



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **September 3, 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 August 19, 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

L.1 Motion, second, discussion and vote on motion to go into executive session for the purpose of (a) discussing the employment and resignation of Maurice Walker, an individual salaried public employee, pursuant to Title 25, Section 307.B.1 of the Oklahoma Statutes; and (b) conducting confidential communications between the board of education and its attorneys concerning a pending claim or action against the district by Maurice Walker, the board having been advised by its attorneys that disclosure will seriously impair the ability of the board to process the claim or conduct litigation in the public interest, pursuant to Title 25, Section 307.B.4 of the Oklahoma Statutes.

L.2 Executive Session (Room 200C)

L.3 Motion and vote on motion to acknowledge return to open session from executive session

L.4 Board President's statement regarding minutes of executive session

L.5 Motion, second, discussion and vote to authorize the execution of a resignation agreement with employee Maurice Walker.

M. NEW BUSINESS

N. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, September 16, 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:

Approve the length of the 2024-2025 school year to be calculated in hours as allowed by House Bill 1864.

RATIONALE:

House Bill 1864 provides for calculation of the school year by days or school hours. It also modifies time allowed for professional meetings and the number of hours for parent-teacher conferences to be counted as classroom instruction and clarifies language relating to the extended-day schedule. Using the school-hour method of calculation will allow calendar flexibility, if needed, and will not impact the district's average daily membership or average daily attendance calculations.

E.3. RECOMMENDATION:

Purchase both student-facing and teacher-facing materials, workshops, and online learning platform subscriptions for ACT prep as needed during the 2024-2025 school year from MasteryPrep LLC, a member of the Equalis Group, which is an 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.

COST:

Not to exceed \$300,000

FUND NAME/ACCOUNT:

Each school site who elects to use MasteryPrep for ACT prep will use either their Title 5118 or Title 5150 funds:

Students -11-5118-1000-506533-494-000000-000-05-XXX-5118

Students- 11-5150-1000-506533-494-000000-000-05-XXX-5150

Teachers – 11-5118-2213-506533-494-000000-000-05-XXX-5118

Teachers – 11-5150-2213-506533-494-000000-000-05-XXX-5150

RATIONALE:

The district's required assessments include the Pre-ACT, which involves acquiring ACT prep materials and implementing necessary interventions. Additionally, preparing students for success on the ACT supports state report card metrics and aligns with the district's goals and guardrails related to postsecondary opportunities, graduation rates, and academic growth.

E.4. RECOMMENDATION:

Enter into an agreement with Global Gardens, Inc. to provide educational services and garden-based programming from September 4, 2024 through June 30, 2025 school year. This is the second renewal.

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 for Anderson, Celia Clinton, Emerson, Hawthorne, John Hope, McClure, Mitchell, Sequoyah, Springdale and Unity Learning Academy. Greenwood Leadership Academy will be provided support and engagement at a cost of \$13,000.

FUND NAME/ACCOUNT: 11-0000-2199-503200-000-000000-000-07-XXX

RATIONALE:

Global Gardens will provide operational support for garden-based programming at certain school sites for the 2024-2025 school year. Specifically, Global Gardens will provide curriculum, materials, and instruction for garden-based programs including garden based STEM instruction, extended learning programs, and family and community programs. Global Gardens will install and manage the upkeep of raised bed gardens at program sites. Participating sites include: Anderson, Celia Clinton, Emerson, Greenwood Leadership Academy, Hawthorne, John Hope Franklin, McClure, Mitchell, Sequoyah, Springdale, and Unity Learning Academy. Global Gardens will operate its programming, training, and resource storage at Remington Elementary. The fall semester of the engagement is at no cost to the district, and the second semester may cost up to \$13,000.

- E.5. RECOMMENDATION:** Approve an agreement with Tulsa Community Foundation (“TCF”), a non-profit corporation and registered 501(c)(3) organization working through its charitable program, the Opportunity Project LLC, to access and use district facilities for its afterschool programming for interested students. The district will not be charged for the programming as the district is not contracting for services.

