



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **August 5, 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 June 17, 2024, regular meeting of the board and the amended 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. STAFF REPORT**

**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, August 19, 2024 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.

E.2. RECOMMENDATION:

Enter into agreements with the following organizations for the continuation of an internship program for participating junior and senior high school students to earn credit for career exploration and career-related experiences pertaining to their Individual Career Academic Plans (ICAPs).

- Sheridan Road Veterinary Clinic, PLC
- Little Caesars Enterprises, INC
- Tulsa Airports Improvement Trust (Public Trust)
- Pryor Aerospace, LLC
- Veterinary Associates, INC
- BeHeard, INC
- Skyline Animal Hospital, LLC
- Tulsa International Airport, INC
- Henry Orthodontics, LLC
- Tulsa Modern Dental, PLLC
- Pinnacle Prep Academy, LLC
- Financial Literacy, LLC
- Youth Medical Mentorship, INC
- Posure Leadership Institute, INC
- Digi Security Systems, LLC
- Ms. Miracle's Child Care, LLC
- Bryant Crematory Services, LLC
- My Brother's Keeper (Impact Tulsa), LLC
- Harvey's Detail Connection, LLC
- Crossover Community Impact, INC
- Amplify Tulsa, LLC
- Family & Children Services
- Shortline Dental, PLLC
- Accurate Welding, INC
- Ethic Welding and Fabrication, LLC
- Smith's Welding and Fabrication, LLC
- Lampton Welding and Supply, INC
- Food on the Move, INC
- Williams Companies, INC
- ONE Gas, INC
- Tulsa Reginal Chamber, INC
- City of Tulsa, Municipal Corporation
- St. Francis Hospital, INC
- Ascension St. John Medical Center, LLC
- Hillcrest Medical Center, LLC
- Cherokee Nation, LLC
- Cherokee Nation Entertainment, LLC
- EDGE Core, LLC
- Lewis Home and Landscaping, LLC
- Imagicomm Communication, LLC
- Rise Consulting, LLC
- Merritts Bakery, INC
- Pancho Anaya Bakery, LLC
- YMCA, INC
- KinderCare LLC

- of Tulsa, INC
- Met Cares Foundation, INC
- Midtown Dentistry, INC
- C. Rieger Wood DDS, INC

**FURTHER RECOMMEND:**

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

**COST:** No cost to district

**RATIONALE:**

The High School Internship Program will allow student interns to earn an elective credit and gain meaningful work assignments and experience at participating organization's work sites designed to enhance their academic and career development. Participating organizations must allow a safety inspection by the internship coordinator and are expected to adhere to the terms of the employer agreement which includes educating the student intern on the industry in which the organization conducts its business, including, if applicable, its production processes, technology employed, management structure, and pertinent business and operational issues. The approval of this agenda item will authorize the district to enter into standard internship agreements with participating organizations and students.

**E.3. RECOMMENDATION:**

Renew an agreement with EVERFI, Inc. for all middle and high schools to utilize the Everfi platform during 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:** No cost to district

**RATIONALE:**

EVERFI curriculum provides supplemental lessons for our BRIDGE / Advisory teachers to be taught to students surrounding a myriad of subject matters including Cyber Bullying, Vaping, Health Sciences, and more.

**E.4. RECOMMENDATION:**

Enter into a license agreement with OVG360-BOK Center, an Oklahoma General Partnership, and Tulsa Public Schools to conduct the 59th Annual Tournament of Champions at the BOK Center which will be held on December 26, 27, 28, 2024.

**FURTHER RECOMMEND:**

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

**COST:**  
No cost to the district

**RATIONALE:**

The Tournament of Champions provides great exposure for Tulsa Public Schools at a world class entertainment venue, the BOK Center. The tradition and prestige of this event is recognized state-wide, and this event provides students, coaches and fans a memorable experience. It boars 16 teams from all OSSAA classes that qualify for the state tournament. Each year, at least one TPS school is the host of the tournament.

This widely attended tournament provides a sizable and much needed economic boost to the athletic department on an annual basis. Revenue is generated through the agreement with OVG360. OVG360 provides TPS a monetary guarantee per the agreement along with a portion of each ticket sold. The basketball tournament will be sanctioned by the OSSAA.

**E.5. RECOMMENDATION:**

Enter into an agreement with the YMCA of Greater Tulsa, LLC for hosting a community event for the completion of Free Application for Federal Student Aid (FAFSA) forms on August 10, 2024.

**FURTHER RECOMMEND:**

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

**COST:** No cost to the district

**RATIONALE:** In accordance with Oklahoma Senate Bill 92 (Title 70 O.S. § 1210.508-6), starting wit the 2024-2025 school year, all students graduating from a public high school accredited by the State Board of Education must complete and submit a Free Application for Feral Student Aid (FAFSA) as a requirement for graduation. This event aims to provide families, students, and the community assistance in completing FAFSA applications in support of meeting this requirement and in support of a pursuit of higher education in alignment with Board Goals 1 and 2.

**TEACHING AND LEARNING**

**E.6. RECOMMENDATION:**

Renew the agreement with City-County Library Commission of Tulsa County also known as Tulsa City-County Library (TCCL) to work cooperatively in providing district students with increased access to public library resources and services during 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: No cost to the district.

**RATIONALE:**

The district and TCCL will maintain a system to create public library accounts for all students linked to the district's library accounts resulting in access to TCCL digital resources and services in addition to those provided through school libraries. Public libraries provide literacy resources for children, youth and adults at all proficiency levels, thereby making an enormous contribution to supporting a reading culture and the creation of a literate society. Often district students lack access to TCCL services for various reasons including expired or lost public library cards or an inability to travel to the public library to activate accounts. Thus, some students cannot access public library digital research products and services like Homework Help Now! This project would continue TCCL accounts for all district 6th-12th grade students.

**E.7. RECOMMENDATION:**

Renew a memorandum of understanding with Harmony Project Tulsa, a 501(c)(3) organization, to provide music instruction during the 2024-2025 school year for students at the following schools:

Kendall-Whittier Elementary  
McClure Elementary  
Unity Learning Academy  
Hale Middle and High Schools  
Thoreau Demonstration Academy  
Edison Preparatory Middle and High Schools

**FURTHER RECOMMEND:**

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

COST: No cost to the district

**RATIONALE:**

Harmony Project Tulsa (HPT) is an after-school and in-school program that provides music instruction to students in orchestra, choir, drumming, ukulele, and guitar. The primary aim of HPT is to build responsible, productive, caring citizens while using music as a means of positive development and social inclusion. Participation in music education and music ensembles gives students a place to belong and develops perseverance, discipline, and teamwork. Additionally, research shows that participation in music education helps students develop literacy and math, keeps them engaged in and attending schools, and can lead to post-secondary scholarship opportunities. Schools select/choose to participate in Harmony Project and reach out to the Executive Director to request programming, which is provided based on interest and capacity.

**E.8. RECOMMENDATION:**

Renew a contract with The Art of Education University, LLC, to provide online resources, including lesson plans, videos, worksheets, artist bios, and assessments through FLEX Curriculum and professional learning courses on various topics through

PRO Learning, for all visual art teachers for the 2024-2025 school year as part of RFP# 24004. This is the first year of four optional renewals.

**FURTHER RECOMMEND:**

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

**COST:** Not to exceed \$62,930

**FUND NAME/ACCOUNT:** Bond Funds 3X-1307-XXXX-50XXXX-XXX-XXXXX-000-06-XXX-

**REQUISITION/CONTRACT:** 12502081

**RATIONALE:**

The Art of Education University provides high-quality online resources through FLEX Curriculum and PRO Learning that are easily accessible for art teachers of all grade and experience levels. AOEU allows art teachers to customize the resources provided for their needs, providing entire units and lesson plans or supplementary materials for the existing curriculum. All lesson plans are tied to the Visual Art Oklahoma Academic Standards, and resources can be downloaded, uploaded into Canvas, or shared directly with other teachers. Every elementary and secondary art teacher has a license to access this resource, and it is helpful for alternatively and emergency-certified art teachers who need additional support creating lesson plans and learning best teaching practices for an art classroom. AOEU continuously updates and adds to their offerings, providing professional development and support for district art teachers.

**E.9. RECOMMENDATION:**

Enter into an agreement with Tulsa Community College for the McKeon Center for Creativity to provide gallery tours to 6th grade students during 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:** No cost to the district

**RATIONALE:**

District 6th grade students will have the opportunity to visit the Tulsa Community College McKeon Center for Creativity where they can explore professional artwork in an authentic art gallery setting. This experience not only introduces them to high-quality art within our community but also exposes them to a partner higher education institution early in their secondary education journey, potentially igniting their interest in programs like Tulsa Achieves post-graduation.

Through guided gallery tours, students will develop critical thinking skills by analyzing artwork and engaging in visual thinking strategies that promote visual literacy. This multifaceted experience promises to enrich their cultural understanding and educational perspectives significantly.

**E.10. RECOMMENDATION:**  
Renew an agreement with Assistance League of Tulsa, Inc. to continue to offer Betty Bradstreet Assistance Fund grant opportunities to Tulsa Public Schools fine arts teachers for special projects and/or everyday use during the 2024-2025 school year. Participating schools vary year to year based on applications and acceptance.

**FURTHER RECOMMEND:**

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

**COST:** No cost to the district

**RATIONALE:**

This Betty Bradstreet Assistance Fund grant opportunity will provide teachers with the opportunity to fund additional fine arts resource needs. Fine arts classes are materials-heavy, and site budgets are limited on the amount of materials they can provide fine arts programs over the course of the year. For many years, the Betty Bradstreet Arts Education Awards have allowed many teachers to do special projects with their students that would not have been possible otherwise.

**E.11. RECOMMENDATION:**  
Renew the agreement with Reading Partners, a nonprofit public benefit corporation, to provide reading support programming to qualifying students during the 2024-2025 school year as part of Request for Proposal (RFP) #21015. This is year 3 of 4 optional one-year renewals.

**FURTHER RECOMMEND:**

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

**COST:** Not to exceed \$399,000

**FUND NAME/ACCOUNT:** Title I Funds, 11-5118-1000-503200-494-000000-000-55-XXX-5118; Program Improvement Funds, 11-5150-1000-503200-494-000000-000-55-XXX-5150; Reading Sufficient Act Funds, 11-3670-1000-503200-427-000000-000-55-XXX-3670

**RATIONALE:**

Reading Partners provides an innovative, community-based approach to support meeting our literacy goals and strategies as outlined in Goal 1 in Pathways to Opportunity. As a Tier-2 literacy intervention backed by independent, gold-standard research, Reading Partners empowers elementary students to reach their full academic and professional potential.

Community volunteers engage students in twice-weekly tutoring sessions to provide individualized instruction to struggling readers. Reading Partners provides one-on-one reading support to qualifying students utilizing structured curriculum-based materials. Reading Partners ensures that volunteers providing reading support are appropriately trained and receive ongoing coaching and support.

Tulsa Public Schools has partnered with Reading Partners since 2013, and this partnership has contributed to improvements in student learning and attendance.

District data and research conducted by Impact Tulsa show Reading Partners' students are more likely to attend school and less likely to be chronically absent while enrolled in the program. Attending Reading Partners is associated with a 1% increase in cumulative average daily attendance (ADA) and participating in 20+ sessions) is associated with a 2% increase in ADA.

During the 2023-2024 school year, 545 volunteers tutored 596 students in 17 schools as part of Reading Partners. On average, attendance was 94%. 553 students completed an end of year assessment, and of those students:

- 93% of students have met or exceeded their primary literacy growth goals set by Reading Partners on STAR
- 92% of students in Reading Partners have shown growth on MAP Reading RIT scores
- 44% of students in Reading Partners increased their percentile rank compared with 36% of all students in Tulsa Public Schools

Schools may opt to participate in this program.

**E.12. RECOMMENDATION:**

Enter into an agreement with Vega & Treviño Consulting, LLC., to host the Tulsa Public Schools Hispanic Heritage Festival on October 13, 2024 at Guthrie Green.

**FURTHER RECOMMEND:**

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

**COST:** No cost to the district

**RATIONALE:**

As a diverse school system, Tulsa Public Schools will celebrate Hispanic Heritage Month by hosting a Hispanic Heritage Festival at the Guthrie Green. In partnership with Vega and Trevino, LLC, the festival aims to promote and recognize the contributions, heritage, and cultural diversity of our Hispanic students, families, team members, and community through music, folklore, dances, a carnival walk, food, local vendor showcases, and fun activities on October 13, 2024. The festival will capture the essence of and diversity of the Hispanic community in Tulsa Public Schools. This festival is for the entire community and a family-friendly event. The TPS Hispanic Heritage Festival is part of the Hispanic Heritage Month celebration that takes place from September 15 - October 15.

