-24	Evening Custodian
Donaldson, Natalie	05-22-24	Teacher	Schmidt, Rachel	05-23-24	Teacher Assistant
Garbow, Gabrielle	06-03-24	Teacher	Smith, Kristen	06-28-24	Elementary Principal
Giffin, Franchon	05-22-24	Teacher	Thomas, Andrea	05-17-24	Teacher Assistant
Harrison, Brandy	05-22-24	Teacher	Vanorman, Kelly	03-25-24	Carpentry Craftsperson
Hart, Hans	05-24-24	Part Time Custodian	Whittaker, Kristen	07-26-24	Teacher Assistant
Johnson, Charlton	05-31-24	JROTC Instructor - NC	Wilkins, Raishima	05-22-24	Teacher
Leyva, Gloria	05-22-24	Teacher Assistant			
<b>Rescinded:</b>					
Chance, Vera	05-22-24	Cafeteria Assistant			

**SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES**

**Talent Management - 11-0000-2543-501210-000-000000-110-06-041-**

Pay director of talent services, Julia Modglin, a stipend of \$250 / month (total not to exceed \$3,000.00) for additional talent management duties July 1, 2024 to June 30, 2025.

**Monroe Demonstration - 81-2704-1000-501700-100-111000-210-07-563-81-2704-2120-501700-100-000000-203-07-563-**

Pay certified employees, Kendall Wilson and Jared Patterson, \$400 each (total not to exceed \$800) to help facilitate NSI awards for the 2023-2024 school year.

**Talent Management - 11-0000-\*\*\*-501210-000-000000-xxx-04-041-**

Pay 2 teachers to be named, \$21/hr. and not to exceed a total of \$750/month to screen potential candidates for the Talent Management team from July 1, 2024, through June 30, 2025.

**Post Secondary Transition - 11-3621-2120-501700-426-000000-203-05-xxx-3621**

Pay certified school counselors, to be named, \$30 per hour (total not to exceed \$15,000) during July and August 2024 to provide summer school and postsecondary transition support to students.

**Secondary Counselor Professional Development - 11-3621-2120-501700-426-000000-203-05-xxx-3621**

**SUPPORTING INFORMATION****CONSENT ITEM E. 5****ROUTINE STAFFING**

Pay secondary counselors (to be named) a stipend @ \$21/hr. to attend and \$26/hr. (total not to exceed \$20,000) to facilitate professional development, July 1, 2024 through June 30, 2025, during non-contract hours.

**College & Career Bridge Program - 11-0000-2213-501700-000-000000-210-16-064**

Pay certified teachers and counselors (to be named) a stipend at the negotiated hourly rate of pay (total not to exceed a total of \$53,000) to participate in district professional learning for the Bridge program outside of contract hours from July 1, 2024 - June 30, 2025.

**FCYE - Parent Involvement Facilitators Student & Family Support Services 11-0284-2194-501210-000-000000-322-05-020-0284**

Pay the Parent Involvement Facilitators (PIFs), or a principal-appointed support person, who engages families at the below schools, a stipend of \$15,000 (total cost not to exceed \$120,000 funded via GKFF ConnectFirst grant) each to support the Parent Resource Center and ConnectFirst work from July 1, 2024 - June 30, 2025.

To be named at Walt Whitman Elementary

To be named at John Hope Franklin Elementary

Sharon Anderson at Hawthorne Elementary

To be named at Springdale Elementary

To be named at Burroughs Elementary

To be named at Celia Clinton Elementary

To be named at Greenwood Leadership Academy Elementary

To be named at Anderson Elementary

**Transportation – 11-0000-2720-501210-000-000000-801-03-003**

Pay Camisha Gibson, Jaimon Gilstrap, Jill Pressley, and Leroy Stewart, support employees, a stipend of \$2.00 per hour worked, (total cost not to exceed \$16,640) to provide coverage for the transportation training department when drivers are needed, July 1, 2024 to June 30, 2025.

**Transportation – 11-0000-2740-501210-000-000000-712-03-003**

Pay Ajuaniana Pratt and Tony Salim, support employees, a stipend of \$1,150, for asset manager duties, July 1, 2024 to June 30, 2025.

**Transportation – 11-0000-2740-501210-000-000000-712-03-003**

Pay LaShona Hickmon-Moore, support employee, a stipend of \$2.50 per hour worked (not to exceed \$5,200) for additional duties for time & attendance, office supply controls and ordering, July 1, 2024 to June 30, 2025.

**Transportation – 11-0000-2720-501210-000-000000-801-03-003**

Pay Constance Colbert and Cynthia Hutchins, support employees, a stipend of \$1.46 per hour worked (not to exceed \$6,074) for supervisory duties, July 1, 2024 to June 30, 2025

**Transportation – 11-0000-2740-501210-000-000000-712-03-003**

Pay Shelbiann Sier, support employee, a stipend of \$3.00 per hour worked (not to exceed \$6,240) for additional manager responsibilities, July 1, 2024 to June 30, 2025.

**Transportation – 11-0000-2720-501210-000-000000-609-03-003**

Pay Dwan Beard and Karen Luhning, support employees, a stipend of \$2.15 per hour worked (not to exceed \$48,944) for extra duties associated with accounts receivable management of all transportation contract revenues and field trip revenues while working directly with schools, athletics and outside groups, July 1, 2024 to June 30, 2025

**Transportation – 11-0000-2720-501210-000-000000-609-03-003**

Pay Dwan Beard, support employee, an additional stipend of \$2.15 per hour worked (not to exceed \$4,472) for processing drivers, with CLDs, through the Federal Clearing House, overseeing, monitoring and maintaining the random driver testing pool, July 1, 2024 to June 30, 2025.

**Transportation – 11-0000-2720-501210-000-000000-XXX-03-003**

Pay Dwan Beard and Camisha Gibson, support employees, a stipend of \$2.00 per hour worked (not to exceed \$8,320) for additional duties expediting applicants through the hiring process in the new Fountain System, July 1, 2024 to June 30, 2025.

**Transportation - 11-0000-2720-501210-000-000000-615-03-003**

Pay Earlee Johnson, support employee, a stipend of \$1.00 per hour worked (not to exceed \$2,080) for extra duties associated with building A inventory and supply distribution, July 1, 2024 to June 30, 2025.

**Transportation - 11-0000-2720-501210-000-000000-801-03-003**

Pay Pearlise Benson, Karen Hopkins, Christina Joseph, Debra Long, Darlene McDugle, and Angel Williams, support employees, a stipend of \$2.00 per hour worked (not to exceed \$24,960) for driving a McKinney Vento van for the homeless, July 1, 2024 to June 30, 2025.

**Transportation - 11-0000-2740-501210-000-000000-712-03-003**

Pay Casey Middleton, support employee, a stipend of \$2.00 per hour worked (not to exceed \$4,160) for extra duties associated with the radio and camera training and maintenance, July 1, 2024 to June 30, 2025.

**Transportation - 11-0000-2740-501210-000-000000-712-03-003**

**SUPPORTING INFORMATION****CONSENT ITEM E. 5****ROUTINE STAFFING**

Pay Henry Rucker, support employee, a 5% stipend for foreperson duties, July 1, 2024 to June 30, 2025.

**Transportation – 11-0000-2720-501210-000-000000-513-03-003**

Pay Transportation Supervisors and Managers (non-exempt employees), \$2.00 per hour worked (total cost not to exceed \$30,000) to provide on-call duties, evenings, weekends, and holidays coverage when drivers and buses are being utilized, July 1, 2024 to June 30, 2025.