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: By allowing Opportunity Project to use TPS facilities for Opportunity Project's afterschool programming, students will have greater access to quality expanded learning opportunities after the school day. The recommendation aligns with the district's healthy schools strategy (initiative 2) and its City of Learning and Opportunity strategy (initiative 1 and 2). In exchange for Opportunity Project's use of district facilities, TPS will receive additional information from Opportunity Project

about student progress that can be used by the district to improve school-day practices that support district students.

E.6. RECOMMENDATION:

Enter into an agreement with Choose Aerospace, a non-profit, 501(c)(3) organization, to continue utilizing their curriculum 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:

No cost to the district. The Oklahoma State Department of Career Tech Education pays the \$200/student fee through a state contract with Choose Aerospace that allows all public high school Career Tech programs to use the program at no cost.

RATIONALE:

Choose Aerospace is a robust Career Tech curriculum for high school students to provide them with skills to begin a career pathway in the FAA mechanics and Aviation repair field. Research shows that aviation maintenance professionals are in high demand across the country with a need for an increased workforce to sustain the industry. Tulsa is a central location for aviation maintenance, with American Airlines' largest maintenance facility in our city as well as numerous other aviation organizations working in that sector.

East Central High School has used the Choose Aerospace curriculum for two years in our Career Tech STEM Aerospace program. However, all sites have the opportunity to utilize the curriculum if it is relevant to their STEM Career Tech course content. This program is also used in districts across the country and is being adopted in Career Tech programs in Broken Arrow and Union Public Schools.

This program is alignment to our strategic plan as it helps achieve Interim Goal 3.2 by preparing students for post-secondary credential opportunities in STEM. We will evaluate the effectiveness of this curriculum by the student pass rate in the associated courses, the pass rate of the certification exam, and the post-graduation job placement of students in the program.

While this is will be our third year of using the Chose Aerospace curriculum it is the first year we are entering into an official agreement.

E.7. RECOMMENDATION:

Enter into an agreement with Shutterfly Lifetouch, LLC to provide yearbooks for Will Rogers High School & Middle School 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:

No cost to the district as families will pay to purchase the yearbooks.

FUND NAME/ACCOUNT: SAF Yearbook/572

RATIONALE:

Lifetouch is a professional photography company with over 80 years of experience. They provide digital printing of customizable school yearbooks. They also provide resources and tools to help the yearbook advisor and students create yearbooks that be will a reflection of the Roper Experience. Lifetouch Yearbooks lets teachers, parents, and students enjoy the memories, accomplishments, and victories of the school year for many years to come.

E.8. RECOMMENDATION:

Enter into an agreement with Strawbridge Studios, Inc. to provide class portraits and yearbooks for Bell, Celia Clinton, Cooper, Dolores Huerta, Hamilton, John Hope Franklin, Kendall-Whittier, Kerr, Key, Lanier, MacArthur, McClure, McKinley, Mayo, Mitchell, Owen, Peary, Salk, Skelly, Springdale and Tulsa Virtual Academy 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: No cost to the district as families will pay to purchase the class portraits and yearbooks.

FUND NAME/ACCOUNT: School Activity Fund Yearbook, account

RATIONALE:

Strawbridge Studios, Inc., is a 4th generation, family-owned, American school portrait and yearbook company in Durham, North Carolina. Strawbridge will work with schools to establish all portraits and yearbook specifications (including size, copies, and pages), completion deadlines, price, and delivery schedules during the 2024-2025 school year. Schools will collect funds from students for portraits/yearbooks, and deposit them into the appropriate school activity fund account.

E.9. RECOMMENDATION:

Enter into a partnership agreement with Union Public Schools for the 2024-2025 school year to provide an additional, convenient location to pursue a GED for Tulsa County residents who are overaged, under-credited students who have dropped out of school.

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:

Between 2022 and 2024, TPS enrolled 2,682, 16 years or older students who acquired 16 credits or less. Of the 2682 students enrolled, 1476 were in grades 11 and 12. Students who enter our district with fewer than 16 credits struggle to graduate, and many drop out. This program will be open to former TPS students who are 16 or older and have dropped out. Offering these students a GED option would provide a service to students who are looking for an alternative to a high school diploma.