**E.13. RECOMMENDATION:**

Renew the agreement with Greenwood Rising, Inc. to provide onsite educational services and programming 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 \$400,000

FUND NAME/ACCOUNT: Bond Fund 3X-13XX-XXXX-XXXXXX-XXX-000000-000-XX-XXX

**RATIONALE:**

As part of the 2021 Bond package, the district will provide up to \$1,000,000 over the period of the 2021 Bond for the purchase of equipment, furnishings, and non-consumable classroom materials. The TPS 2021 Bond Plan included funding for equipment and curriculum resources to support learning trips for students including a minimum of one visit for every eighth grade class, annually. Since 2021, Tulsa Public Schools students in grades 3-12 engage in social studies lessons collaboratively designed by district staff, teachers, and historians on the Tulsa Race Massacre and Greenwood. This guided tour of the Greenwood Rising Historical Center provides students with an immersive experience of the remarkable and resilient story of Greenwood. Students, led by docents, interact with technology and engage in a curriculum designed by Tulsa Public Schools to see the history of this community come to life on the very site where Black Wall Street used to stand.

**E.14. RECOMMENDATION:**

Renew the contract with the Oklahoma Department of Human Services (DHS) to continue to provide assistance and services to refugee students/families who are eligible to receive services from the Office of Refugee Resettlement and are enrolled in Tulsa Public Schools from October 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 \$100,000. DHS will reimburse TPS for all expenses accrued; therefore, there is no net cost to the district.

**RATIONALE:**

This contract mirrors the successful Afghan contract with DHS, through which we've supported over 250 Afghan refugee students at Tulsa Public Schools. With a rising influx of refugee students, this grant will furnish the necessary funding to expand our services, aiding additional refugee students and families from various countries in their transition to life in the US.

**E.15. RECOMMENDATION:**

Renew the contract with the Oklahoma Department of Human Services (DHS) to provide assistance and services to Afghan refugee students/families who are eligible

to receive services from the Office of Refugee Resettlement, and enrolled in Tulsa Public Schools, from October 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 \$500,000. DHS will reimburse TPS for all expenses accrued; therefore, there is no net cost to the district.

**RATIONALE:**

Renewing this contract will enable our district to sustain funding for essential assistance and services benefiting Afghan students and their families. These services encompass tutoring, dedicated staff for family engagement and educational support, as well as the provision of school supplies and uniforms. Additionally, this renewal with DHS is essential to ensure consistent, comprehensive, and legally compliant support for Afghan refugee students and families enrolled in Tulsa Public Schools. It reflects a commitment to their successful integration and well-being, leveraging the expertise and resources of both organizations to meet their unique needs effectively.

**E.16. RECOMMENDATION:**

Renew the memorandum of understanding with ACT, Inc. to provide the digital PreACT assessment, an Oklahoma state approved resource exempted per board policy 5202, to students in grades 9 and 11 during 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 \$82,800

**FUND NAME/ACCOUNT:**

11-0000-2240-506140-000-000000-000-06-070-XXX

**RATIONALE:**

PreACT scores serve as robust indicators of future ACT performance, offering valuable insights early in high school when students have ample opportunity to enhance their scores. In Oklahoma, the State Regents for Higher Education cover the PreACT costs for all 10th graders statewide. Extending this initiative to include 9th and 11th graders enables students across these grades to benefit from accurate ACT score predictions, aiding in high school course planning and early exploration of college majors and careers. These assessments also pinpoint specific areas where targeted educational interventions can be applied by teachers and school administrators. Participating in PreACT assessments promotes student readiness for standardized testing, while the scores themselves provide schools with a baseline to measure annual growth and assess the impact of instructional enhancements over

time.

**E.17. RECOMMENDATION:**

Amend item E.68 approved on the June 3, 2024, agenda, for setting forth the terms under which college student interns will work with Special Education related services and Student & Family Support Services (SFSS) to add the below vendor(s):

Nova Southeastern University, Inc

**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:**

This amendment is necessary to provide additional practicum students with teaching or clinical, fieldwork or practicum experiences in Education, Speech-Language Pathology, Physical Therapy, Occupational Therapy, School Counseling, School Psychology, Nutrition and Dietetics, and Athletic Training positions during the 24-25 school year.

**E.18. RECOMMENDATION:**

Amend the Imagine Learning, Inc., item E.32 approved on the June 3, 2024, agenda, for curriculum and instructional resources to increase the cost by \$50,000 and add applicable site-based accounts as a source of funding.

**COST:** Not to exceed \$565,000 (an increase of \$50,000)

**FUND NAME/ACCOUNT:** Applicable Site-Based Accounts

**RATIONALE:**

This amendment is necessary to account for the curriculum expenses at a private school site, which were unforeseen at the time of purchasing district-level instructional resources.

**E.19. RECOMMENDATION:**

Enter into agreements with the below Applied Behavior Analysis (ABA) agencies to provide behavioral health related services to students with autism during the 2024-2025 school year.

New:

Pathways Behavior Therapy, LLC.  
Above and Beyond Therapy, LLC.  
ACES, LLC.  
Forever Learning ABA, 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: No cost to the district

**RATIONALE:**

Partnering with external Applied Behavior Analysis (ABA) agencies can significantly enrich the educational experience and outcomes for students with autism spectrum disorder (ASD). ABA providers bring specialized expertise in behavior analysis, crucial for addressing the complex needs of these students. They are trained in evidence-based practices that improve behavioral, social, and academic skills. By collaborating with these agencies, the school district can access high-quality support that may not be available internally. Student participation in ABA services requires parental or legal guardian approval and prior authorization from Medicaid.

This partnership aligns with Tulsa Public Schools' Healthy Thriving Schools strategy, expanding wellness services for students through behavioral health supports focused on autism treatment options and crisis response interventions. It aims to increase students' access to individualized supports, enhance classroom behavioral management, improve academic performance, foster inclusion, and extend support across school and home environments. The district's behavior team will collaborate with school leaders and agencies to implement effective methods, working towards reducing the need for individualized supports over time within the framework of a Multi-Tiered System of Support (MTSS). District-wide school-based behavioral services for students with autism may include consultation services, IEP team collaboration, Functional Behavior Assessment (FBA) and Behavior Intervention Plan (BIP) development, professional development for staff, data-driven decision-making, and parent collaboration to strengthen support and consistency across settings. Approved ABA service partners will provide a range of services such as behavioral assessments, development and implementation of behavior intervention plans, therapy and skills training, social skills support, group interventions, and crisis intervention when needed. By integrating external ABA agencies into school support systems, Tulsa Public Schools can enhance the specialized support available to students with autism, leveraging expertise, evidence-based practices, and collaboration to foster positive outcomes and inclusive educational environments where all students can thrive.

**E.20. RECOMMENDATION:**

Purchase online licenses from IXL Learning to provide access to a learning platform that provides skills reinforcement for students during the 2024-2025 school year. This purchase is made in accordance with the terms and conditions of the Allied States Cooperative Region 19 Contract 24-7491. This is the final renewal period.

COST: Not to exceed \$75,000

**FUND NAME/ACCOUNT:**

11-5520-XXXX-5065330-496-000000-000-05-XXX-5520,  
11-5410-XXXX-506533-000-000000-000-05-XXX-5410,  
11-5118-XXXX-506533-494-000000-000-05-XXX-5118,  
11-0000-XXXX-506533-494-000000-000-05-XXX-5118

**RATIONALE:**

IXL provides students with personalized curriculum to reinforce skill development in core subject areas. It provides individualized guidance, and real-time analytics. IXL correlates to the MAP assessments and can be individualized to support each learner's areas of need. IXL meets the criteria for Tier 1 evidence-based interventions set by the U.S. Department of Education's Every Student Succeeds Act (ESSA).

**TALENT MANAGEMENT**

- E.21. 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.22. RECOMMENDATION:**  
Approve position creates, deletes and updates.

**RATIONALE:**

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

- E.23. RECOMMENDATION:**  
Enter into an agreement with the Oklahoma Department of Career Tech to provide financial support to McLain High School to implement the Oklahoma Jobs for America's Graduates (OKJAG) program during 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:**

No cost to the district

**RATIONALE:**

The Oklahoma Department of Career Tech is supporting 10 pilot schools to implement the OK Jobs for America's Graduates (JAG) program. This program is designed to significantly improve graduation rates and the successful transition of students into post-secondary education or employment. The JAG program focuses on providing targeted support to students who are at risk of not graduating by offering mentorship, job readiness training, and individualized academic assistance. McLain High School has been selected as one of the pilot schools, recognizing its commitment to enhancing student outcomes and preparing students for future success.

The approval of this agreement will enable McLain High School to leverage state

funding to support the JAG initiative, with no financial burden on the district. This aligns with our district's goals of improving student achievement and preparing students for life beyond high school.

## **FINANCIAL SERVICES**

### **E.24. RECOMMENDATION:**

Enter into agreement with Equalis Group in order to become a member of the Intergovernmental Cooperative Purchasing Group.

### **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:**

A contract is required to become a member of the Equalis Group, a intergovernmental cooperative.

Membership allows the district to take advantage of existing contracts led by other state and government agencies. The variety of products available under these contracts include software, instructional materials, technology and a variety of everyday items. Each contract has met the competitive solicitation requirements for a State agency.

### **E.25. RECOMMENDATION:**

Approve the **New Encumbrance and Change Order Report from July 4, 2024 through August 1, 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.***

## **BOND PROJECTS AND ENERGY MANAGEMENT**

### **E.26. RECOMMENDATION:**

Amend agenda item E.19 of the August 7, 2023, agenda to reflect an updated funding source to Phase II of the HVAC improvements at Edison Middle School being provided by the lowest responsible bidder American Air-Conditioning, 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:**

Phase I: \$4,124,450 - ESSER FUNDS

Phase II: \$4,124,450 - 2024B BOND FUNDS

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

Phase I - ESSER FUNDS

## Phase II - 2024B BOND FUNDS

### RATIONALE:

The change in funding source will allow the district to complete the HVAC improvements at Edison Middle School using bond funds approved in the 2021 bond package.

### **E.27. RECOMMENDATION:**

Amend agenda item E.59 on the July 7, 2024, agenda, to reflect Council Oak as a school to receive fencing improvements. Cooper Elementary was listed as a clerical error.

### 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:** There is no change to the total cost of the project.

### RATIONALE:

The amendment is necessary to reflect the correct sites receiving fencing improvements. fencing improvements are part of the 2021 bond issuance.

## **OPERATIONS**

### **E.28. RECOMMENDATION:**

Amend agenda item E. 164, that was approved on the June 3, 2024, Board Agenda, to include a second vendor, J & M Plumbing Corporation, for the repair of the plumbing equipment for the district during the 2024-25 school year in accordance with the terms and conditions of Request for Proposal #24052. This represents the initial term of the agreement.

**COST:** Not to exceed \$200,000

**FUND NAME/ACCOUNT:** Building Fund: 21-0000-2620-504500-000-000000-000-03-025

### RATIONALE:

This agreement will be used to supplement the maintenance crews with emergency repairs of the plumbing equipment throughout the district. This practice has been in place for several years and allows for a quicker response to water, gas, and sewer emergencies during peak times throughout the school year. Expenditures during the 2023-24 school year totaled approximately \$150,000.

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

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

## **BOARD OF EDUCATION**

### **G.1. RECOMMENDATION:**

Adopt board policy 4211, Employment of Aspiring Educators (Adjunct Teachers.) This policy sets forth the district guidelines and credentialing requirements for adjunct teachers in accordance with the requirements of 70 O.S. § 6-122.3 as amended by Oklahoma SB 1119 and complies with all requirements set forth by the Oklahoma State Department of Education concerning the employment of adjunct teachers.