**Transportation – 11-0000-2720-501210-000-000000-513-03-003**

Pay LeMorris Walton, transportation manager, a stipend of \$1.00 per hour worked (not to exceed \$1,500) to serve on the recruiting team during evening and weekend job fairs and events in order to help find new applicants for the transportation department, July 1, 2024 to June 30, 2025.

**Transportation – 11-0000-2720-501210-000-000000-513-03-003**

Pay LeMorris Walton, transportation manager, \$2.26 per hour worked (not to exceed \$4,090.00) for additional departmental responsibilities, July 1, 2023 to June 30, 2024.

**Transportation – 11-0000-2740-501210-000-000000-513-03-003**

Pay John Potter and James Walton, (exempt employees) an additional \$3,500 (total cost not to exceed \$7,000) to provide on-call duties, evenings, weekends, and holidays coverage when drivers and buses are being utilized, July 1, 2024 to June 30, 2025.

**Rogers - 81-2262-100-506810-100-000000-000-07-715**

Pay Shaun Moseman, Asst. Principal a stipend not to exceed \$1,500 to perform training of tardy tracking system to Booker T. Washington HS employees for the 2023-2024 school year

**Eisenhower - 81-2911-1000-501210-100-105000-413-07-170**

Pay staff, identified below, at the rates of pay indicated below, to provide support and services for Extended Learning. Not to exceed \$4250

Sarah Waite \$625.00	Susan Newberry \$812.50
Socorro Ratliff \$1,562.50	Kirstan Eicher \$625.00
Veronique Boudet \$625.00	

**Summer Food Service Program (Summer Café) – 2 22-7660-3120-501210-700-000000-953-03-023**

Support staff, listed below, at the hourly rates listed below, to work in the Summer Café Program. Total cost to be reimbursed by the United States Department of Agriculture through Child Nutrition Programs Division of the State Department of Education, May 23, 2024 through August 12, 2024 unless noted.

**Lead Program Monitor @ \$19.65**

Hernandez, Maria – June 13-July 19  
 Schaefer, Diana – May 28 – August 2  
 Sigli Powdrill, Michelle – May 28-August 2  
 Stillman, Kurt – June 13-July 19  
 Streater, Julie – June 13 – July 19

**Program Monitors @ \$16.65**

Caldwell, Christine – May 28-August 2  
 Hernandez, Diana – May 28-August 2  
 Lopez, Natieka – June 13-July 19  
 Sutton, Jennifer – May 28-August 2

**Summer Café Meal Production Site Managers @ \$16.05 - May 23, 2024 through August 12, 2024**

Bahe, Racheal	Mitchell, Quiana
Banks, Dawn	Musungayi, Misenga (Mimi) – May 28-August 2
Banuelos, Alicia – May 28-August 2	Nasim, Ghazala – May 28-August 2
Bates, Abbey – May 28-August 2	Norris, Berri
Bates, Donnette	Ortega, Argana – May 28-August 2
Bustos-Hightower, Stephanie – May 17-August 2	Patten, Carmen – May 28-August 2
Carter, Kay – May 28-August 2	Pitts, Amanda – May 28-August 2
Dunn, Tammy - May 28-August 2	Quiroz, Claudia
Durbin, Melanie – May 28-August 2	Ramirez Navarro, Tarsis
Goff, Dana	Rodriguez, Heather – May 17-August 2
Grayson, Onedia – May 28-August 2	Stockton, Tyra
Grisham, Mary (Becky) – May 28-August 2	Stutsman, Jana – May 28-August 2
Hernandez Torres, Mary	Sua, Lorraine
Holly, Ginnie – May 28-August 2	Taylor, Tara
Hunter, Nina	Taylor, Tiffany
Jones, Volonda – May 28-August 2	Valladolid, Rosalinda
Kendrick, Stacey – May 28-August 2	Walker, Jo – May 28-August 2
Logan, Adairia – May 28-August 2	Ware, Danetta – May 28-August 2

**SUPPORTING INFORMATION****CONSENT ITEM E. 5****ROUTINE STAFFING**

Melrose, Marq

Wells, David – May 28-August 2

**Summer Café Cook 2 @ \$14.05 - May 23, 2024 through August 12, 2024**

Adams Pffnner, LaDonna	Flores, Maria	Love, Rose	Rivera-Campos, Jinette
Boyle, Helena	Garfias Perez, Angelica	Lugo Torres, Narcedalia	Roberts, Betty
Calvert, Audrey	Hagar, Chantele	Lugo, Yaitza	Rollings, Elizabeth
Cortes Villa, Maria Magdalena	Harris, Lakisha	Markland, Angela	Sanchez, Elva
Cruz Escobar, Marisol	Henderson-Outland, Mary	Marquez de Pimentel, Francesca	Sandoval, Marisela
Dake, Tammy	Herrera Flores, Sanjuana	Phillips, Lashawna	Torres, Sandra
D'Albano Blanco, Omar	Hussein, Thoolfugar	Place, Samantha	Villa, Olga
Espinosa, Frank	Jamison, Erica	Porteous, Patricia	Villarruel De Chaire, Maria
Flores Moxthe, Yolanda	Listenbee, Jimmie	Ramirez Gonzales, Maria	Williamson, Donna

**Meal Site Program Employees @ \$11.05 - May 23, 2024 through August 12, 2024**

Acosta, Blanca	Fike, Russell	King, Lawrence (Larry)	Rosales, Patricia
Allen, Linda	Flores, Ivan	Kurowicki, Crystal	Rotramel, Sharon
Anthony, Charlene	Fogel, Ranette	Lewis, Lesheana	Ryan, Vernika
Beas, Maria	Garcia, Maria	Logan, Towana	Samuel, Shona
Becker, Elisa	Geeter, Marilyn	Lopez, Maria	Sotelo de rojas, Ma Eugenia
Bell, Mary	Gomez, Maria	Mata Lopez, Nancy	Spencer, Carolyn
Bernal, Teresa	Green, Everette	Monroe, Joycelyn	Thornton, Byrd
Bias, Aretha	Green, Glenda	Montes, Soledad	Tottress, Thea
Boone, Earline	Gutierrez, Martha	Morse, Wynema	Trujillo, Juanita
Burgess, Timothy	Hawkins, Debbie	Ortiz, Fernando	Vaughn, Aldene
Carter, Catina	Hernandez Soberano, Raquel	Parrish, Carmen	Vera Rosales, Lorena
Clagg, Mary	Herrin, James	Perdomo, Nancy	Walker, Francine
Colbert, Jejuan	Hill, Vera	Perry, Terra	Washington, Beverly
Crisp, Carrie	Holmes, Valerie	Rainwater, Tamie	Washington, Carol
Cross, Lisa	Hunt, Phyllis (Jo)	Requena, Stella	Washington, Shelia
Dominguez, Annabel	Johnson, Beverly	Ritterhouse, Mary Grace	Wright, Deborah
Duran, Ma Teresa	Khokhar, Shazia	Rodriguez, Janet	

**Bus Assistant Employees @ \$11.05 - May 23, 2024 through August 12, 2024**

Blossom, Sarah	Martin, Marieta
Galdamez Rivera, Gladys	McIntosh, Raymond

**Meal Site Program Substitute Employee @ \$11.05 - May 23, 2024 through August 12, 2024****Child Summer Labor 2024 – 22-3850-3120-501210-700-000000-958-03-053**

Pay support management staff @ hourly rate listed below to work May 23, 2024 through August 12, 2024.