The grant for providing GED services is awarded at the county level by the Oklahoma Department of Career and Technology Education. As Tulsa County's longtime grantee for providing GED services, Union Public Schools will deliver the programming and host the first class at the TPS Enrollment Center with the option to add additional TPS locations upon request. Union Public Schools will hire, train, and pay for the Adult Basic Education teacher as well as provide adequate security and/or adult supervision. GED classes are currently available through Union Public Schools at various sites, none in Midtown. With this partnership agreement, former TPS students will have access to GED classes through any Union Public Schools site, including this new location at the Tulsa Public Schools Enrollment Center, even when access is closed to the general public. Having a GED site in Midtown at a location within the Tulsa Public Schools community provides easier access for young adults who have dropped out of school. It also aligns with the board's goal of ensuring that students are college and career-ready and that we have a plan for young adults who have dropped out of school.

TALENT MANAGEMENT

- E.10. 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.11. RECOMMENDATION:**
Approve position creates, deletes and updates.

RATIONALE:

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

- E.12. RECOMMENDATION:** Purchase assorted classroom supplies, materials, and curriculum from School Specialty for each classroom in accordance with the terms and conditions of Omnia Cooperative Contract #R230503.

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 \$253,851

FUND NAME/ACCOUNT: Vision funds, 11-0289-1000-506810-100-000000-000-05-XXX-0289

11-0289-1000-506190-100-000000-000-05-XXX-0289

RATIONALE:

Classroom supplies to be purchased will vary depending on classroom needs, but could include, but is not limited to, art, classroom, and a variety of office supplies as well as curriculum materials offered through School Specialty. This initiative is designed to directly support our teachers by providing them with the resources needed to create effective and engaging learning environments. Strategic use of the remaining Vision funds will directly support our educational goals by equipping teachers with the necessary tools to enhance student learning.

FINANCIAL SERVICES

E.13. RECOMMENDATION:

Approve the **New Encumbrance & Change Orders from August 16, 2024 to August 29, 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.***

TEACHING AND LEARNING

E.14. RECOMMENDATION:

Amend item E.19 approved on the August 5, 2024, agenda for Applied Behavior Analysis (ABA) service partnership to include Golden Steps ABA, LLC as an approved vendor in SY2024-25.

RATIONALE:

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. This amendment seeks to include Golden Steps ABA, LLC as an additional vendor, at no cost to the district.

E.15. RECOMMENDATION:

Amend item E. 27 approved on the June 3, 2024 agenda changing the supporting organization for the Juvenile Detention Center from “The Tulsa County Family Center for Juvenile Justice on behalf of the Juvenile Bureau of the District Court of Tulsa County, Oklahoma operating the Tulsa County Juvenile Detention Center” to the new organizational control of “the Board of County Commissioners of the County of Tulsa, Oklahoma on behalf of the Tulsa County Juvenile Detention Home.”

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 Juvenile Detention Center has come under different organizational operations, and the new entity has continued to request educational support from Tulsa Public Schools. Juvenile correctional facilities are obligated to provide educational services for youth in their care. The Juvenile Detention Home supports the district’s Healthy Thriving School strategy by expanding services for students with immediate wellness needs. This partnership benefits and educates Tulsa Public Schools’ students who have unique and acute needs through supporting their academic, emotional, and behavioral growth and development.

District certified teachers support the Juvenile Detention Home residents. State law requires the district to provide an appropriate number of teachers for the delivery of educational services. Over the course of the 2022-23 school year 264 students were supported by TPS teachers. During the 2023-24 school year 236 students were served in the facility.

E.16. RECOMMENDATION:

Enter into an agreement with LinkedIn Corporation, C Corp, to grant district staff members full access to an extensive online library of training and professional learning resources aimed at enhancing their leadership and technology skills, as part of RFP# 24057. This is the initial year 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 \$51,000

FUND NAME/ACCOUNT: Bond Fund 3X-1306-XXX-50XXXX-000-000000-000-06-070-

REQUISITION/CONTRACT: 12503134

RATIONALE:

The content provided by LinkedIn Corporation will significantly enhance current instructional-focused professional development offerings. LinkedIn Learning will advance the skills of both certified staff and support team members in leadership and

technology, while also providing valuable resources to develop essential soft skills, such as teamwork and communication.