**RATIONALE:**

At present, when the district is unable to fill a class with a certified teacher, its only long-term solution is to use substitutes employed and assigned by the district's temporary personnel vendor. Due to the statewide crisis in teacher recruitment, the Oklahoma legislature passed SB1119 during the 2022 session to provide districts greater flexibility to use adjunct teachers. Aspiring Educators (adjunct teachers) are district employees who have been vetted and determined to have distinguished qualifications in their fields despite lacking teacher certification. Senate Bill 1119 removed the 270-clock-hour cap that adjuncts may work for the district in a school year. By appropriately selecting and assigning adjunct teachers, the district can decrease its reliance on substitute teachers and ensure there is a uniquely qualified individual to instruct the district's students in specific classes.

**G.2. RECOMMENDATION:**

Revise Tulsa Public Schools Board Policy 3407 to comply with amendments to the Charter Schools Act, effective July 1, 2024. It is recommended that the board vote on the proposed changes at the next board meeting.

**RATIONALE:**

Senate Bill 516, passed in the Spring 2023 legislative session, amended statutory deadlines for approving or denying charter school proposals from ninety (90) to sixty (60) days. In addition, new charter applicants within the district's attendance area are now required to submit proposals to Tulsa Public Schools before seeking sponsorship with an institution of higher education or the State Charter Schools Board. The proposal deadlines have been removed from policy and will be posted on our district website in order to allow for adjustment and alignment with the State Charter Schools Board application deadlines as those deadlines are posted.

**G.3. RECOMMENDATION:**

Revise board policy 2206, School Transfers of In-District Students to comply with the requirements of new legislation, House Bill 3386. It is recommended that the board vote on the proposed changes at the next board meeting.

**REQUISITION/CONTRACT:**

**RATIONALE:**

This policy ensures the district complies with HB 3386, a law enacted last legislative session regarding in-district (intra-district) transfers of students that goes into effect this school year. Among other changes, pursuant to state law, a student may now transfer between school sites at any time during the year unless the student's grade level has reached capacity at the receiving site. If the grade level has reached capacity, the in-district transfer students will be selected based on certain

preferences. There are certain limitations regarding the number of times a student may transfer and the conditions that must be met to receive a transfer. The policy is required by state law and will replace current board policy 2206 and 2206-R1.

## **DEPUTY SUPERINTENDENT**

### **G.4. RECOMMENDATION:**

Name the gym at Carver Middle School, "Holmes-Dyer Gymnasium". This item is intended to allow for public comment per policy 8102. No action will be taken on this item.

### **RATIONALE:**

Ms. Lavelle Dyer has been a dedicated educator and coach within the Tulsa Public Schools for 31 years. She began her teaching career at William Penn Elementary School, taught at McLain High School, and finished her last 24 teaching years at Carver Middle School. Ms. Dyer's passion for helping people, especially young students, and the elderly, is evident in her commitment to coaching and teaching. She has coached basketball, volleyball, and track and field, and has always encouraged her students to dream big and discover new talents. Ms. Dyer's children also attended Carver and Booker T. Washington, making her connection to the school community even stronger. Her dedication to her students and her faith-driven approach to teaching have made a lasting impact on the Carver Community.

Ms. Dianne Holmes Jones has been a trailblazer in the field of physical education and community service. She has received numerous awards, including the 1995-1996 Middle School Physical Education "Teacher of the Year" by both Oklahoma and Southern District American Alliance for Health, Physical Education, Recreation, and Dance. Ms. Holmes vision and leadership were pivotal in the early discussions for a new gymnasium at Carver Middle School during the 80s and 90s. Her dedication to improving her community and her students' lives has left an indelible mark on Carver Middle School.

**SUPPORTING INFORMATION –**

**CONSENT ITEM E-1**

**ROUTINE FIELD TRIPS**

<b>SCHOOL/ PARTICIPANTS</b>	<b>NUMBER OF STUDENTS/ PARENTS/ STAFF</b>	<b>PURPOSE OF TRAVEL AND LOCATION</b>	<b>TRAVEL DATES</b>	<b>NUMBER SCHOOL DAYS MISSED</b>	<b>TRAVEL COST AND FUNDING SOURCE</b>
Thoreau Demonstration Academy/Various Grades	Students: 20 Parents: 0 Staff: 2	To attend the 2025 Presidential Inauguration Ceremony/Washington D.C.	January 17-21, 2025	3	No cost to the district/funding provided by parents/guardians.
Thoreau Demonstration Academy/Exchange Students	Students: 10 Parents: 0 Staff: 2	Study Abroad Program, Amiens, France	May 27- June 18, 2025	0	No cost to the district/funding provided by parents/guardians.

SUPPORTING INFORMATION

CONSENT ITEM E.21

ROUTINE STAFFING

ELECTIONS					Grade or
Name	Effective Date		Contract Amount	Position	Degree & Step
Abokhai, Annell	08-12-24	\$	35,000.00	Apprentice	NS
Adame, Aileen	07-08-24	\$	43,000.00	Teacher	B-0
Aguilar, Elizabeth	08-12-24	\$	35,000.00	Apprentice	NS
Albert, Maya	08-12-24	\$	43,000.00	Teacher	B-0
Alikor, Omeke	07-15-24	\$	68,500.00	ES Assistant Principal	EG-4
Anderson, Gina	07-15-24	\$	60,854.00	Teacher	B-25
Anglin, Stephanie	07-15-24	\$	65,000.00	MS Assistant Principal	EG-6
Atchley, Michael	08-12-24	\$	35,000.00	Apprentice	NS
Attaway, Aaron	08-12-24	\$	50,019.00	Teacher	B-10
Baker, Scott	08-12-24	\$	63,854.00	Teacher	B-25
Ball-Hicks, Lorri	08-12-24	\$	35,000.00	Apprentice	NS
Ballinger, Gilbert	08-12-24	\$	44,250.00	Teacher	B-3
Benson Kemp, Laura	08-12-24	\$	69,416.00	Teacher	M60-27
Bilyeu, Starla	08-12-24	\$	61,449.00	Teacher	M-20
Bird, Natalie	08-12-24	\$	55,895.00	Counselor	M-16
Birkes, Taylor	07-01-24	\$	44,000.00	Teacher	M-0
Black, Annette	07-15-24	\$	63,500.00	Certified Athletic Trainer	BG-08
Black, Jamica	08-12-24	\$	48,200.00	Dean	M30-5
Boyd, Rosalie	07-24-24	\$	35,000.00	Apprentice	NS
Brandt, Forrest	08-12-24	\$	71,916.00	Teacher	M60-26
Brown, Angela	08-12-24	\$	35,000.00	Apprentice	NS
Buggs, Devyn	07-24-24	\$	35,000.00	Apprentice	NS
Bulmer, Stephen	08-12-24	\$	43,410.00	Teacher	B-1
Cabori, Kennedy	08-12-24	\$	48,575.00	Teacher	B-9
Carter, Maya	08-12-24	\$	43,000.00	Teacher	B-0
Chairez, Yolanda	07-08-24	\$	14.13	Evening Custodian	H-7
Cook, Charlotte	07-01-24	\$	43,820.00	Teacher	B-2
Cooper, Jazmin	08-12-24	\$	35,000.00	Apprentice	NS
Crenshaw, Brent	08-12-24	\$	63,237.00	Teacher	M-22
DarNeal, Cheryl	07-15-24	\$	43,820.00	Teacher	B-2
Davidson, Bobett	08-12-24	\$	35,000.00	Apprentice	NS
Davis, Garard	07-08-24	\$	66,000.00	Teacher	B-32
Dillard, Alexia	08-12-24	\$	43,000.00	Teacher	B-0
Duncan, Corbett	08-12-24	\$	47,700.00	Teacher	B-7
Dunham, Lavarris	07-15-24	\$	14.29	Grounds Journeyperson	H-8
Earl, Brianna	08-12-24	\$	43,000.00	Teacher	B-0
Ensley, Brandin	08-12-24	\$	35,000.00	Apprentice	NS
Eppler, Teresa	07-08-24	\$	59,439.00	Teacher	B-23
Fagin, Kathleen	07-29-24	\$	47,160.00	Traveling Nurse	B-6
Ferrell, Lauren	08-12-24	\$	23,850.00	Teacher	B-7
Finnell, Gail	08-12-24	\$	35,000.00	Apprentice	NS
Fowler, Christine	07-22-24	\$	14.13	Evening Custodian	H-7
Friesen, Dominic	08-12-24	\$	35,000.00	Apprentice	NS
Furr, Tiffany	08-12-24	\$	47,700.00	Teacher	B-7
Gann, Kendal	07-15-24	\$	78,000.00	ES Assistant Principal	EG-4
Gardner, Gabriella	08-12-24	\$	43,820.00	Teacher	B-2
Gauthier, Susan	07-15-24	\$	70,200.00	General Ledger Accountant	BG-7
Gibson, Kortnie	08-12-24	\$	43,000.00	Teacher	B-0
Gifford, Madison	08-12-24	\$	43,000.00	Teacher	B-0
Goodall, Suyoung	07-29-24	\$	35,000.00	Apprentice	NS
Graham, Michael	07-15-24	\$	23.09	School Safety Officer	H-17
Graves, Terry	07-08-24	\$	13.72	Evening Custodian	H-7
Gregory, Mike	08-12-24	\$	62,007.00	Teacher	B-24
Grundy, Kathleen	07-08-24	\$	44,000.00	Teacher	M-0

Hankins, Mark	08-12-24	\$	35,000.00	Apprentice	NS
Harris, Amber	07-01-24	\$	44,745.00	Teacher	B-4
Harris, Michelle	07-10-24	\$	43,000.00	Teacher	B-0
Heggs, D'Andrea	07-22-24	\$	76,000.00	HS Assistant Principal	EG-6
Helm, Desiree	08-12-24	\$	51,520.00	Counselor	M-10
Henager, Nathan	08-12-24	\$	43,410.00	Teacher	B-1
Jeffcoats, Rebeka	08-12-24	\$	35,000.00	Apprentice	NS
Johnson, Nathaniel	08-12-24	\$	35,000.00	Apprentice	NS
Jolly, Katelyn	08-12-24	\$	43,820.00	Teacher	B-2
Jones, Amanda	08-12-24	\$	49,640.00	Counselor	M-8
Jones, Tammy	08-12-24	\$	50,575.00	Teacher	B-11
Keim, Kacy	07-22-24	\$	63,500.00	Instructional Mentor	EG-3
Knowlton, Stephanie	08-12-24	\$	43,000.00	Teacher	B-0
Latvala, Christopher	08-12-24	\$	35,000.00	Apprentice	NS
Leamon-Webb, Chandler	08-12-24	\$	43,000.00	Teacher	B-0
Lee, Cheryl	08-12-24	\$	54,435.00	Teacher	B-15
Lockhart, Hyunjung	08-12-24	\$	35,000.00	Apprentice	NS
Luevano, Alexandria	08-12-24	\$	43,000.00	Teacher	B-0
Madison, Lauren	08-12-24	\$	43,000.00	Teacher	B-0
Masterson, Austin	08-12-24	\$	35,000.00	Apprentice	NS
Mccrary Spencer, Elizabeth	07-08-24	\$	44,410.00	Teacher	M-1
Mcgill, Lemika	07-15-24	\$	35,000.00	Apprentice	NS
Mcpherson, Paige	08-12-24	\$	35,000.00	Apprentice	NS
Meche, Audrey	07-15-24	\$	58,000.00	Certified Athletic Trainer	BG-8
Mewbourne, David	08-12-24	\$	47,160.00	Teacher	B-6
Milzarek, Valerie	07-08-24	\$	55,726.00	Teacher	B-18
Morris, Gwendolyn	07-09-24	\$	20.00	Talent Specialist	H-12
Moser, Carissa	07-15-24	\$	59,000.00	ES Assistant Principal	EG-4
Muhammad, Rashay	08-12-24	\$	35,000.00	Apprentice	NS
Nibbelink, Brandi	08-12-24	\$	35,000.00	Apprentice	NS
Oden, Laree	08-12-24	\$	48,660.00	Teacher	M-6
Paschall, Jeana	08-15-24	\$	26.00	Tutor	N/A
Patrick, Brian	08-12-24	\$	43,000.00	Teacher	B-0
Payne, Loni	08-12-24	\$	50,019.00	Teacher	B-10
Potter, Christian	07-22-24	\$	15.64	Principal Secretary	H-9
Railey, Kara	08-12-24	\$	43,000.00	Teacher	B-0
Reed, Brian Keith	07-15-24	\$	91,000.00	HS Assistant Principal	EG-6
Rivas, Henry	08-12-24	\$	35,000.00	Apprentice	NS
Rivers, Warren	08-12-24	\$	48,200.00	Teacher	M30-5
Rodgers, Dawn	07-01-24	\$	35,000.00	Apprentice	NS
Rodriguez Calderon, David	07-01-24	\$	15.84	Assistant Building Grounds Site Supervisor	H-10
Roley, Janice	07-08-24	\$	35,000.00	Apprentice	NS
Self, Kenneth	08-12-24	\$	63,237.00	Teacher	M-22
Simons, Brittany	08-12-24	\$	43,410.00	Teacher	B-1
Small, Lynsey	08-12-24	\$	47,160.00	Teacher	B-6
Smith, Maria	08-05-24	\$	63,237.00	Counselor	M-22
Smoot, Landon	08-12-24	\$	35,000.00	Apprentice	NS
Solomon, Liane	08-12-24	\$	44,000.00	Teacher	M-0
Sommerer, Maxine	07-01-24	\$	60,000.00	ES Assistant Principal	EG-4
Standifird, Cynthia	08-12-24	\$	43,000.00	Teacher	B-0
Stanton, Dalena	07-22-24	\$	15.18	Customer Care Associate	H-9
Stewart, Demetria	07-01-24	\$	17.99	Communications Specialist Campus Police	H-10
Stuart, Barbara	07-01-24	\$	35,000.00	Apprentice	NS
Taylor, Cindy	08-12-24	\$	68,785.00	Counselor	M30-29
Taylor, Skylar	08-12-24	\$	35,000.00	Apprentice	NS
Thompson, Crystal	08-12-24	\$	69,500.00	Teacher	B-31
Tomlinson, Bailey	07-01-24	\$	44,745.00	Teacher	B-4
Trippany, Tyanna	08-12-24	\$	53,074.00	Teacher	M-13