**Summer CAP Lead Monitor @ \$19.65 – Washington, Adairia – June 13-July 19****Summer CAP Monitor @ \$16.65 – Winfrey, Stephanie – May 28-August 2****Summer CAP Manager (Disney) @ \$16.05 – Ramirez, Elsa – May 28-August 2****Summer CAP Manager (Eugene Field) @ \$16.05 – Rockett, Lindsay – May 28-August 2****Summer CAP Manager (Frost) @ \$16.05 – Pierce, Tammy – May 23-August 12****Summer CAP Manager (McClure) @ \$16.05 – Botello, Rita – May 28-August 2****Summer CAP Manager (ECDC Reed) @ \$16.05 – Aguilar Vergara, Lizeht – May 23-August 12****Summer CAP Manager (Skelly) @ \$16.05 – Brown, Amanda – May 28-August 2**

Pay Support staff @ the hourly rates listed below to work May 23, 2024 through August 12, 2024.

**Summer CAP Assistant Manager/Cook 2 (Disney) @ \$14.05 – Gallegos, Silvia**

**Summer CAP Assistant Manager/Cook 2 (Eugene Field) @ \$14.05 – McCombs, Sarah**

**Summer CAP Assistant Manager/Cook 2 (Frost) @ \$14.05 – Hernandez de Torres, Antonia**

**Summer CAP Assistant Manager/Cook 2 (McClure) @ \$14.05 - Fields, Trineka**

**Summer CAP Assistant Manager/Cook 2 (ECDC Reed) @ \$14.05 – Salcedo, Graciela**

**Summer CAP Assistant Manager/Cook 2 (Skelly) @ \$14.05 – Rodriguez Delgadillo Ma Barbara**

**Summer Cap Kitchen Assistant/Cook 1 @ \$12.05 – May 23, 2024 through August 12, 2024.**

Balauseac, Hilde	Medina, Obdulia	Ponder, Mary	Tejeda De Carbajal, Maria
Chantre, Anita	Moguel, Aurora	Ramirez Lopez, Tania	Torres, Veronica
Clonts, Georgia	Mora, Erica	Salas Rendon, Silvia	Valles, Maria
Gray, Amy	Palafox, Isela	Salas, Gabriela	Walton, Terrie
Hamlin, Martea	Perez, Velma	Samuels, Cheryl	

**Summer Cap Staff @ \$11.05 – May 23, 2024 through August 12, 2024.**

Akins, Ronnie	Davis, Patricia S (Patty)
Cavin, Ralph	Smith, Joyle

**Superintendent Office - 11-0000-2312-501210-000-000000-614-09-091**

Pay support employee, Sarah Bozone, a stipend of \$500/month (total not to exceed \$6,000) for additional duties from July 1, 2024 to June 30, 2025, prorated as appropriate.

**Superintendent Office - 11-0000-2312-501210-000-000000-614-09-091**

Pay support employee, Mekala Corrigan, a stipend of \$500/month (total not to exceed \$6,000) for additional duties from July 1, 2024 to June 30, 2025, prorated as appropriate.

**Champs Mentorship Program Stipend – Funded by the Foundation for Tulsa Schools (Pending)**

Pay staff, to be named, a stipend of up to \$2,000 (total not to exceed \$10,160) to lead the Champs Mentorship Afterschool Program during the 2023-2024 school year.

	Create	Delete
Title - Site / Department	<b>Coordinator-Multi-Tiered Systems Support</b> - Enrollment Center / Student and Family Support Services	NA
Funding Source	11-6210-2213-501110-239-000000-108-05-020-6210	
Pay Grade & Range	BG-8	
Contract Period	12 Months	
Duties	The Coordinator of Multi-tiered Systems of Support (MTSS) will support the planning, continuous improvement, and implementation of MTSS. The coordinator is tasked with training, consulting, and supporting administrators and school-based leadership teams to facilitate implementation of MTSS, to support schools in the development of positive school climate and classroom management.	
Budget Difference	<b>\$50,000 - \$84,000</b>	
Reason for Action	Alignment with district and department needs. Effective July 1, 2024	

	Create	Delete
Title - Site / Department	<b>College and Career Advisor</b> - ESC / Advanced Learning (4 Positions)	NA
Funding Source	11-0000-2120-501110-000-000000-203-05-064-7950	
Pay Grade & Range	EG-3 \$45,253 - \$67,925 per position	
Contract Period	210 Days	
Duties	The College and Career Advisor is responsible for working with the Manager of Academic Counseling to provide secondary schools with support to help students develop college and career goals and programs of study. The College and Career Advisor will also work with the College and Career Readiness Coordinator to utilize ICAP data as a baseline for advising students and assisting them with creating their personal career and academic plans. This position will provide support to individual students so that they can develop realistic academic and post-secondary plans. The ultimate goal for this position is that students will be better prepared for success in college, career, and life.	
Budget Difference	<b>\$181,012 - \$271,700</b>	
Reason for Action	Alignment with district and department needs.	

	Create	Delete
Title - Site / Department	<b>Certified Athletic Trainers</b> - ESC / Athletics (4 Positions)	NA
Funding Source	11-0000-2199-501210-800-000000-307-16-068	
Pay Grade & Range	BG-8 \$56,000 - \$84,000 / position	
Contract Period	12 Months	
Duties	Provide and coordinate athletic training services to high school and junior high student athletes in Tulsa Public Schools as well as employees of the district. Is a clinical site preceptor for athletic training students from the collegiate/university level as needed. Ensure athlete compliance of submission of physical forms and participation forms as required by the OSSAA and OSDE.	
Budget Difference	<b>\$224,000 - \$336,000</b>	
Reason for Action	Alignment with district and department needs.	

	Create	Delete
Title - Site / Department	<b>Secondary Counselor Coach</b> - ESC / Postsecondary Readiness (2 Positions)	NA
Funding Source	Perkins Grant	
Pay Grade & Range	EG-5 \$56,500 - \$84,700 per position	
Contract Period	12 Months	
Duties	The Secondary School Counselor Coach works to assist in the development of effective school counselors to maximize student success. The school counselor coach supports new and experienced counselors to ensure students receive a high-quality sequence of rigorous coursework to prepare them for success in college and careers. This position ensures that school counselors are developed and supported to provide each student with an individualized and equitable academic trajectory, leading to increased graduation rates, increased college enrollment and completion rates, and successful workforce entry.	
Budget Difference	<b>\$113,000 - \$169,400</b>	

## SUPPORTING INFORMATION

## CONSENT ITEM E.6

## POSITION CREATIONS/DELETIONS

Reason for Action	Alignment with district and department needs. Effective July 1, 2024	
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	Create	Delete
Title - Site / Department	<b>Implementation Specialist</b> - Enrollment Center / Student and Family Support Services <b>(3 Positions)</b>	NA
Funding Source	11-7821-2199-501210-482-000000-110-05-020	
Pay Grade & Range	BG-6 \$47,476 - \$66,700 / position	
Contract Period	190 Days	
Duties	The Implementation Specialist acts as a mental health advocate, liaison between community agencies and government institutions and Team Tulsa sites, and district level social service specialists focused on student and family support. The implementation specialist is an advocate for students and families and collaborates with agencies/institutions, Team Tulsa schools, district personnel/support, and community stakeholders to increase access to mental health related services and improve continuity of care for students and stakeholders in need of mental health related support.	
Budget Difference	<b>\$142,428 - \$200,100</b>	
Reason for Action	Alignment with district and department needs. Effective July 1, 2024	