E.17. RECOMMENDATION:

Renew the agreement with Teaching Channel, Inc., to offer the district access to a private digital library of exemplary teaching videos, to be utilized for teacher and leader development during the 2024-2025 school year as part of RFP# 24057. This is the initial year with 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 \$135,700

FUND NAME/ACCOUNT: Bond Fund 3X-1306-XXX-50XXXX-000-000000-000-06-070-

REQUISITION/CONTRACT: 12503138

RATIONALE:

The Teaching Channel video library serves as an invaluable resource for teacher development, providing a collection of exemplary teaching practices aligned with instructional best practices. This library offers teachers, principals, and trainers access to high-quality examples for enhancing professional development experiences.

E.18. RECOMMENDATION:

Appoint the following additional Gifted Education and Talent Development Local Advisory Committee members for a two-year term (2024-2026), per Oklahoma statute 70 O.S. § 1210.308.

New appointments to the Local Advisory Committee:

Joy Parnosky, interim principal (Carver Middle School)
Curtis Swinford, assistant principal (McClure Elementary)
Parker Childers, assistant principal (Webster Middle School)
Carolyn Blair, GT parent (Carver Middle School, Council Oak Elementary)
Andrea Johnson, GT parent (Celia Clinton)
Keyana Graham, GT parent (Anderson)

Returning Committee:

Carlos Moreno, GT parent (Edison High School)
Dr. Eschelle Gilkey, manager of Academic Counseling
Brena Meadows Thrash, foundation for tulsa schools
Hannah Jarman, program manager at tulsa changemakers

Current Committee:

Dr. Linnea Van Eman, coordinator of gifted education and talent development

Auxiliary Committee Members:

Nickie Grauberger, GT parent (Clinton West Elementary)
Dr. Cynthia DePalma, GT instructional mentor and GT parent (Edison Middle)

School)

Christa Wallace , elementary site GT teacher (Clinton West & Hamilton)
Sally Cannizzaro, middle school GT teacher on special assignment and GT parent
(Rogers High School, Zarrow International)
Kelly Trueman, elementary site GT teacher (Mendez Elementary)
Pat O'Dea, elementary site GT teacher (McClure & Marshall Elementary)
Susan Comfort, elementary site GT teacher (Salk Elementary)
Karen Dotson, GT instructional mentor
Andrea Schafer, elementary GT teacher on special assignment
Krystal Hutchinson, director of post-secondary readiness

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:

Additional appointments to the committee will enhance representation by including both secondary and elementary administrators, as well as increasing parental input. This expanded representation supports the GETD Mission and Vision aimed to improve identification and service practices for gifted and talented students.

In accordance with Section 910.1 of the Education of Gifted and Talented Children Act, the district is mandated to establish a Board-approved local advisory committee. This committee is responsible for helping formulate district goals for gifted education, developing the district's plan for gifted child education programs, and performing additional advisory duties as requested by the Board of Education. The district invites nominations from organizations dedicated to advocating for gifted and talented children, as well as from community members interested in supporting gifted education. Advisory committee meetings are open to the public.

E.19. RECOMMENDATION:

Renew the cooperative agreement with the Oklahoma Department of Mental Health and Substance Abuse Services, (ODMHSAS) for technical assistance and training to develop a sustainable infrastructure for school-based mental health programs and services during implementation of the SAMHSA MTSS AWARE grant during the 2024-2025 school year. The use of ODMHSAS as a vendor is mandatory according to The Substance Abuse and Mental Health Services Administration (SAMHSA) grant regulations.