Vance, Travis	07-22-24	\$	35,000.00	Apprentice	NS
Vilar, Susan	08-12-24	\$	71,000.00	Teacher	B-32
Villarroel, Abigail	08-12-24	\$	35,000.00	Apprentice	NS
Wachsmuth, Sunny	07-08-24	\$	43,000.00	Teacher	B-0
Wade, Andrew	08-12-24	\$	35,000.00	Apprentice	NS
Wagner, Frances	08-12-24	\$	35,000.00	Apprentice	NS
Wasson, Jimmy	07-29-24	\$	35,000.00	Apprentice	NS
Weaver, Dylan	07-29-24	\$	35,000.00	Apprentice	NS
Webb, Tina	07-24-24	\$	50,575.00	Teacher	B-11
Wegner, Juli	08-01-24	\$	64,000.00	College and Career Advisor	EG-3
Wilkerson, Katie	07-15-24	\$	64,000.00	Instructional Mentor	EG-3
Willden, Vanessa	07-29-24	\$	65,600.00	ES Assistant Principal	EG-4
Williams, Jeremy	08-12-24	\$	64,677.00	Teacher	M-26
Wills, Kathryn	07-24-24	\$	24.82	Operations Associate	H-17
Wilson, Samule	07-08-24	\$	16.55	Preventative Maintenance Apprentice	H-11
Winfield, Braden	08-12-24	\$	35,000.00	Apprentice	NS
Wirth, Shawnda	07-15-24	\$	67,000.00	Assistant Principal	EG-4
Wood, Deborah	07-22-24	\$	57,514.00	Teacher	B-20
Wright, Margaret	08-07-24	\$	96,000.00	Interim ES Principal	EG-7
Zuniga, Chelsea	08-12-24	\$	44,250.00	Teacher	B-3

**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>	
Allen, Colette	08-06-24	\$	82,215.00	ES Assistant Principal	Interim ES Principal	EG-7
Arehart, Amy	08-12-24	\$	44,820.00	Teacher	Learning Coach	M-2
Bean, Joey	07-01-24	\$	78,500.00	Instructional Mentor	Lead Instructional Mentor	EG-4
Benefield, Caitlynn	07-01-24	\$	71,050.00	Learning Director	HS Assistant Principal	EG-6
Bennett, Tiffany	08-01-24	\$	56,000.00	Dean	College & Career Advisor	EG-3
Bitson, Kathleen	08-15-24	\$	24.55	MD Paraprofessional	ID Paraprofessional	H-12
Bland, Amanda	07-29-24	\$	66,965.00	HRIS Administrator	Accreditation & Accountability Specialist	BG-8
Bozone, Sarah	07-09-24	\$	87,500.00	Clerk of the Board	Clerk of the Board	BG-9
Brooks, Jennifer	08-12-24	\$	19.59	ID Paraprofessional	1:1 Autism Paraprofessional	H-12
Brown, Kisha	08-12-24	\$	47,160.00	Teacher	Counselor	B-6
Burrows, Pearl	08-15-24	\$	18.39	Teacher Assistant	Para Teacher	H-6
Burton, Robert	08-06-24	\$	127,000.00	Dir. Client Services	Ex. Dir. Information Technology	XG-2
Butler, Laura	08-12-24	\$	62,574.00	Counselor	Teacher	M-24
Carbajal, Margarita	08-01-24	\$	18.18	Attendance Facilitator	School Clerk	H-4
Chenoweth, Macie	08-15-24	\$	13.50	Principal's Secretary	Teacher Assistant	H-4
Cole, Mark	07-01-24	\$	99,153.00	Admin on Special Assignment	Alt Assistant Principal	EG-6
Cole, Shelly	08-12-24	\$	65,177.00	Dean	Teacher	M-27
Corrigan, Mekala	07-09-24	\$	71,000.00	Deputy Clerk of the Board	Administrative Services Manager	BG-8
Crull, Katie	08-15-24	\$	13.87	Paraprofessional	Teacher Assistant	H-6
Curless, Michele	08-15-24	\$	17.58	ID Paraprofessional	ED Paraprofessional	H-12
Davis, Kristen	08-15-24	\$	18.59	1:1 Autism Paraprofessional	Autism Paraprofessional	H-12
Davis, Lisa	08-01-24	\$	14.46	School Clerk	Parent Involvement Facilitator	H-6
Davis, Lisa	08-01-24	\$	17.46	School Clerk	Parent Facilitator	H-6
Diggs, Ryan	08-15-24	\$	24.55	ID Paraprofessional	Autism Paraprofessional	
East, Abbygail	07-01-24	\$	35,000.00	Teacher Assistant	Apprentice	NS
Felix Verdin, Feliciano	06-27-24	\$	14.68	Evening Custodian	Unassigned Custodian	H-7
Galvan, Edelia	07-01-24	\$	57,810.00	Teacher	Dual and World Language Mentor	EG-3
Gamez, Lucina	07-01-24	\$	14.36	Evening Custodian	Unassigned Custodian	H-7
Ganguly, Suhrita	07-08-24	\$	67,000.00	Teacher	Instructional Mentor	EG-3
Garcia Moncada, Arturo	07-24-24	\$	14.86	Warehouse Distribution Specialist II	Warehouse Distribution Specialist III	H-8
Garcia, Lorena	07-15-24	\$	18.47	Registrar	Bilingual Customer Care Associate	H-10
George, John	08-15-24	\$	20.68	ED Paraprofessional	Autism Paraprofessional	H-12
Gill, Melissa	07-01-24	\$	56,726.00	Teacher	Learning Coach	B-18
Gobourne Doughty, Cydney	08-01-24	\$	64,960.00	Half Time Learning Director Halftime Dean	Full Time Learning Director	EG-4

Gooldy, Sarah	07-01-24	\$	88,646.00	Talent Management Strategist	Employee Relations Manager	BG-9
Henderson, Brandi	08-15-24	\$	21.05	Autism Paraprofessional	DD Paraprofessional	H-12
Hillman, Jenna	08-12-24	\$	59,439.00	Teacher	Counselor	B-23
Hoover, Pamela	08-12-24	\$	62,574.00	Dean	Teacher	M-24
Knox, Angelique	08-15-24	\$	15.38	MD Paraprofessional	1:1 MD Paraprofessional	H-12
Lowther, Jennifer	07-01-24	\$	65,793.00	Instructional Mentor	Lead Instructional Mentor	EG-4
Lozano, Silvia	07-08-24	\$	72,000.00	Teacher	Dual and World Language Mentor	EG-3
Luciano, Isis	08-12-24	\$	19.14	1:1 Autism Paraprofessional	ID Paraprofessional	H-12
Lynch, Hannah	07-01-24	\$	65,793.00	Learning Director	Academic Partner Literature	EG-4
Manuel, Traci	08-06-24	\$	76,000.00	Teacher	Talent Strategist - Retention, Recruitment, Cultivation	BG-10
McGilbra, Cortni	06-17-24	\$	56,000.00	Coordinator - Early Childhood Program	Family Advocacy Coordinator	BG-7
McIntosh, J'Day	08-12-24	\$	16.49	1:1 Paraprofessional	MD Paraprofessional	H-12
Medina, Krystal	07-22-24	\$	66,000.00	Part Time Dean / Part Time Teacher	Assistant Principal	EG-6
Medina, Krystal	07-22-24	\$	66,000.00	Dean	MS Assistant Principal	EG-6
Meeks, K'Vionne	08-12-24	\$	43,410.00	Teacher	Counselor	B-1
Moreno Perez, Raquel	07-01-24	\$	73,100.00	Teacher	Dual and World Language Mentor	EG-3
Mullenax, Jane	08-15-24	\$	18.56	Autism Paraprofessional	ID Paraprofessional	H-12
Newton, Jasmine	07-15-24	\$	66,000.00	College & Career Advisor	Secondary Counselor Coach	EG-5
Olaniyan, Akin	08-15-24	\$	17.70	1:1 Paraprofessional	Teacher Assistant	H-4
Onesto, Angel	08-12-24	\$	60,000.00	Teacher	Instructional Mentor - International Academy	EG-3
Parker, Tre Christopher	08-12-24	\$	16.07	ID Paraprofessional	Teacher Assistant	H-6
Porter, Ebony	08-06-24	\$	21.44	Paraprofessional	Leadership Support Instructor	H-16
Porter, Telmesssa	08-12-24	\$	60,930.00	Dean	Dean	M30-19
Powell, Brenda	08-12-24	\$	35,000.00	Autism Paraprofessional	Apprentice	NS
Priddy, Fonda	08-01-24	\$	57,000.00	Teacher	Instructional Mentor	EG-3
Reynolds, Aimee	07-01-24	\$	16.06	Cafeteria Assistant	Cook 2	H-8
Riley, Earnestine	07-01-24	\$	15.12	School Clerk Assistant	Principal Secretary	H-9
Rivers, Randi	08-15-24	\$	16.02	School Clerk Assistant	Teacher Assistant	H-6
Rodriguez, Lilian	08-15-24	\$	17.58	DD Paraprofessional	Autism Paraprofessional	H-12
Rodriguez, Veronica	07-08-24	\$	35,000.00	Teacher Assistant	Apprentice	NS
Rotger, Kashla	08-12-24	\$	47,700.00	Teacher	Dean	M-5
Saldierna, Michelle	08-07-24	\$	47,700.00	Teacher	Counselor	M-5
Sanders, Andrea	08-12-24	\$	43,000.00	Apprentice	Teacher	B-0
Santana-Nunez, Elizabeth	08-15-24	\$	20.46	Autism Paraprofessional	ID Paraprofessional	H-12
Saunders, Joyce	07-09-24	\$	75,110.00	Human Rights & Title IX Coord. & Investiga	Project Manager - Talent Strategy	BG-6
Sedlacek, Josephine	07-22-24	\$	17.16	School Clerk	Bilingual Customer Care Associate	H-10
Sharkey-Outlaw, Denise	07-08-24	\$	69,000.00	Teacher	Instructional Mentor	EG-3
Simmons, Dakota	08-12-24	\$	49,200.00	Dean	Teacher	M-7
Smith, Anisia	08-12-24	\$	20.10	Para Teacher	Autism Paraprofessional	H-12
Snider-Wigal, Janet	07-15-24	\$	20.95	School Clerk	Plant Operations Analyst I	H-9
Snider, Maria	08-12-24	\$	20.10	ID Paraprofessional	Autism Paraprofessional	H-12
Tavarez Varela, Carmen Lidia	08-12-24	\$	35,000.00	Parent Involvement Facilitator	Teacher	NS
Thom, David	08-12-24	\$	45,250.00	Teacher	Counselor	M-3
Thomas, Deborah	08-12-24	\$	66,177.00	Dean	Teacher	M-29
Thomas, Veronica	07-01-24	\$	63,000.00	Multi-Tiered System Support Partner	Instructional Mentor	EG-3
Thomason, Tiffany	07-01-24	\$	75,110.00	Learning Director	ES Assistant Principal	EG-4
Todd, Madison	08-15-24	\$	19.94	1:1 ID Paraprofessional	ID Paraprofessional	H-12
Trim, Brenda	08-05-24	\$	20.91	School Clerk	Principal Secretary	H-9
Vargas, Beatris	08-15-24	\$	17.08	Autism Paraprofessional	ID Paraprofessional	H-12
Vindas, Eva	08-01-24	\$	67,816.00	Project Manager - Talent Strategy	College & Career Advisor	EG-3
Vyzhymova, Victoria	08-15-24	\$	15.36	Principal's Secretary	School Clerk	H-4
Walls, Talitha	07-01-24	\$	71,149.00	School Improvement - Instructional Men	Instructional Mentor	EG-3
Weaver, Michael	07-01-24	\$	55,972.80	Budget Analyst - Stimulus Funded	Budget Analyst	H-16
Wesley, Chasity	08-06-24	\$	18.27	Before & After Care Site Coordinator	Parent Involvement Facilitator	H-6
Winston, Angela	07-01-24	\$	66,000.00	Teacher	Academic Partner Mathematics	EG-4