	Create	Delete
Title - Site / Department	<b>Instructional Mentor - International Academy</b>	NA
Funding Source		
Pay Grade & Range	EG-3	
Contract Period	12 Months	
Duties	International Academy Instructional Mentors provide instructional mentoring support to all teachers working with cohorts of multilingual learners that have recently started schooling in the United States at sites with a designated "International Academy". In addition to 1:1 mentoring, Instructional Mentors provide equity centered professional learning opportunities to teachers in areas such as class culture and climate, implementing the Tulsa Way for Multilingual learners, including high-leverage instructional strategies, classroom management, analysis of student work, with a focus on supportive instructions for multilingual learners. As an Instructional Mentor, individuals will influence, coach, motivate, and develop groups of novice and experienced teachers to reach ambitious goals with students within the International Academy classrooms.	
Budget Difference	<b>\$48,700 - \$73,100</b>	
Reason for Action	Alignment with district and department needs. Effective July 1, 2024	

	Create	Delete
Title - Site / Department	<b>International Teacher Program Coordinator</b>	NA
Funding Source		
Pay Grade & Range	BG-7	
Contract Period	12 Months	
Duties	The international teacher program coordinator is passionate about international teacher exchanges, language and cultural education, a fast learner, and a team player. The program coordinator serves as the primary point of contact for international teachers working in Tulsa Public Schools. The program coordinator will engage in recruitment of international teachers, conduct interviews with potential international candidates, screen and process visa-related documentation of international teachers, manage the teacher certification transfer process for international teachers, and support international teachers as they move to Tulsa to become part of their new community.	
Budget Difference	<b>\$50,000 - \$75,000</b>	
Reason for Action	Alignment with district and department needs. Effective July 1, 2024	

	Create	Delete
Title - Site / Department	<b>Dual Language and World Language Partner</b> - Wilson / Teaching and Learning <b>(2 Positions)</b>	NA
Funding Source	11-0000-2213-501110-410-000000-211-06-070-	

## SUPPORTING INFORMATION

## CONSENT ITEM E.6

## POSITION CREATIONS/DELETIONS

Pay Grade & Range	EG-4 \$52,500 - \$78,700 / position	
Contract Period	12 Months	
Duties	The dual language and world language partner, in collaboration with the Director of dual language and world language pathways and other members of Language and Cultural Services, is responsible for delivering within their network high-quality instructional resources, enhancing classroom practices, and scaling effective programs to increase Tulsa Public Schools students' achievement and to prepare all students for success in college, career, and life. The dual language and world language Partner works with instructional leadership directors, school leaders, and teachers to provide leadership for dual language and world language pathways in the district.	
Budget Difference	<b>\$105,000 - \$157,400</b>	
Reason for Action	Alignment with district and department needs. Effective July 1, 2024	

	<b>Create</b>	<b>Delete</b>
Title - Site / Department	<b>Dual Language and World Language Mentor - Wilson / Teaching and Learning (2 Positions)</b>	<b>NA</b>
Funding Source	11-0000-2213-501110-410-000000-211-06-070-	
Pay Grade & Range	EG-3 \$48,700 - \$73,100 / position	
Contract Period	12 Months	
Duties	Dual language and world language mentors provide instructional support for Dual language and world language pathways teachers in Tulsa Public Schools to improve teacher performance and increase student achievement in academics, multilingualism, and multiculturalism. Dual language and world language mentors set development goals for teachers and regularly support them to meet those goals through coaching conversations, in-class coaching, growth-oriented feedback, and cohort-based professional learning opportunities. Areas of development can include curriculum internalization, class culture, and climate, implementing the dual language and world language mentor approach, including high-leverage instructional strategies, classroom management, analysis of student work, differentiated instruction, and supportive instruction to build academics, multilingualism, and multiculturalism for all students. Mentors build relationships, coach, inspire, motivate, and develop groups of novice teachers to reach ambitious goals with students, and support our district's efforts to offer outstanding multilingual pathways learning opportunities.	
Budget Difference	<b>\$97,400 - \$146,200</b>	
Reason for Action	Alignment with district and department needs. Effective July 1, 2024	

<b>TITLE CHANGE</b>	<b>Proposed Title</b>	<b>Current Title</b>
Title - Site / Department	<b>Coordinator of Counseling Education, Training and Development - Enrollment Center / Student and Family Support Services 2 Positions</b>	<b>Social Services Network Manager - Enrollment Center / Student and Family Support Services 100024450; 100024452</b>
Funding Source	11-0000-2113-501210-000-000000-xxx-06-020	11-0000-2113-501210-000-000000-352-06-020
Pay Grade & Range	BG-8 \$94,160 - \$141,238	BG-8 \$94,160 - \$141,238
Contract Period	190 Days	190 Days
Duties	The Coordinator of Elementary Counseling Education, Training and Development is responsible for implementing a sustainable ASCA aligned system of tiered supports to address student emotional, behavioral, and mental health supports for elementary academic counseling. This role ensures all elementary school counselors and deans are developed, aligned with the ASCA model, and supported to provide each student with an individualized and equitable academic trajectory, leading to increased attendance, increased awareness of emotional intelligence while working with school counselors and deans to eliminate barriers to learning. This role leverages data to surface and address programmatic gaps and inequities and scales effective programs to increase Tulsa Public Schools' student achievement and to prepare all students for academic success. The Coordinator of Elementary Counseling Education, Training and Development will also develop professional development and support to build school personnel knowledge and skill.	The Social Services Network Manager will be assigned to develop, manage, support, and deliver Tier 2 and Tier 3 services to a specific network of schools in collaboration with a designated district-level team. This position requires monitoring of student performance data and emotional, behavioral, and mental health data across the network and in individual schools to meet the emotional, behavioral, and mental health needs of students to eliminate barriers to learning and to enhance academic success. The Social Services Network Manager identifies the needs of students who are at risk for developing mental and behavioral health challenges in schools in their assigned network and coordinates resources or delivers school-based Tier 2 services to meet these needs. This licensed professional will work directly with the Manager of Mental Health Services to oversee the coordination of community-based mental health agencies that provide services within their assigned schools to ensure these services meet student needs. The Social Services Network Manager will also provide professional development and support to build school personnel knowledge and skill in the unique needs of students who are at risk of or are experiencing social, emotional, and mental health challenges.
Budget Difference	<b>Budget Neutral</b>	
Reason for Action	To align with district goals and strategies to better serve students. Effective date of change July 1, 2024	

TITLE CHANGE	Proposed Title	Current Title
Title - Site / Department	<b>Coordinator Social Services Supports</b> - Enrollment Center / Student and Family Support Services <b>2 Positions</b>	<b>Social Services Network Manager</b> - Enrollment Center / Student and Family Support Services <b>100024449, 100024454</b>
Funding Source	11-0000-2113-501210-000-000000-xxx-06-020-	11-0000-2113-501210-000-000000-352-06-020-
Pay Grade & Range	BG-8 \$94,160 - \$141,238	BG-8 \$94,160 - \$141,238
Contract Period	190 Days	190 Days
Duties	The Coordinator of Social Service Specialists is a key role responsible for overseeing and coordinating the efforts of social service specialists who work directly with students and families. This position involves strategic planning, program development, personnel management, and collaboration with various stakeholders to ensure the effective delivery of social services to support student well-being and academic success.	The Social Services Network Manager will be assigned to develop, manage, support, and deliver Tier 2 and Tier 3 services to a specific network of schools in collaboration with a designated district-level team. This position requires monitoring of student performance data and emotional, behavioral, and mental health data across the network and in individual schools to meet the emotional, behavioral, and mental health needs of students to eliminate barriers to learning and to enhance academic success. The Social Services Network Manager identifies the needs of students who are at risk for developing mental and behavioral health challenges in schools in their assigned network and coordinates resources or delivers school-based Tier 2 services to meet these needs. This licensed professional will work directly with the Manager of Mental Health Services to oversee the coordination of community-based mental health agencies that provide services within their assigned schools to ensure these services meet student needs. The Social Services Network Manager will also provide professional development and support to build school personnel knowledge and skill in the unique needs of students who are at risk of or are experiencing social, emotional, and mental health challenges.
Budget Difference	<b>Budget Neutral</b>	
Reason for Action	To align with district goals and strategies to better serve students. Effective date of change July 1, 2024	