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 \$21,672

FUND NAME/ACCOUNT: Project Aware SAMHSA Grant - 11-7821-2199-503590-482-000000-000-05-020-7821

RATIONALE:

The Oklahoma Department of Mental Health and Substance Abuse Services offers consultation, training, and support to schools through its school-based mental health programs. These services ensure that Student Mental Health Crisis Protocols comply with state standards. Additionally, the Department provides technical assistance for SAMHSA grant requirements by coordinating and training on evidence-based practices, such as Botvin LifeSkills, Pax Good Behavior Game, SPARCS, Youth Mental Health First Aid, Alcohol EDU, Motivational Interviewing, Lifelines & At-Risk Suicide Prevention, among others.

E.20. RECOMMENDATION:

Renew the cooperative agreement with the Oklahoma State Department of Education (OSDE) for technical assistance and training to develop a sustainable infrastructure for school-based mental health programs and services during implementation of the SAMHSA MTSS AWARE grant during the 2024-2025 school year. Contracting with the OSDE is a mandatory requirement for receiving and participating in the SAMHSA AWARE Grant.

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 \$59,600

FUND NAME/ACCOUNT: Project Aware SAMHSA Grant - 11-7821-2199-503590-482-000000-000-05-020-7821

RATIONALE:

Contracting with OSDE (Oklahoma State Department of Education) is a requirement to receive and participate in the SAMHSA AWARE grant. OSDE will support Tulsa Public Schools with training for multi-tiered systems of support, trauma informed practices, student mindsets, student threat assessments, and school safety. These topics will help support the safety and school culture in our schools.

INFORMATION AND ANALYTICS

E.21. RECOMMENDATION:

Enter into a contract with Cox Communications, Inc., effective September 3, 2024, through June 30, 2025, to increase our connection rate for Cox Business Internet service at Tulsa Virtual Academy.

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 \$5,500

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-505320-000-000000-000-02-026

REQUISITION/CONTRACT: 12502926

RATIONALE:

Cox requires a new contract to increase the connection rate associated with their Cox Business Internet service connection at Tulsa Virtual Academy. The current connection rate is 100x20 at a cost of \$108.99 per month including taxes and fees. Tulsa Public Schools anticipates needing to increase the connection rate to 500x35 at a cost of \$412.99 per month plus taxes and fees, an approximate cost increase of \$400 per month for the remaining 10 months. Increasing the connection rate at Tulsa Virtual Academy will allow for more bandwidth to cover the security cameras plus the additional students, staff and programs.

BOND PROJECTS AND ENERGY MANAGEMENT

E.22. RECOMMENDATION:

Enter into contract with Happy Valley Intermediate Holdco Inc, d.b.a Energy Cap LLC for energy management and monitoring services for meters district wide.

FURTHER RECOMMEND:

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

COST:

The total cost is not to exceed \$21,780

FUND NAME/ACCOUNT:

3X-1219-2620-506533-000-000000-000-12-037-

3X-1319-2620-506533-000-000000-000-12-037-

RATIONALE:

The management software system implements targeted, impactful energy efficacy programs to drive down utility bill costs throughout the district.

E.23. RECOMMENDATION:

Approve the change order #1 with Turner Roofing Services LLC at Carver Middle School. The original contract was approved on the May 6, 2024, agenda, item E.28 in the amount of \$1,449,118.

FURTHER RECOMMEND:

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

COST:

The total cost to this change order is \$185,000.

RATIONALE:

Addition wet insulation was found that needed to be replaced.

OPERATIONS

E.24. RECOMMENDATION:

Approve the October 1, 2024, capacity data for the in-district (intra-district) transfers to comply with requirements of House Bill 3386.

FURTHER RECOMMEND:

RATIONALE:

House Bill 3386 requires each school district to determine the criteria to be used in determining grade capacity for each school site. Each school site's capacity shall be approved by the board of education prior to the first day of January, April, July, and October of each school year.

****Note the report listed above is a link that will take you to the full report.***

E.25. RECOMMENDATION:

Approve the October 1, 2024, capacity data for out-of-district transfers to comport with requirements of Senate Bill 783.

FURTHER RECOMMEND:

RATIONALE:

Senate Bill 783 requires each school district to determine the criteria to be used in determining grade capacity for each school site. Each school site's capacity shall be approved by the board of education prior to the first day of January, April, July and October of each school year.