**SEPARATIONS**

<b>Name</b>	<b>Effective Date</b>	<b>Position</b>	<b>Name</b>	<b>Effective Date</b>	<b>Position</b>
Acevedo, Yomaira	05-17-24	Teacher Assistant	Jernigan, Cherlyn	07-11-24	Teacher
Adams, John	07-01-24	Counselor	Lacy, Kristal	05-23-24	Teacher Assistant
Adams, Pamala	07-26-24	Teacher Assistant	Lamay, Edith	07-31-24	Lead School Psychologist
Anderson, Connie	07-17-24	Teacher	Lynn, Laci	07-15-24	Teacher
Austin, Judy	05-24-24	Cafeteria Manager	Mabes, Timber	05-22-24	Teacher
Avery, Shay	07-29-24	Teacher Assistant	Martinez, Devin	07-08-24	Teacher
Bailey, Madison	05-22-24	Teacher	Marwedel, Jyme	07-26-24	Teacher
Barnett, Michael	07-12-24	Paraprofessional	McClure, Bridgett	05-20-24	Teacher Assistant
Blackshire, Tiara	07-23-24	Teacher Assistant	McCracken, Kelly	05-21-24	Teacher
Blackwell, Amanda	06-28-24	Teacher	McCurley, Abby	06-21-24	Teacher
Brewer, Cristina	07-22-24	Teacher	McGill, Audrey (5/13/24M)	06-02-24	Social Worker
Burk, Jana	06-14-24	General Counsel	McPherson, Sharon	07-01-24	Librarian
Cabrera, Espiridion	07-12-24	Evening Custodian	McWhorther, Jacqueline	07-16-24	Bus Driver
Carlisle, Anna	07-23-24	Teacher Assistant	Miller, Kristen	07-19-24	Principal's Secretary
Carmona, Alexis	07-30-24	Labor Journeyperson	Mix, Linda	07-19-24	Teacher
Chance, Vera	07-02-24	Cafeteria Assistant	Morgan, Tyler	06-28-24	Multi-Tiered Support System Partner
Chela, Wendolyn	07-26-24	Evening Custodian	Newberry, Karen	08-09-24	Counselor
Clardy, Kelsey	07-15-24	Teacher	Prater, Barbara	07-08-24	Teacher
Clark, Danny	05-22-24	Teacher	Quillman, John	05-31-24	Teacher
Colbert, Cameron	07-29-24	Teacher Assistant	Rogers, STacy	05-28-24	Counselor
Cole, Mark	07-15-24	Principal	Roldan, Carolina	07-17-24	Evening Custodian
Coroama, Josiah	07-08-24	Teacher	Ryal, Karlie	08-06-24	Indian Education Academic Advisor
Curtis, Dawn	05-22-24	Teacher	Sawin, Mallory	07-22-24	Teacher
Dale, Susan	05-22-24	Bus Driver	Schneider, Hayley	05-31-24	Teacher
Darling, Esperanza	07-29-24	Coor. Crisis Intervention & Management	Settles, Alexis	07-19-24	Paraprofessional
Dominguez, Annabell	07-11-24	Cook I	Sippel, William	07-10-24	Teacher
Dotson, Jill	07-31-24	Teacher	Smith, Talisha	07-29-24	Teacher
Ed, Katlyn	07-19-24	Lead Budget Analyst	Stephenson, Deanna	06-28-24	Teacher
Fowler, Christine	07-26-24	Evening Custodian	Tease, Tina	07-19-24	Teacher Assistant
Franklin, Shelby	05-22-24	Teacher	Terrell, Jonathan	07-30-24	Part Time Custodian
French, Ashley	08-20-24	Teacher	Thomas, Tracy	08-02-24	Cafeteria Manager
Garner, Akira	08-01-24	Teacher Assistant	Triplett, Tyler	07-15-24	Teacher
Goode-Cohens, Diahann	05-24-24	Teacher Assistant	Turner, Miesha	06-24-24	Bus Driver
Gordon, Kevin	07-22-24	Teacher	Wallace-Singleton, Julia	07-18-24	Teacher
Harmon, Katherine	05-21-24	Teacher	Webster, Krystal	07-24-24	Paraprofessional
Haynes, Diana	07-24-24	Half Time Teacher	Westmoreland, Jarred	07-01-24	1:1 ED Paraprofessional
Hightower, Roy	07-09-24	Building Grounds Site Supervisor	Whitham, Connor	07-01-24	Teacher
Houston, Marlon	07-15-24	Assistant Athletic Director	Wolfe, Jessica	07-08-24	Teacher
Ickes, Heather	07-01-24	Teacher	Zelaya-Lopez, Blanca	07-15-24	Evening Custodian
Ivy, Christopher	07-01-24	Teacher	Ziegler-Beatie, Diana	05-16-24	Teacher
James, Arpana	05-23-24	Teacher			

**SUBSTITUTE AND TEMPORARY ELECTIONS**

**TUTORS**

Acker, Laura  
Adams, Theresa  
Anthamatten, Michelle  
Barnett, Shirley  
Coatney, Emily  
Crawford, Barbara  
Donohue, Rye  
Haight, Judy  
Harris, Mary Ann  
Iten, Therese

**TUTORS**

Mcatee, Moniquie  
Rackley, Susan  
Ray, Nan  
Ryu, Hwasong  
Sarhan, Bannan  
Schaller, Bob  
Smith, Andrew  
Weaver, Isaiah  
Weber, Alexis  
Yates, Rhonda

Lang, Susan                      Zielinski, Trisha  
 Lepine, John                    Zucconi, Jennifer  
 Loveland, Julie

**Adjunct Coaches**

<u>SITE</u>	<u>NAME</u>	<u>TOTAL AMOUNT</u>	<u>ACTIVITY (IES)</u>	<u>START DATE</u>	<u>END DATE</u>
Thoreau	Luke Volkmer	\$ 1,579.00	Assistant Football Coach	09-01-24	06-30-25
Rogers High School	Eric Clark	\$ 3,887.00	Head Volleyball Coach	09-01-24	06-30-25
Webster Middle School Webster High School	LaDonna Caine	\$ 5,802.00	Head Middle School & High School Cheer Coach	09-01-24	06-30-25
Carver	James McMillan	\$ 1,145.00	Head Girls' Soccer Coach	09-01-24	06-30-25
Carver	Camryn Fennell	\$ 1,317.00	Head 7th Gr. Girls' Basketball Coach	09-01-24	06-30-25
Hale High School	Aisha Spanyard	\$ 1,500.00	Assistant Cheer Coach	09-01-24	06-30-25
Carver	Paige Powell	\$ 1,145.00	7th Grade Volleyball Coach	09-01-24	06-30-25
Washington	Virginia Gleason	\$ 7,600.00	Head Boys & Girls' Swim Coach	09-01-24	06-30-25
Hale High School	Katy Newton	\$ 1,442.00	Assistant Volleyball Coach	09-01-24	06-30-25
Carver	Chasity Workman	\$ 1,317.00	8th Gr. Girls' Basketball Coach	09-01-24	06-30-25
Hale High School	James Asberry	\$ 8,097.00	Boys' Head Basketball Coach	09-01-24	06-30-25
Hale High School	Patrice Marshall	\$ 8,097.00	Girls' Head Basketball Coach	09-01-24	06-30-25
Hale High School	John Timmons	\$ 4,460.00	Boys' Head Soccer Coach	09-01-24	06-30-25
Hale High School	Kelsey Moreno	\$ 2,437.00	9th Gr. Girls' Basketball Coach	09-01-24	06-30-25

**SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES**

**Campus Police & Security Services – 21-0000-2660-501210-000-000000-959-17-049**

Pay Janee Williams, School Safety Officer, a stipend of \$1.65 per hour worked for additional duties as acting police sergeant, July 1, 2024 to June 30, 2025.

**Monroe – 11-0000-2410-501110-000-000000-112-07-563**

Pay Dana Macon, assistant principal, a stipend of \$717 per month (not to exceed \$8,609) for additional responsibilities as acting principal, July 1, 2024 to June 30, 2025.

**Language and Cultural Services - Multilingual learner identification stipend - 11-0847-2240-501700-410-000000-409-05-063-0847**

Pay staff who have completed the required WIDA training (to be named) the hourly stipend rate of \$30 per hour for certified staff and regular hourly rate for non-certified staff (total not to exceed \$10,000). Staff will administer WIDA screener to all eligible students and draft English Language Academic Plans (ELAP) and parent notification letters for all multilingual learners to be reviewed and agreed upon with the full ELAP team within the first 30 calendar days of school during off-contract time prior to the start of school year 2024-2025.

**Advance Learning - 11-0561-2194-501800-000-000000-330-07-064-0561**

**11-0562-2194-501800-000-000000-330-07-064-0562**

Pay up to 20 certified and support staff a stipend to support the FAFSA events initiated by the ECMC FAFSA Student Support Strategy Grant during the 2024-2025 school year. The grant was approved on the July 8, 2024 agenda item # E.4. Total not to exceed \$5,000 with a maximum of \$250 per session.

**Spring 2024 temporary teachers returning as temporary teachers for fall semester 2024:**

Abufadil, Masako	Edwards, Michael	Kurland, Ana	Rogers, Ashley
Acker, Brad	Ellis, Xiang	Lambert, Michael	Rogers, Tommy
Adams, Jonathan	Erter, Amanda	Larremore, Bailey	Romero Gamarra, Enrique
Adams, Shamari	Eubank, Gloria	Lebassi, Amanuel	Rosebrough, Rachel
Adkism, Carlin	Evans, Dawn	Lee, Robert	Roselle, Rebecca
Adsit, Joshua	Evans, Robbin	Leininger, Lesley	Ross, Lydia
Ahumada, Alvin	Ewerling, William	Lewallen, Elissa	Rowland, Corey
Akers, Casey	Eyler, Malia	Liashchenko, Azaria	Ruiz, Esther
Alexa, Ashley	Fenton, Rhianna	Libassi De Zauzich, Brenda	Sanchez, Nickol
Alexander, Jaylon	Figueroa, Lucia	Lickona, Mary	Sancho Maraver, Mario Antonio
Alonso Tablada, Claudia	Fillmore, Michele	Lightfoot, Alexis	Sanders, Andrea
Amado, Osvaldo	Finks, Stephen	Liu, Shanshan	Sanders, Tanisha
Anderson, Alyssa	Fisher, Sherry	Lockwood Jr. , Michael	Sauter, Lillian
Anderson, Ashlyn	Fleharty, Carrie	Loeffler Jr. , William	Schinnerer, Douglas
Anderson, John	Fleishacker, Megan	Lowell, Jennifer	Schroeder Jr. , Donald
Anderson, Machele	Fogt, Karis	Loyd, Jessica	Scott, Brent
Andrade, Michael	Folsom, Kenneth	Lukacs, Aundrea	Scroggs, Rachel
Andrews, Addison	Fornal, Alaina	Lyles, Arnecia	Sczech, Kevin
Arehart, Amy	Forrest, Heather	Mack, Jennifer	Sebring Jr. , Edward