TITLE CHANGE	Proposed Title	Current Title
Title - Site / Department	<b>Coordinator of Crisis Intervention &amp; Management</b> - Enrollment Center / Student and Family Support Services <b>2 Positions</b>	<b>Social Services Network Manager</b> - Enrollment Center / Student and Family Support Services <b>100024451, 100024453</b>
Funding Source	11-0000-2113-501210-000-000000-xxx-06-020-	11-0000-2113-501210-000-000000-352-06-020-
Pay Grade & Range	BG-8 \$112,000 - \$168,000	BG-8 \$94,160 - \$141,238
Contract Period	12 Months	190 Days
Duties	The Coordinator of Student Crisis and Case Management is a pivotal role responsible for overseeing the coordination and delivery of crisis intervention services and case management support to students experiencing various personal, emotional, or behavioral challenges. This position involves collaboration with school staff, community agencies, and families to ensure that students receive timely and appropriate assistance to address their needs and promote their well-being. This role will provide leadership necessary to ensure comprehensive student support services in schools that includes tiered intervention and prevention supports, positive behavior interventions and systems, counseling supports, and capacity building for student supports. The position collaborates closely with administration, teachers, parents, special education, community partners, and state agencies.	The Social Services Network Manager will be assigned to develop, manage, support, and deliver Tier 2 and Tier 3 services to a specific network of schools in collaboration with a designated district-level team. This position requires monitoring of student performance data and emotional, behavioral, and mental health data across the network and in individual schools to meet the emotional, behavioral, and mental health needs of students to eliminate barriers to learning and to enhance academic success. The Social Services Network Manager identifies the needs of students who are at risk for developing mental and behavioral health challenges in schools in their assigned network and coordinates resources or delivers school-based Tier 2 services to meet these needs. This licensed professional will work directly with the Manager of Mental Health Services to oversee the coordination of community-based mental health agencies that provide services within their assigned schools to ensure these services meet student needs. The Social Services Network Manager will also provide professional development and support to build school personnel knowledge and skill in the unique needs of students who are at risk of or are experiencing social, emotional, and mental health challenges.
Budget Difference	<b>\$17,840 - \$26,762</b>	
Reason for Action	To align with district goals and strategies to better serve students. Effective date of change July 1, 2024	

TITLE CHANGE	Proposed Title	Current Title
Title - Site / Department	<b>Security Officer</b> - ESC / Campus Police & Security Services	<b>Campus Security Officer</b> - ESC / Campus Police & Security Services
Funding Source	21-0000-2660-501210-000-000000-959-17-049-	21-0000-2660-501210-000-000000-959-17-049-
Pay Grade & Range	H-11 \$15.32/hr. to \$19.90/hr.	H-11 \$15.32/hr. to \$19.90/hr.
Contract Period	12 Months	12 Months
Duties		
Budget Difference	<b>Budget Neutral</b>	
Reason for Action	Alignment with industry standards and recruiting purposes.	

TITLE CHANGE	Proposed Title	Current Title
Title - Site / Department	<b>Police Officer</b> - ESC / Campus Police & Security Services	<b>School Safety Officer</b> - ESC / Campus Police & Security Services

## SUPPORTING INFORMATION

## CONSENT ITEM E.6

## POSITION CREATIONS/DELETIONS

Funding Source	21-0000-2660-501210-000-000000-959-17-049-	21-0000-2660-501210-000-000000-959-17-049-
Pay Grade & Range	H-16 \$19.00/hr. to \$25.19/hr.	H-16 \$19.00/hr. to \$25.19/hr.
Contract Period	12 Months	12 Months
Duties		
Budget Difference	<b>Budget Neutral</b>	
Reason for Action	Alignment with industry standards and recruiting purposes.	

TITLE CHANGE	Proposed Title	Current Title
Title - Site / Department	<b>Director of Title Services</b> - ESC / Federal Programs and Special Projects	<b>Director of Federal Programs</b> - ESC / Federal Programs and Special Projects
Funding Source	11-7860-2330-501210-000-000000-108-05-093-7860	11-7860-2330-501210-000-000000-108-05-093-7860
Pay Grade & Range	BG-11 \$79,100 - \$118,700	BG-11 \$79,100 - \$118,700
Contract Period	12 Months	12 Months
Duties		
Budget Difference	<b>Budget Neutral</b>	
Reason for Action	Clarification of the role for external communication.	

TITLE CHANGE	Proposed Title	Current Title
Title - Site / Department	<b>Leadership Development Coach - Lead</b> - ESC / Team Schools	<b>Director - Leadership and Pipeline Development</b> - ESC / School Leader Development
Funding Source	11-0000-2213-501110-000-000000-354-05-035-7950	11-7950-2213-501110-000-000000-354-05-035-7950
Pay Grade & Range	EG-11 \$88,200 - \$132,400	EG-11 \$88,200 - \$132,400
Contract Period	12 Months	12 Months
Duties	The Leadership Development Coach - Lead will lead the development and implementation of high-quality internal school leader preparation pathways and effective new school leader programs and supports to ensure that principals and assistant principals are well prepared, well-supported, and able to positively impact teacher growth and student learning to help every child succeed. The director will be responsible for collaborating across the district to put in place systems to develop, support, and retain school leaders – from aspiring school leader experiences through their beginning year and beyond. Specific functions residing on the team will include: strategic implementation of internal pipeline program for aspiring school leaders; development of a professional learning trajectory for new school leaders; rollout of a comprehensive model of school leader supports; and strategic partnerships with key school leader development partners to further establish a comprehensive network of growth and support.	The Director of Leadership and Pipeline Development will lead the development and implementation of high-quality internal school leader preparation pathways and effective new school leader programs and supports to ensure that principals and assistant principals are well prepared, well-supported, and able to positively impact teacher growth and student learning to help every child succeed. The director will be responsible for collaborating across the district to put in place systems to develop, support, and retain school leaders – from aspiring school leader experiences through their beginning year and beyond. Specific functions residing on the team will include: strategic implementation of internal pipeline program for aspiring school leaders; development of a professional learning trajectory for new school leaders; rollout of a comprehensive model of school leader supports; and strategic partnerships with key school leader development partners to further establish a comprehensive network of growth and support.
Budget Difference	<b>Budget Neutral</b>	
Reason for Action	Alignment with district and department needs.	

TITLE CHANGE	Proposed Title	Current Title
Title - Site / Department	<b>Instructional Mentor</b> - Wilson / Teaching and Learning (8 Positions)	<b>Instructional Mentor</b> - TTC - Wilson / Teaching and Learning (8 Positions)
Funding Source	11-xxxx-2213-501110-494-000000-211-05-044-xxxx	11-xxxx-2213-501110-494-000000-211-05-044-xxxx
Pay Grade & Range	EG-3 \$48,700 - \$73,100 / position \$389,600 - \$584,800 total	EG-3 \$48,700 - \$73,100 / position \$389,600 - \$584,800 total
Contract Period	12 Months	12 Months
Duties	Instructional Mentors provide instructional mentoring support to novice teachers in high need schools across the district. In addition to 1:1 mentoring, Instructional Mentors provide equity centered professional learning opportunities to teachers in areas such as class culture and climate, implementing the Tulsa Way for Teaching and learning, including high-leverage instructional strategies, classroom management, analysis of student work, differentiated instruction, and supportive instruction for English learners and students with special needs. As an Instructional Mentor, individuals will influence, coach, motivate, and develop groups of novice teachers to reach ambitious goals with students.	
Budget Difference	<b>Budget Neutral</b>	
Reason for Action	Alignment with district and department needs.	

TITLE CHANGE	Create	Delete
Title - Site / Department	<b>Payroll Accountant</b> - ESC / Payroll & Accounting	<b>Payroll Accountant - Stimulus Funded</b> - ESC / Payroll & Accounting
Funding Source	11-0000-2511-501210-000-000000-301-05-052	11-7950-2511-501210-000-000000-301-05-052-7950
Pay Grade & Range	H-17 \$20.65/hr. to \$27.17/hr.	BG-5 \$39,600 - \$59,400

## SUPPORTING INFORMATION

## CONSENT ITEM E.6

## POSITION CREATIONS/DELETIONS

<b>Contract Period</b>	12 Months	12 Months
<b>Duties</b>	Performs account reconciliations, deduction set up, billing, and administers employee health insurance deductions for 9-month employees.	Performs account reconciliations, deduction set up, billing, and administers employee health insurance deductions for 9-month employees.
<b>Budget Difference</b>	<b>Budget Neutral</b>	
<b>Reason for Action</b>	Change funding source from ESSER/Stimulus to district paid. Change grade to align with new FLSA regulations . Effective July 1, 2024	

<b>TITLE CHANGE</b>	<b>Create</b>	<b>Delete</b>
<b>Title - Site / Department</b>	<b>Accounting Operations Clerk - ESC / Accounting</b>	<b>Accounting Operations Clerk - Stimulus Funded - ESC / Accounting</b>
<b>Funding Source</b>	11-0000-2511-501210-000-000000-601-05-052-	11-7950-2511-501210-000-000000-601-05-052-7950
<b>Pay Grade &amp; Range</b>	H-11 \$15.32/hr. - \$19.90/hr.	H-11 \$15.32/hr. - \$19.90/hr.
<b>Contract Period</b>	12 Months	12 Months
<b>Duties</b>	Under the guidance of the Director of Accounting, the Accounting Operations Clerk will support the coordination and execution of various related tasks for several work streams across the accounting team and other areas as needed. This person will execute operational tasks and provide clerical support to ensure daily and cyclical department operations are carried out efficiently (e.g. prepare reports, process information requests, support others in the core functions of the team).	Under the guidance of the Director of Accounting, the Accounting Operations Clerk will support the coordination and execution of various related tasks for several work streams across the accounting team and other areas as needed. This person will execute operational tasks and provide clerical support to ensure daily and cyclical department operations are carried out efficiently (e.g. prepare reports, process information requests, support others in the core functions of the team).
<b>Budget Difference</b>	<b>Budget Neutral</b>	
<b>Reason for Action</b>	Change funding source from ESSER/Stimulus to district paid. Effective July 1, 2024	

<b>TITLE CHANGE</b>	<b>Create</b>	<b>Delete</b>
<b>Title - Site / Department</b>	<b>Purchasing Tech AP - ESC / Materials Management</b>	<b>Purchasing Tech AP - Stimulus Funded - ESC / Materials Management</b>
<b>Funding Source</b>	11-0000-2520-501210-000-000000-609-08-054-	11-xxxx-2520-501210-000-000000-609-08-054-xxxx
<b>Pay Grade &amp; Range</b>	H-11 \$15.32/hr. to \$19.00/hr.	H-11 \$15.32/hr. to \$19.00/hr.
<b>Contract Period</b>	12 Months	12 Months
<b>Duties</b>	Work with vendors and users to expedite receipt of goods, reconcile invoices to purchase orders, resolve discrepancies and make appropriate system entries. This position is funded with stimulus dollars and will be deleted once stimulus funding is no longer available.	Work with vendors and users to expedite receipt of goods, reconcile invoices to purchase orders, resolve discrepancies and make appropriate system entries. This position is funded with stimulus dollars and will be deleted once stimulus funding is no longer available.
<b>Budget Difference</b>	<b>Budget Neutral</b>	
<b>Reason for Action</b>	Change funding source from ESSER/Stimulus to district paid. Effective July 1, 2024	

	<b>Create</b>	<b>Delete</b>
<b>Title - Site / Department</b>	<b>NA</b>	<b>Director - Family Engagement &amp; Partnership - Stimulus Funded - ESC / Family Community &amp; Youth Partnership</b>
<b>Funding Source</b>		11-7950-2560-501210-000-000000-344-05-038-7950
<b>Pay Grade &amp; Range</b>		BG-10
<b>Contract Period</b>		12 Months
<b>Duties</b>		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.
<b>Budget Difference</b>		<b>(\$70,500 - \$105,700)</b>
<b>Reason for Action</b>		Funding no longer available

	<b>Create</b>	<b>Delete</b>
<b>Title - Site / Department</b>	<b>NA</b>	<b>Buyer - Stimulus Funded - ESC / Materials Management</b>
<b>Funding Source</b>		11-7950-2520-501210-000-000000-511-05-054-7950
<b>Pay Grade &amp; Range</b>		BG-4
<b>Contract Period</b>		12 Months
<b>Duties</b>		Responsible for procurement of assigned commodity groups.
<b>Budget Difference</b>		<b>(\$35,568 - \$53,000)</b>

## SUPPORTING INFORMATION

## CONSENT ITEM E.6

## POSITION CREATIONS/DELETIONS

Reason for Action		Funding no longer available
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	Create	Delete
Title - Site / Department	NA	<b>Purchasing Operations Associate - Stimulus Funded</b> - ESC / Materials Management
Funding Source		11-7950-2520-501210-000-000000-511-05-054-7950
Pay Grade & Range		BG-5
Contract Period		12 Months
Duties		Under the guidance of the Director of Materials Management, the team member will support the coordination and execution of various projects and related tasks for several work streams across procurement, materials management and other areas as needed. This person will also executes operational tasks and provide high-level administrative support to ensure daily and cyclical department operations are carried out efficiently (e.g. prepare reports, process information requests, coordinate and manage small projects to support the functions of the team.
Budget Difference		<b>(\$39,600 - \$59,400)</b>
Reason for Action		Funding no longer available

	Create	Delete
Title - Site / Department	NA	<b>Coordinator-Network Social Emotional Learning - Stimulus Funded</b> - Enrollment Center / Student & Family Services
Funding Source		11-7950-2112-501210-000-000000-110-05-020-7950
Pay Grade & Range		BG-7
Contract Period		12 Months
Duties		Network Social Emotional Learning Coordinators will lead the planning, continuous improvement, and implementation of Multi-Tiered Systems of Support for Social & Emotional Learning (MTSS-SEL) to support schools in the development of positive school climate, classroom management, social & emotional skills development, restorative practices, and behavioral interventions processes. The Network SEL Coordinator will work closely with assigned Network(s) to provide strategic planning, professional learning, coaching, and technical assistance to assigned schools.
Budget Difference		<b>(\$50,000 - \$75,000)</b>
Reason for Action		Funding no longer available

	Create	Delete
Title - Site / Department	NA	<b>Manager-TM Data Strategy</b> - ESC / Educator Effectiveness & Professional Learning
Funding Source		11-0000-2490-501210-000-000000-109-04-044
Pay Grade & Range		BG-6 \$44,500 - \$66,700
Contract Period		12 Months
Duties		The project manager for educator effectiveness is responsible for implementing, managing and ensuring the successful and timely completion of projects related to the district's educator effectiveness initiative. Provide school leaders and teachers with relevant analytics for growth and improvement including observation and feedback, value-added measures and student perception data. Develop tools and resources that support teachers and school leaders' use of this data for purposes of improving teaching practice.
Budget Difference		<b>(\$44,500 - \$66,700)</b>
Reason for Action		Alignment with district needs.