Armour, Wanda	Franden, Sara	Mahdi, Halim	Selby, Alissa
Armstrong, Marsha	Frazier Jr. , Ellis	Manley, Jamiski	Self, Danielle
Barlow, Anthony	Free, Samantha	Maples, Brandi	Sensano Reyes, Maria
Barnes, Natalie	Free, Shelley	Margolis, Stacy	Shanmugam, Baby
Barnett, Jared	Fuentes Miralles, Federico	Martell, Jaycie	Shaw, Candida
Bates, Basil	Gakuba, Jean De Dieu	Martin, Jerrico	Sherman, Carleigh
Beair, Jessica	Gant, Paige	Martin, Leah	Shorter, Christiana
Beasley, Braden	Gassaway, Gahri	Massey, Katherine	Singleton, Charles
Beckert, Marla	Gateward, Terri	Mayfield, Brittany	Sisco, Mikala
Belda Vila, Araceli	Gaulden, Gina	Mcbroom, Jennifer	Sisco, Shekyla
Belden, Meleya	Geary, Grace	Mccant, Alexis	Smith, Alexis
Bell, Rebecca	Gerlach, Sarah	Mcdonald, Megan	Smith, Arlanda
Bello, Miguel	Gilliam, Kent	Mcguire, Malcolm	Smith, Joshua
Bergner, Jonathan	Givins, Anthony	Mcintosh, Ariel	Smith, Talisha
Bertoson, Ann	Glass, Tianna	Mcmillan, Laurie	Snoddy, Michael
Bewley, Adrienne	Goff, Johnny	Mcnack, Taywone	Solinger Jeffers, Damien
Billings, Stevey	Goggans, Savannah	Mcperson, Sharon	Speldie, Kenneth
Bitson Jr. , Dan	Gomez Troya, Alba Maria	Medina, Maria	Spotz, Kaye
Blakely Iii, William	Gonzalez, Jennifer	Mendoza, Yenny	Springer, Michelle
Bowen, Emily	Gonzalez, Wilfredo	Milford-Rosales, Alexis	Stafford, Steven
Boyd, Ashley	Goodwin, Jennifer	Miller, Alexandra	Stahl, Shannon
Bradford, Deontai	Gordon, Areonne	Mitasky, April	Stamper, Nikki
Breedlove, Maddison	Gordon, Gwendolyn	Mitasky, Matthew	Starling, Emma
Brennan, Eli	Gormley, Anna	Mize, Tianny	Stewart, Cassandra
Brent, Rachelle	Gottlob, Chase	Montesinos, Joyce	Stewart, Shannon
Bringier, Ma Eden	Green, Melody	Montgomery, Charles	Stiller Titchener, Kelly
Broughton, Doryen	Groenewold, Elizabeth	Moore, Debra	Stivers, Gabbriel
Brown, Taylor	Gruse, Jennifer	Morey, Dana	Straily, Cheryl
Bruner Jr. , Rickey	Gudin Lopez, Cosme	Morgan, Jennifer	Style, Katherine
Brunner, Brooklyn	Guerrero Martinez, Pedro	Moronta, Amanda	Sweeney, Trinity
Burgess, Melanie	Haag, Sara	Mosier, Grant	Tatum, Jennifer
Burnes, Stephanie	Hailey, Alexander	Mprah, Sarah	Taylor, Holly
Caguisa, Merliza	Hale, Rebecca	Murdock, Myles	Taylor Ii, Ronald
Calloway, Christian	Hall, Daryl	Nail, Dustyn	Terrell, Wylan
Campbell, Tiffany	Hall, Rodrick	Nash, Zachary	Terry, Myshaunna
Carroll, Theresa	Hampton, Dennis	Neal, Kevin	Thomas, Mary
Carter, Krshika	Hamra, Susan	Nero, Taylan	Thornbrugh, Serena
Casey, Donna	Harris, Felicia	Newby, Haley	Tindle, James
Castillo, Alicia	Harris, Tara	Newport, Mary	Toles, Dikailyn
Chalifoux, Summer	Haslam, Traca	Norman, Janeive	Torres, Courtney
Christensen, Dorothy	Hayes, Denise	Ogbolu, Stephen	Townsley, Joseph
Cirbo, Joshua	Hayes, Linda	Oliver, Olivia	Treadwell, Jennifer
Clemishire, Kash	Henderson, Jaime	Oneal, Jana	Triplett, Tyler
Coleman, Cornelius	Henderson, Nikita	Ortega, Gladys	Tucker, Cynthia
Coleman, Destiny	Henderson, Tamora	Oswald, Hannah	Turner, Kathleen
Coleman, William	Hendrickson, Rhonna	Otterstrom, Ronica	Turner, Lariza
Cook, Shanna	Henley, Lea	Owen, Leslie	Turner, Rickey
Cooke, Lajeane	Hermansen, Shelby	Owens, Tonishia	Tutskey, Ross
Cope, John	Hernandez Frases, Lorena	Palaci Moncunill, Andres	Unterschuetz, Kathleen
Cornwell, Joshua	Hill, Lisa	Palmer, Alexis	Vaca Moreno, Laura Michelle
Correa-Gomez, Stephanie	Hopkins, Jesse	Papke, Gayla	Vance, Darla
Cottom, Cacey	Hudson, Shaniqua	Parker, Katie	Vanderwege, Mikayla
Cox, Geoffrey	Hughes-Teruki, Cameron	Patterson, Jennifer	Vang, Bong
Crawford, Megan	Hunt, Gabrielle	Pekary, Alaina	Vann, Robbin
Cuellar Galvez, Erik	Ikley, Dawn	Perez, Mercedes	Vaughan, Elizabeth
Cumbie, Carmen	Imbler Palmer, Bethany	Perry, Abigail	Vestal, Lindsey
Cunningham, Caleb	Ingle, Kendall	Phillips, Elijah	Volkmer, William
Curless, Matthew	Ioane Loyo, Sylvester	Phillips, Meagan	Vreeland, Robin

Cutshaw, William	Jackson, Eileen	Phillips, Steven	Waggner, Teresa
Daly, Alexander	Jackson, Eric	Phillips-Hinds, Erica	Wagner, Kyla
Dan-Reese, Andrea	Jackson, Paul	Ploutos-Clotney, Nee	Walker Iii, Jimmie
Daniels, Shontel	Jackson, Shawn	Porter, Telmesa	Westfall, Matthew
Davis, Alexis	Jacobs, Charisa	Porter, Vandi	Whisnant, Angelica
Davis, Erica	James, Trevion	Post, Timothy	White, James
Davis, Kristian	Janis, Nautica	Powell, Kyra	Williams, Aaron
Davis, Kynese	Jensen, Nathaniel	Prato, Fernando	Williams, Bryan
Davison, Jon	Jimison, Jana	Prescott, Winston	Williams, Christopher
Decean, Carole	Jimmerson, Antwain	Prieto, Widelmar	Williamson, Mary
Demaree, Cheyenne	Johns, Steven	Prollock, Linsey	Wills, Melissa
Deon, Leeann	Johnson, Jasmine	Pursley, Wyatt	Wilson, Ariana
Derby, Megan	Johnson, Jonah	Quaresma Ribas, Nathanael	Wilson, Devyn
Diaz Crespo, Betzaly	Johnson, Nicole	Radcliffe, Natalie	Wilson, Ryan
Dixon, Coquestia	Jones, Karlea	Ragsdale, Shanequa	Wilson, Sarah
Dodson, Whitney	Jones, Veronica	Ramirez, Christopher	Winders, Kathryn
Dokes, Kathryn	Judkins, Jennifer	Ramirez-Herrera, Marielly	Wirth, Lauren
Donaldson, Vincent	Kalahar, Olivia	Reich, Kristin	Wise, Jordan
Donnini, Kara	Kamm Jr. , Loyal	Reynolds, Baylee	Witt, Kristi
Doran, Aubreigh	Keel, Julie	Rhodes, Tonya	Wolfe, Laura
Dotson Ii, Thomas	Keim, Shane	Richardson, Corin	Wright-Owen, Tracey
Drowatzky, Kevin	Kelly, Jason	Riley, Marcia	Wyatt, James
Dry, Jon	Kelsey, David	Rivera Mendez, Eudomar	Xiong, Mai
Dudley, Krista Beth	Kemendo, Jia	Rivera, Anahi	Yankey, Gregory
Duncan, Margaret	Kennedy, Michael	Roberts, Colton	Yeboah, Christopher
Duran Garcia, Cendy	Kimmel, Teresa	Roberts, Kimberly	Young, Diana
Dyer, Bria	Koger, Gayle	Roberts, Sharron	Zambrano, Mariant
Earickson, Kimberly	Korolewicz, Christopher	Robinson, Destini	Zauzich, Ana
Earl, Roger	Krautter, Lydia	Rodriguez Jr., Gerardo	Zelley, Samantha

**Spring 2024 temporary teachers returning as continuous contract teachers for 2024-2025 school year:**

Agbai, Chinyere	De Santiago, Sophia	Jones, Shelby	Qualls, Emily
Akibu, Samuel	Decean, Nicolae	Jorgenson, Patricia	Quiceno, Ingrid
Alexander, James	Depalma, Daniel	Judkins, Karen	Ramirez Ramirez, Juanita
Allen, Anita	Diaz Pulido, Olga	Keester, Stephanie	Ramirez Ramirez, Silvia
Allen, Timothy	Dickey, Paige	Keeter, Tracy	Reis Woodcock, Audrey
Alvarado-Perez, Daniela	Dixon, Tiawona	King, Kimberly	Rich, Kari
Anderson, Amy	El Hassan, Aiya	Kordatzky, Troy-Lynn	Ridgeway, Catherine
Armstrong, Kaila	Ellis, Janet	Krohn, Jenna	Robador, Ibon
Arrington, Sheritta	Engles, Crystal	Lane, Larry	Robinson, Ian
Babcock Jr., Robert	Epperson, Christina	Lantz, Kevin	Rodriguez Robles, Diana
Babel, Rebecca	Escamilla-Rosenberg, Marisa	Lapham, Alyssa	Rogers, Ramona
Bachman, Keely	Eskitch, Allyson	Latvala, Vanessa	Roode, Christina
Barber, Cynthia	Falagrad, Alexandra	Lawson Verner, Tarsha	Ross, Isaiah
Bawden, Sara	Felty, Zachary	Lawson, Amy	Saldierna, Michelle
Behara, Darin	Filanda, Megan	Leland, Ricky	Sandridge, Kristina
Bevan, Karen	Fleig, Carlie	Lewis Jr., George	Sarasa Manzanedo, Marianelia
Boone, Camryn	Flowerday, Jacqueline	Lievsay, Candace	Schwab, Shane
Bowen, Monica	Frauman, Alexandria	Limes, John	Seals-Barnes, Benita
Brame, Shawn	Fritzgerald, Shekinah	Loftis, Melinda	Seldenrust, Elise
Brant, Chloe	Gant-Monroe, Tajaunia	Londono, Laura	Shanahan, Andrew
Brewer, Jacqueline	Garcia, Silvia	Lor, Chong	Sheckels, Eric
Brewer, Kyleigh	Garmy, André	Lyons, Sommer	Shollmier, Jessica
Briceno, Elin	Gautney, Jason	Mashburn, Amber	Shreve, Brenda
Brockunier, Jacob	Gibbs, Vickie	Mayer, Carl	Siakama, Sarah
Brown, Julie	Gilcrease, William	Mccracken, Charleen	Sims, Colleen
Brown, Kristin	Gonzales, Miranda	Mcdowell, Jennifer	Sivertsen, Suzanne
Brown, Michael	Goree, Aaron	Mcneal, Celeste	Smith, Katie
Brunjes Hall, Sarah	Gorges, Kathleen	Medlock, Allen	Spotz, Donavan