	Create	Delete
Title - Site / Department	NA	<b>Student Immigrant Coordinator</b> - Enrollment Center / Teaching and Learning
Funding Source		11-0293-2199-501210-410-000000-615-05-070-0293 11-5710-2199-501210-410-000000-615-05-070-5710
Pay Grade & Range		BG-5
Contract Period		12 Months
Duties		Performs work in coordinating all aspects of the program for immigrant students and their families in the school district. The position is characterized by a strong desire to work with teachers, aides, administrators, parents, and other community members to ensure that immigrant students are acclimated to the United States and school district, develop English fluency and attain high academic achievement in English within a reasonable amount of time. Assists in identifying, assessing and preparing reports of academic progress for immigrant students in the district.

SUPPORTING INFORMATION

CONSENT ITEM E.6

POSITION CREATIONS/DELETIONS

Budget Difference		(\$39,600 - \$59,400)
Reason for Action		Alignment with district needs.

DRAFT

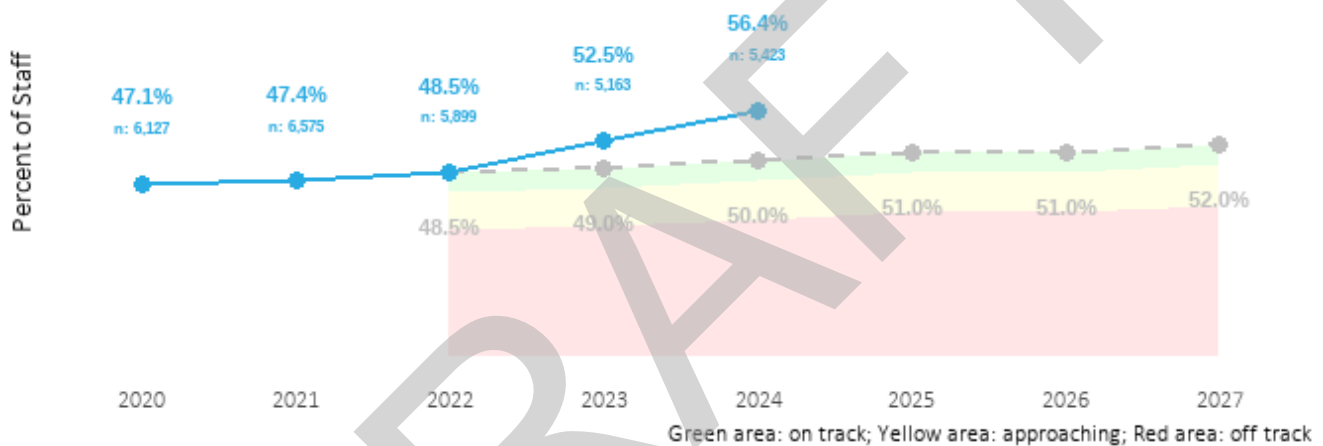
## Tulsa Public Schools 2022-2027 Strategic Plan: Guardrail Monitoring Report

### Guardrail 1: The superintendent will not cause or allow conditions, practices, or procedures that are inequitable for students.

Overall Guardrail Status: On track

*Interim Guardrail 1.1: The percentage of bilingual or multilingual staff and staff of color will increase from 49% in June 2022 to 52% in May 2027.*

Interim Guardrail Status: On track



### Information about this interim

#### Metric information

This metric includes our staff members who are either multilingual or who aren't white. Multilingual staff are members of TPS who speak a language in addition to English; the most common non-English language spoken is Spanish.

#### Why it matters

Tulsa Public Schools is a large school district which serves an array of students and families from different ethnicities and backgrounds. Decreasing the percentage of staff who are white or monolingual provides students with a different set of adult role models. Over time, this could create different environments and conditions for our students.

## Breakdowns for Multilingual, Non-White Staff

Spring 2024

Language	Number of Staff	Percent of Staff
<b>Spanish</b>	761	14.03%
<b>Other</b>	183	3.37%
<b>French</b>	44	0.81%
<b>ASL</b>	17	0.31%
<b>Chinese</b>	15	0.28%
<b>Russian</b>	12	0.22%
<b>Arabic</b>	11	0.20%
<b>Hmong</b>	10	0.18%
<b>Dari</b>	7	0.13%
<b>Urdu</b>	7	0.13%
<b>Pashto</b>	6	0.11%
<b>Tagalog</b>	5	0.09%
<b>Vietnamese</b>	5	0.09%
<b>Ukrainian</b>	1	0.02%

Gender	2021	2022	2023	2024
<b>Female</b>	2,407	2,190	1,957	2,075
<b>Male</b>	723	681	659	715

Ethnicity	2021	2022	2023	2024
<b>Asian</b>	120	105	93	101
<b>African American</b>	1,665	1,474	1,241	1,285
<b>Hispanic/Latino</b>	715	639	613	735
<b>Native American</b>	363	329	277	284
<b>White</b>	223	229	195	241

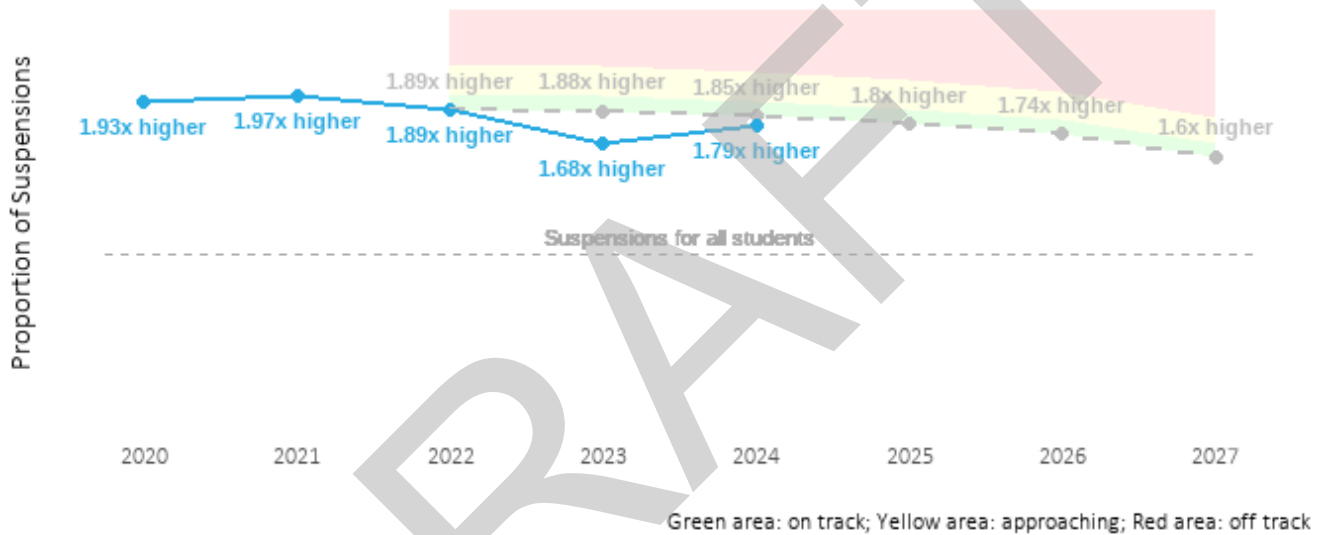
## Tulsa Public Schools 2022-2027 Strategic Plan: Guardrail Monitoring Report

### Guardrail 1: The superintendent will not cause or allow conditions, practices, or procedures that are inequitable for students.

Overall Guardrail Status: On Track

*Interim Guardrail 1.2: Disproportionate suspension rates for black students will decrease from 1.89X higher than the overall average suspension rate for all students in May 2022 to no more than 1.65X higher in May 2027.*

Interim Guardrail Status: On Track



### Information about this interim

#### Metric information

This data tracks the ratio of the suspension rates for Black students to the suspension rate for the entire student population. In other words, this shows how much more or less likely Black students are to be suspended in relation to the total student population.

#### Why it matters

Students acting out and being suspended from school is often an indicator that they have unmet emotional health and wellness needs. In addition to taking away valuable instructional time, suspensions may also increase dropout rates and increase risks of further disciplinary referrals and involvement in the criminal justice system.

## Suspension breakdowns

	SY20-21	SY21-22	SY22-23	SY23-24
<b>Percent of Black Students Suspended</b>	3.7%	17.1%	18.4%	17.6%
<b>Percent of All Students Suspended</b>	1.8%	9.0%	11.0%	9.8%

School Level	SY20-21		SY21-22		SY22-23		SY23-24	
	Percent of Black students suspended	Percent of all students suspended	Percent of Black students suspended	Percent of all students suspended	Percent of Black students suspended	Percent of all students suspended	Percent of Black students suspended	Percent of all students suspended
<b>Elementary</b>	1.8%	1.1%	11.8%	5.9%	11.6%	6.3%	11.3%	5.8%
<b>Middle</b>	8.1%	4.0%	32.4%	17.9%	33.4%	22.4%	34.2%	20.9%
<b>High School</b>	4.0%	1.9%	17.4%	9.7%	20.0%	11.7%	17.2%	10.0%

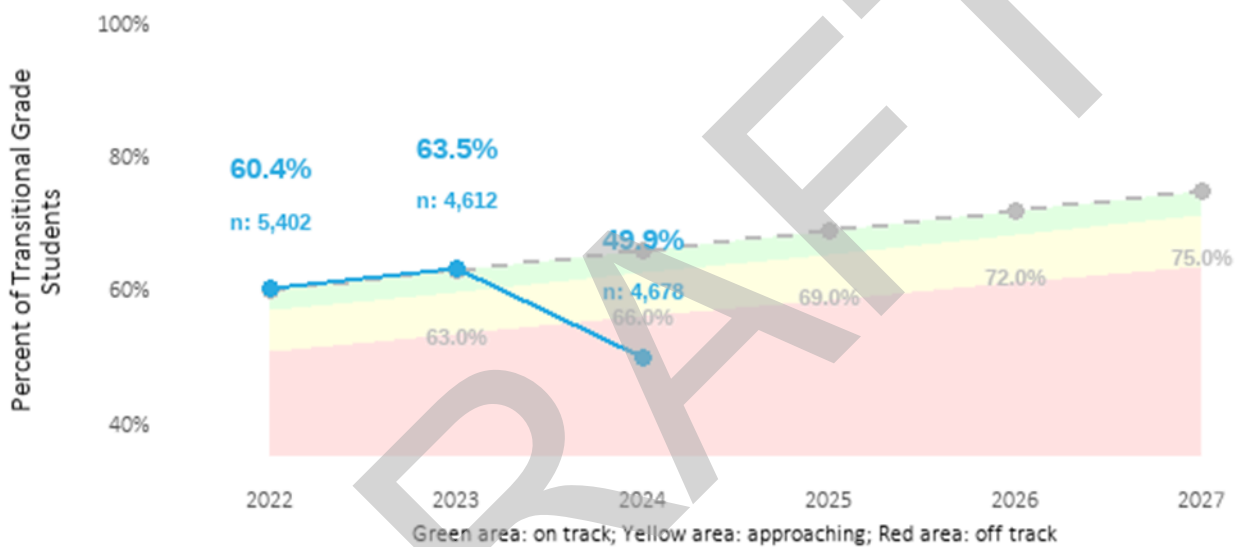
## Tulsa Public Schools 2022-2027 Strategic Plan: Guardrail Monitoring Report

### Guardrail 1: The superintendent will not cause or allow conditions, practices, or procedures that are inequitable for students.

Overall Guardrail Status: On Track

*Interim Guardrail 1.3: The percentage of transitional grade students (5th and 8th graders) who participate in the school choice process will increase from 60% in February 2022 to 75% in February 2027.*

Interim Guardrail Status: Off Track



### Information about this interim

#### Metric information

School choice refers to each family's opportunity to choose a school within the district. This might mean a neighborhood school or another district school with a special offering that creates the best fit. School choice applications enable students to apply to different schools within the district. This is especially common in transitional grades as students move from elementary to middle or middle to high school.

This metric measures the percentage of students within transitional grades who submit school choice applications in the primary January/February window.

#### Why it matters

We want to be a district that provides families with quality school choice options. Historically, school choice has been accessed and used inequitably by a comparatively small percentage of our families. Our goal is to design a school system that provides all students and families an opportunity to select the school(s) they most want to attend.

## Breakdowns of school choice participation rates

Ethnicity	2022		2023		2024	
	%	n	%	n	%	n
<b>African American</b>	46.1%	1,118	51.1%	1,038	45.6%	1,024
<b>Asian</b>	44.4%	108	36.1%	83	54.4%	90
<b>Hispanic/Latino</b>	72.8%	2,228	77.0%	1,793	49.7%	1,824
<b>Multiracial</b>	55.5%	512	58.9%	448	49.4%	480
<b>Native American</b>	47.4%	293	55.1%	198	44.1%	202
<b>Pacific Islander</b>	13.2%	68	20.3%	79	20.0%	80
<b>White</b>	60.2%	1,074	61.6%	973	58.1%	978

Economic Disadvantage	2022		2023		2024	
	%	n	%	n	%	n
<b>No</b>	70.9%	997	73.6%	883	68.1%	648
<b>Yes</b>	58.2%	4,389	61.1%	3,729	46.9%	4,030

Multilingual Learner	2022		2023		2024	
	%	n	%	n	%	n
<b>Monitored/Exited</b>	78.3%	438	86.7%	345	67.8%	255
<b>No</b>	52.2%	3,095	55.8%	2,788	50.1%	2,787
<b>Yes</b>	69.9%	1,869	72.6%	1,479	46.6%	1,636

Quadrant	2022		2023		2024	
	%	n	%	n	%	n
<b>1</b>	56.3%	961	61.2%	955	48.1%	1,009
<b>2</b>	68.8%	1,349	69.6%	1,153	55.4%	1,143
<b>3</b>	56.9%	1,991	61.7%	1,414	40.9%	1,461
<b>4</b>	61.5%	988	61.1%	983	58.8%	986
<b>Out of District</b>	60.9%	87	74.7%	79	47.3%	74

Feeder	2022		2023		2024	
	%	n	%	n	%	n
<b>Central</b>	51.7%	381	56.3%	327	49.6%	387
<b>East Central</b>	54.7%	1,210	57.8%	824	37.1%	859
<b>Edison</b>	67.5%	345	60.8%	375	69.0%	393
<b>Hale</b>	66.1%	1,533	71.0%	1,142	51.9%	1,137
<b>McLain</b>	66.5%	965	69.0%	983	54.8%	957
<b>Memorial</b>	58.6%	636	61.6%	623	51.9%	591
<b>Webster</b>	39.3%	234	37.9%	240	33.3%	264