Bryan, Patrick	Grant, Patrice	Meeks, Kvionne	Stansbury, Kelci
Butler, Allison	Grantham, Emma	Mendoza, Monica	Starks, Tammy
Butler, Katrina	Green, Rodger	Metzger, Kristen	Steely, Madison
Cabrerizo Diago, Maria Victoria	Grimes, Marsha	Miller, Daniel	Stephens, Elizabeth
Callahan, Patricia	Hahn, Amanda	Mills, Deborah	Stilson, Jennie
Carnes, Holly	Hahn, Paulette	Moesta, Trey	Strmecki, Karoline
Carter, Erica	Hankinson, Brendon	Monday, Patricia	Swimmer, Ruth
Carter, Jonathan	Hansen, Tyler	Montes, Zadilee	Tebid, Neil-Peace
Castro, Belkis	Hargett, Lily	Moody, Tina	Tilton, Tarra
Cazorla Lorenzo, Antonio Jorge	Harper, Taylor	Moon, Tamara	Tincher, Lycinda
Ciriaco, Jemima	Harris, Emma	Moore, Joanne	Tiongson, Carrie
Clark, Adazhawa	Hays, Brenna	Mulder, Carrie	Tisdal, Marilynne
Clark, Rodney	Hernandez Carrasco, Ariana	Murphy, Nicholas	Tomas Grau, Lucia
Clark, Sharon	Hernandez Lopez, Maria	Murphy-Williams, Dawn	Torres, Kenny
Clary, Deborah	Hernandez, Dora	Naumann, Jesse	Veliz, Diana
Clougherty, Lea	Hollingsworth, James	Navitskaya, Veronika	Vuocolo, Katherine
Combs, Lisa	Hourihan, Sheila	Newman, Hannah	Wabaunsee, Will
Coons, Brandon	Howard, Katelyn	Nguyen, Jade	Wagner, Samantha
Couch Brunjes, Wendy	Hulbert, Christine	Oakley, Jacob	Ward, Rickey
Coulter-Pennington, Melodie	Ibison, Michael	Odell-Cargill, Deborah	Washington Jr., Rickey
Cox, Inmer	Izquierdo, Andrew	Parks, Tiffany	Webb, Brittni
Crittenden, Christy	Jackson, Chasity	Parra, Jennifer	Webber, Renika
Crowl, Lori	Jackson, Makayla	Paul, Theron	Wier, Casey
Culver, Dee	Jahn, Amy	Payne, David	Williams Jr., Brian
Curry, Shaunteka	Johnston, Jeanette	Perez, Ana	Williams, Delaney
Daniels, Kalib	Jones, Fredrick	Perez, Maria	Wise, Shane
Danley, Erica	Jones, Jodi	Petit, Candise	Wrynn, Tyler
Darnell, Jimmy	Jones, Nola	Poydack, Joe	Yang, Cheng
Davis, Everett		Pry, Jacob	Youngblood, Heather

**CORRECTIONS TO PREVIOUSLY APPROVED ITEMS**

Correct contract amount on adjustment May 20, 2024 page 9

<b>ADJUSTMENTS</b>	<b>Effective Date</b>	<b>Contract Amount</b>	<b>Current Position</b>	<b>Proposed Position</b>	<b>Grade or Degree &amp; Step</b>
Vinson, Stacey	05-21-24	\$ 157,500.00	Instructional Superintendent - Secondary Schools	Associate Superintendent School Operations	XG-4

	Create	Delete
<b>Title - Site / Department</b>	<b>Intervention Specialist - Health and Wellness</b> - Enrollment Center / Student and Family Support Services <b>(4 Positions)</b>	<b>Intervention Specialist - Health and Wellness</b> - Enrollment Center / Student and Family Support Services <b>(100028108, 100028107, 100028137, 100028157)</b>
<b>Funding Source</b>	11-0000-2120-501210-000-000000-202-06-059-	11-0000-2120-501210-000-000000-202-06-059-
<b>Pay Grade &amp; Range</b>	Teacher's Salary Schedule \$44,672 - \$79,026 / position \$178,688 - \$316,105 total	BG-5 \$32,766 - \$49,149 / position \$131,064 - \$196,596 total
<b>Contract Period</b>	187 Days	187 Days
<b>Duties</b>	Provide assistance and support to students who display at-risk behaviors and reduce lost instructional time due to behavior and whole-child wellness related issues. Increase teacher capacity to implement positive classroom management and behavior modification techniques within the classroom. Support parents in increasing positive discipline strategies.	Provide assistance and support to students who display at-risk behaviors and reduce lost instructional time due to behavior and whole-child wellness related issues. Increase teacher capacity to implement positive classroom management and behavior modification techniques within the classroom. Support parents in increasing positive discipline strategies.
<b>Budget Difference</b>	<b>\$47,624 - \$119,509</b>	
<b>Reason for Action</b>	Alignment with department needs and consistency of requirements.	

	Create	Delete
<b>Title - Site / Department</b>	<b>Positive School Climate Coordinator</b> - Enrollment Center / Student and Family Support Services	<b>Positive School Climate Coordinator</b> - Enrollment Center / Student and Family Support Services <b>100023278</b>
<b>Funding Source</b>	11-5520-2120-501210-497-000000-110-05-720-5520	11-5520-2120-501210-497-000000-110-05-720-5520
<b>Pay Grade &amp; Range</b>	EG-4 \$52,500 - \$78,700	BG-7 \$50,400 - \$75,600
<b>Contract Period</b>	12 Months	12 Months
<b>Duties</b>	Under the direction of the Director of Family Advocacy the Positive School Climate Coordinator will support the Tulsa Public Schools' vision ensuring that all students have access to safe, supportive and joyful school cultures. The coordinator will work closely with the school administrative team and the department of Student and Family Support Services to provide high-risk students with academic and social supports. The coordinator will support in-school initiatives and services that foster student achievement.	Under the direction of the Director of Family Advocacy the Positive School Climate Coordinator will support the Tulsa Public Schools' vision ensuring that all students have access to safe, supportive and joyful school cultures. The coordinator will work closely with the school administrative team and the department of Student and Family Support Services to provide high-risk students with academic and social supports. The coordinator will support in-school initiatives and services that foster student achievement.
<b>Budget Difference</b>	<b>\$2,100 - \$3,100</b>	
<b>Reason for Action</b>	Change of grade due to certification requirements for position.	

	Create	Delete
<b>Title - Site / Department</b>	<b>Coordinator Multi-Tiered Systems of Support</b> - Enrollment Center / Student and Family Services	<b>NA</b>
<b>Funding Source</b>	11-5520-2213-501210-497-000000-108-05-020-5520	
<b>Pay Grade &amp; Range</b>	BG-8 \$56,400 - \$84,600	
<b>Contract Period</b>	12 Months	
<b>Duties</b>	The Coordinator of Multi-tiered Systems of Support (MTSS) will lead 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, classroom management Coordinator of Multi-tiered Systems of Support.	
<b>Budget Difference</b>	<b>\$56,400 - \$84,600</b>	
<b>Reason for Action</b>	Alignment of department and district needs.	

	Create	Delete
<b>Title - Site / Department</b>	<b>NA</b>	<b>Specialist - Communications - Translation / Interpretation - Stimulus Funded</b> - ESC / Communications

<b>Funding Source</b>		11-7950-2560-501210-000-000000-505-05-062-7950
<b>Pay Grade &amp; Range</b>		H-12 \$16.78/hr. to \$22.46/hr.
<b>Contract Period</b>		12 Months
<b>Duties</b>		Working with the communications team, provide translation and interpretation services to ensure that all public- and parent-facing messages and materials including media releases and advisories, video, web, and social media content, emails, text-messages, district publications and promotional materials, and other public- and parent-facing communications – are available and accessible to Tulsa’s least-reached communities. This position will support the Tulsa Public Schools Communications Team with communication and engagement efforts that meet the needs of the diverse communities that the district served with a particular focus on our least-reached communities.
<b>Budget Difference</b>		<b>(\$24,902 - \$46,717)</b>
<b>Reason for Action</b>		Funding source ended

	<b>Create</b>	<b>Delete</b>
<b>Title - Site / Department</b>	<b>SPED Job Coaches</b> - Enrollment Center / Exceptional Student Support Services <b>(6 Positions)</b>	<b>NA</b>
<b>Funding Source</b>	11-0000-xxxx-xxxxxx-239-000000-xxx-06-066	
<b>Pay Grade &amp; Range</b>	H-12 \$16.78/hr. - \$22.46/hr.	
<b>Contract Period</b>	176 Days	
<b>Duties</b>	Directly assist students with significant disabilities who attend Tulsa Transition Academy in acquiring vocational and life skills aligned with their postsecondary goals. The job coach will support and supervise students while working in the school setting and out in the community.	
<b>Budget Difference</b>	<b>\$23,626 - \$31,624 per position</b> <b>\$141,756 - \$189,744 total</b>	
<b>Reason for Action</b>	Alignment with department needs.	

## EMPLOYMENT OF ASPIRING EDUCATORS (ADJUNCT TEACHERS)

An individual without a valid teaching certificate may teach in the district even though they do not possess a teaching certificate if they are authorized by state law to teach as an adjunct teacher, within Tulsa Public Schools known as aspiring educators. Tulsa Public Schools' aspiring educators must have recognized, meritorious expertise, or distinguished qualifications in their field.

The Oklahoma Department of Education recognizes two types of adjunct teachers:

1. a certified employee adjuncting to teach outside of their area of certification ("certified adjunct teacher")
2. a person who does not hold a valid teaching certification of any kind, including educators with an expired certificate, who are serving as an adjunct teacher ("non-certified adjunct teacher.").

District staff will determine whether the individual possesses the necessary level of expertise and qualifications by evaluating whether the individual has:

1. minimum of two years of demonstrated full-time work experience in an instructional or supervisory role, with an audience consisting primarily of school-age children (e.g., summer camp, youth groups, parks, and recreation, etc.); and
2. enrolled in a bachelor's degree completion program and within 36 credit hours of completion of a bachelor's degree; or
3. an associate's degree from an accredited institution; or
4. successful experience as a classroom teacher, but otherwise ineligible for emergency certification.

In addition to possessing the required expertise/qualifications, the individual must:

- a. be 21 years of age;
- b. meet all district employment requirements, including but not limited to references regarding the individual's ability to relate to students must be satisfactory;
- c. complete successful background check review, including drug screening; and
- d. if hired as an adjunct teacher, comply with all ongoing training requirements for both the district and the Oklahoma State Department of Education.

For adjunct teachers employed more than 3 hours per day, the following requirements also apply:

1. Adjunct teachers must complete additional professional development components in the fall and spring semesters.
2. Adjunct teachers teaching core content classes must complete a degree or a certification within five (5) years unless additional time is granted by petition.

Compensation and Contract Matters:

1. A certified employee who is adjuncting in an area outside of their current certificate area will be employed pursuant to a teaching contract (temporary or otherwise, as applicable), and the teacher will remain on the certified teacher salary scale.
2. A non-certified adjunct instructor will be employed pursuant to a support employee and be paid as an Apprentice Teacher until a degree and certification are earned.

The district will comply with all requirements set forth by the Oklahoma State Department of Education concerning the employment of an adjunct teacher. This includes requirements related to annual renewal and exclusions to adjuncts in the fields of special education, Pre-K, and Kindergarten.

Adopted: July 2024

Legal Reference: 70 O.S. § 6-122.3  
70 O.S. § 17-10

## CHARTER SCHOOLS

**PURPOSE:** To establish guidelines for Charter Schools under the Oklahoma Charter Schools Act.

The Board, pursuant to Oklahoma statutes, may elect to sponsor a charter school for one or more of the following purposes:

- To improve student learning;
- To increase learning opportunities for students;
- To encourage the use of different and innovative teaching methods;
- To provide additional academic choices for parents/guardians and students;
- To require the measurement of student learning and create different and innovative forms of measuring student learning;
- To establish new forms of accountability for schools; and,
- To create new professional opportunities for teachers and administrators including the opportunity to be responsible for the learning program at the school site.

Charter schools are fully recognized as public schools; however, a charter school, to be so designated under Oklahoma law, must have attained/secured as a minimum the following:

- Formal approval of its proposal for sponsorship by the Board; and,
- Formal approval and publication of its charter (contract) to operate. Such charter (contract) approval shall be by both the Board and the governing board of the school.

### District Responsibilities

- Receive, review, and recommend to the Board action concerning all written charter school proposals, as stipulated by the legislation, within the timelines established under the law.
- Upon positive action by the Board, develop for Board approval, in cooperation with the applicant, a charter (contract) for the charter school.
- Notify the State Board of Education of any approved schools and simultaneously provide copies of approved charters.
- Monitor charter schools' progress towards the goals, objectives and performance framework established in the charter.
- Monitor charter schools' financial status and fiscal operations.
- Make relevant recommendations as may be appropriate for Board consideration.

### Eligible Grade Levels

The Board may sponsor charter schools to serve any grade or combination of grades from prekindergarten through grade 12.

### Enrollment

A sponsor of a charter school shall not restrict the number of students a charter school may enroll. The capacity of the charter school shall be determined annually by the governing board of the charter school based on the ability of the charter school to facilitate the academic success of the students, to achieve the other objectives specified in the charter contract and to ensure that the student enrollment does not exceed the capacity of its facility or site. The charter school shall provide notice to the sponsor of its enrollment numbers no later than November 1 for the following school year.

### Applicant Eligibility

A board of education of a public school district, public body, public or private college or university, private person, or private organization may contract with a sponsor to establish a charter school except that a private school shall not be eligible to contract for a charter school.

A charter school shall be nonsectarian in its programs, admission policies, employment practices, and all other operations. The Board may not authorize a charter school or program that is affiliated with a nonpublic sectarian school or religious institution.

### Written Proposal and Charter (Contract) Development Process

Tulsa Public Schools, in compliance with all statutory time periods and requirements, and to allow for the completion of a charter (contract) with successful applicants, will post application instructions and deadlines for all completed proposals to be submitted and received in the Office of the Superintendent. The due date will refer to schools planning to begin operations the following school year. For purposes of this policy, operations will be defined as providing educational instruction pursuant to an approved charter (contract) in compliance with Oklahoma law.

All proposals submitted soliciting Board sponsorship of a charter school shall utilize the proposal requirements as provided by the Board. Such proposals shall include completion of the Tulsa Charter School Proposal document as published by the Board and shall meet all due dates as published by the Board. Charter (contract) schools sponsored by Tulsa Public Schools are expected to be a signatory to the Tulsa Public Schools Charter Compact Agreement.

**NOTE:** Proposals soliciting sponsorship which do not provide all of the information required by the Board, or fail to meet the published timelines, and incomplete or tardy proposals may be considered as grounds for rejection of sponsorship.

Review of proposals shall go forward using a process and procedure as defined by and under the direction of the superintendent or designee. The process shall require complete review of each individual proposal received and shall lead to a written report evaluating the quality of the proposal. The written report shall be submitted with a formal recommendation for action to the Board.

The Board shall either accept or reject sponsorship of a proposed charter school within sixty (60) days of receipt of the proposal. Applicants whose proposals are rejected are eligible to appeal as specified by the Oklahoma Charter Schools Act.

All proposals for which sponsorship is authorized by the Board shall immediately initiate negotiations for the completion of the school's charter (contract). All charters (contracts) shall require formal approval by the Board and the governing board of the proposed charter school.

The State Board of Education shall be notified of the acceptance of sponsorship by the Board for any charter schools. A copy of the formally approved charters (contracts) shall be forwarded to the State Board of Education immediately upon approval.

#### Term of Charter

An approved contract for a charter school shall be effective for five (5) years from the first day of operation. A charter contract may be renewed for successive five-year terms of up to ten years duration, although the sponsor may vary the term based on performance, demonstrated capacities and particular circumstances of each charter school. A sponsor may grant renewal with specific conditions for necessary improvements to a charter school.

#### Charter Renewal

- Prior to the beginning of the fourth, or second to last year of operation as may be applicable, the charter school sponsor shall issue a charter school performance report and charter renewal application guidance to the school and the charter school board. The performance report shall summarize the performance record to date of the charter school, based on the data required by the Oklahoma Charter school Act and the charter contract and taking into consideration the percentage of at-risk students enrolled in the school, and shall provide notice of any weaknesses or concerns perceived by the sponsor concerning the charter

school that may jeopardize its position in seeking renewal if not timely rectified. The charter school shall have forty-five (45) days to respond to the performance report and submit any corrections or clarifications for the report:

Prior to the beginning of the fifth, or final year of operation as may be applicable, the Charter school may apply for renewal of the contract with the sponsor. The renewal application guidance shall, at a minimum, provide an opportunity for the charter school to:

- Present additional evidence, beyond the data contained in the performance report, supporting its case for charter renewal.
- Describe improvements undertaken or planned for the school.
- Detail the plan for the next charter term for the school.

The Board may deny the request for renewal if it determines the charter school has failed to complete the obligations of the charter (contract) or comply with the provisions of the Oklahoma Charter Schools Act. The Board shall give written notice of its intent to deny any request for renewal of the charter (contract) at least eight (8) months prior to the expiration of the charter (contract).

#### Termination of a Charter

The Board may terminate a charter (contract) during its term for failure to meet the requirements for student performance contained in the charter (contract) or established performance framework, failure to meet the standards of fiscal management specified, violations of law, or other good cause.

The Board shall give at least ninety (90) days written notice to the governing board of the charter school prior to terminating the charter (contract). The governing board of the charter school may request, in writing, an informal hearing before the Board within fourteen (14) days of receiving notice. The Board shall conduct an informal hearing before taking action. If the Board decides to terminate the charter (contract) the governing board of the charter school shall be eligible to pursue remedies as specified in the Oklahoma Charter School Law.

#### Student Placement

If a charter (contract) is not renewed or is terminated, all students who attended the charter school may enroll in another school consistent with the Board's placement rules including access to all eligible transfer options as may be available under Oklahoma law or Board policy.

### Rights of Teachers

Any teacher who is employed by or teaching at a charter school and who was previously employed as a teacher by the sponsor shall not lose any salary status or any other benefit provided by law due to teaching at a charter school upon returning. Any teacher who is employed by or teaching at a charter school and who was employed by the sponsor immediately before such employment shall be given employment preference upon receipt of an application to return if:

- The application is received no later than three (3) years after ceasing employment with the sponsor; and,
- A suitable position is available.

### Legal Reference

Oklahoma's Charter School Act (Title 70, Section 3-130) is incorporated herein by reference and made a part of this policy.

## SCHOOL TRANSFERS OF IN-DISTRICT STUDENTS

**PURPOSE:** To inform families of the district's in-district transfer policies and support students' success upon enrollment at their school.

The district's attendance areas determine the schools in which students will be enrolled. There are two types of transfers that authorize an in-district student to enroll in a school outside of their attendance area: a neighborhood transfer and a magnet transfer. Both transfer types require application.

A request for an in-transfer initiated by or on behalf of a TPS resident student will be approved or refused in accordance with this policy and applicable law.

### General Policy Regarding Intra-District Transfers

#### Conditions Necessary to Receive Neighborhood Transfers:

Pursuant to Okla. Stat. tit. 70, section 8-114, a student may request a transfer at any time during the year. To request a transfer, the student must submit a completed application and all supporting documents to the transfer office. As applicable, this application will include an acknowledgement that district-provided transportation is not available. The district may have one or more unified enrollment system processes each year that will provide district students and their families with reasonable, high-quality enrollment options that support students' success in school.

The district will approve a transfer request unless (1) the student's grade level has reached capacity at the receiving site as determined in the sole discretion of the district in accordance with this policy, (2) the district denies the request for a reason specified in this policy, or (3) denial is otherwise allowed by state or federal law.

If there are more applications than available spaces at the time the transfer request is reviewed, preference shall be provided to:

1. Students who reside in the school site boundary.
2. Students who attended the school site the prior year.
3. Siblings of students who are already enrolled at the school site.
4. Children of school district employees who wish to attend a different school site within the school district than the one they reside within.
5. Students who change residence within a school district and who wish to attend the same school site.
6. Students already on a waitlist for that school. (If a student is placed on a waitlist, the student will automatically be removed from the waitlists for any school that the student ranked lower (less preferred) than the offered school but will remain on the waitlists for any schools that were ranked higher than the offered school. The

superintendent or the superintendent's designee will identify the waitlist closure date for each enrollment window based on current and projected enrollment, school and District staffing, and budgetary implications.)

Following the acceptance of these students, the district will approve transfer requests in the order they were received.

A sibling is defined as children who reside at the same address or have a legal document that specifies a split residence and who share at least one common biological or legal parent whether through natural or adoptive means, including biological siblings that share parents; half siblings that share a single parent; step siblings that share a parent or parents through marriage; children who share a parent or parents through adoption or guardianship; and foster children awaiting permanent placement.

If a transfer is granted, the student will begin attending the new school at the time designated by district staff, which will be as prompt as reasonable given the preparations necessary to successfully execute the transfer and no later than the beginning of the following semester.

A transfer application may not be considered if it is incomplete and will be denied if the parent makes a fraudulent, intentional, or material misrepresentation on the application. An application may be denied for any of the acts and reasons outlined in Okla. Stat. tit. 70, section 24-101.3(F)(1), which pertains to certain violent acts, until such time as the district determines that the transferring student no longer poses a threat to self, other students, or district faculty or employees. However, the school district shall also maintain discretion to deny an application for any lawful reason. Any denial of a transfer request from a student seeking a transfer shall be communicated in writing to the parent. The denial of an in-district transfer request shall be final and not appealable.

Students moving from one attendance area to another during the school year may continue their education at their current school (the school now outside their new attendance area) for the remainder of the school year. If the student wishes to remain at their current school for subsequent school years, they must apply for a transfer. While a student is awaiting approval of a transfer request, the student is required to attend the school in which they are currently enrolled. If an application has been denied, a new application must be submitted if the student wishes their application to be considered in a future transfer window.

### Capacity Determinations

The superintendent of schools, or their designee, shall determine the criteria to be used in determining grade capacity for each school site. Each school site's grade level capacity shall be (a) approved by the board of education prior to the first day of January, April, July and October of each school year, and (b) published in a prominent place on the district's website and reported to the State Department of Education as required by law.

For non-magnet schools, the capacity of a grade at a particular school will be based on the current number of filled general education teacher positions multiplied by the student-teacher ratio as published in the current school year's staffing plan for the school and grade level, minus the number of students currently in the school and grade, with an additional accommodation made to account for the number of students expected to move into the school's enrollment area.

With regard to both magnet and lottery magnet schools, for purposes of compliance with Okla. Stat. tit. 70, section 8-114 and this policy, the superintendent or their designee shall determine the transfer-related capacity of a magnet school's grade level using a holistic analysis of: (1) the school's ability to admit students who may not meet the criteria described in regulation 2206-R2, and (2) the capacity factors described in the preceding paragraph relating to non-magnet schools.

#### Frequency of transfers

A student shall not transfer more than two times per school year. Pursuant to state law, a student in the Department of Human Services foster care is not subject to this limit. Further, any student may re-enroll at any time at the student's site of residence.

#### Automatic Renewal of Transfers

Once a transfer has been approved to a school and the student has attended the school to which the transfer was granted, renewal of the transfer to that school for the next school year will be automatic unless a cancellation is requested in writing by the parent/guardian or there is an authorized revocation of the transfer as authorized by board policy. However, a student transitioning from an elementary to a middle school, or from a middle school to a high school, must apply for a transfer if the student desires to attend a school other than the attendance area school for the following year.

#### Revocations of Transfers

The district approves all transfers with the expectation that the school will be a successful fit for the student. The district reserves the right to remove the student from a school they have transferred to at the end of the semester and enroll them at a different site in the event that chronic absenteeism or misconduct indicates the new school would be a better placement. These determinations will be made by the Superintendent or their designee in consultation with the student's family and the principals of the relevant schools. In such cases, "chronic absenteeism" shall mean that the transferring student has ten or more absences in the last full school semester that are not excused due to illness or for the reasons provided for in Okla. Stat. tit. 70, section 10-105(B); and "misconduct" shall mean any of the acts and reasons outlined Okla. Stat. tit. 70, section 24-101.3(A)-(C) & (E) that would allow denial of a transfer request, including but not limited to: violation of a school

regulation, possession of an intoxicating beverage, possession of certain missing or stolen property, possession of a dangerous weapon or a controlled dangerous substance while on or within two thousand feet of public-school property, or at a school event.

Any revocation of a transfer request from a student seeking a transfer shall be communicated in writing to the parent. The revocation of an in-district transfer request shall be final and not appealable.

#### Cancellation of District Transfers by Parents/Guardians

If a student wishes to return to their neighborhood school the parent/guardian must reenroll the student in that attendance area school. Barring extenuating circumstances determined by the Superintendent or their designee, such students may not begin attending their neighborhood school until the beginning of the next semester. The parent/guardian must provide proof of address at the time of enrollment.

#### Emergency-Based Transfers

The leader of the district's enrollment offices will consider and approve or decline all requests for all neighborhood transfers made on safety/emergency grounds. Such transfer requests shall be made to the enrollment office, which will consult with other district offices and school personnel, as appropriate, to understand the extenuating circumstances supporting the transfer.