****Note the report listed above is a link that will take you to the full report.***

F. PUBLIC COMMENT ON ACTION AGENDA ITEMS

G. ACTION AGENDA - Motion and vote on recommendations

BOARD OF EDUCATION

G.1. RECOMMENDATION:

Revise Board Policy 4414 relating to employee and student use of social media and electronic communications to comply with House Bill 3958 recently signed into law as Section 6-401 of Title 70. It is recommended that the board vote on the proposed changes at the next board meeting.

RATIONALE:

This law addresses employees' digital communications with students. The law encourages the use of district-approved communication platforms when an employee is communicating with students, and expressly provides that "school personnel engaging in electronic or digital communication with an individual student shall include the student's parent or guardian in any electronic or digital communication, unless such communication is on a school-approved platform and related to school and academic communications." While this guidance was communicated to district employees on June 26, 2024, the revision of the policy will codify its application and alignment with State law.

G.2. RECOMMENDATION:

Revise Board Policy 2622, Minute of Silence, to comply with the Oklahoma State Department of Education rule changes impacting voluntary prayer in school and the minute of silence. It is recommended that the board vote on the proposed changes at the next board meeting.

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 policy update is to ensure compliance with the OSDE rule change 210:35-3-251 and 210:35-3-252. The updates to the policy provide additional detail regarding implementation of the state requirement that there be a minute of silence each class day, including but not limited to how to file certain complaints relating to the policy.

DEPUTY SUPERINTENDENT

G.3. 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 this evening.

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 – September 3, 2024

CONSENT ITEM E-1

ROUTINE FIELD TRIPS

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Memorial High School/JROTC Drill Team	Students: 5 Parents: 2 Staff: 1	To participate in JROTC Drill Meets/Wichita Falls, Texas	October 5, 2024	0	No cost to the district.
Memorial High School/JROTC Drill Team	Students: 5 Parents: 2 Staff: 1	To participate in JROTC Drill Meets/Fort Worth, Texas	November 9, 2024	0	No cost to the district.
Booker T. Washington/ Speech and Debate Team	Students: 8 Parents: 0 Staff: 2	To compete at the Glenbrooks Speech and Debate Tournament/ Chicago, Illinois	November 21-25, 2024.	2	Not to exceed \$6000.00/BTW's School Activity Fund, Booster Club, and student contributions.
Booker T. Washington/ Speech and Debate Team	Students: 8 Parents: 0 Staff: 2	To compete at the University of Texas Longhorn Classic Speech and Debate Tournament/Austin, Texas	December 5-8, 2024	2	Not to exceed \$6000.00/BTW's School Activity Fund, Booster Club, and student contributions.
Booker T. Washington/ Speech and Debate Team	Students: 8 Parents: 0 Staff: 2	To compete at the Harvard Speech and Debate Tournament/Boston, Massachusetts	February 13-18, 2025	3	Not to exceed \$9000.00/BTW's School Activity Fund, Booster Club, and student contributions.
Memorial High School/JROTC Drill Team	Students: 5 Parents: 2 Staff: 1	To participate in JROTC Drill Meets/Birdville, Texas	February 15, 2025	0	No cost to the district.
Memorial High School/JROTC Drill Team	Students: 5 Parents: 2 Staff: 1	To participate in JROTC Drill Meets/Wichita, Kansas	March 1, 2025	0	No cost to the district.
Memorial High School/JROTC Drill Team	Students: 5 Parents: 4 Staff: 1	To participate in the National Drills Competition/Daytona Beach, Florida	April 30-May 7, 2025	6	No cost to the district.
Booker T. Washington/ Speech and Debate Team	Students: 4 Parents: 0 Staff: 1	To compete at the National Individual Events of Tournament of Champions/Kansas City, Missouri	May 15, 2025	2	Not to exceed \$6000.00/BTW's School Activity Fund, Booster Club, and student contributions.
Booker T. Washington/ Speech and Debate Team	Students: 10 Parents: 0 Staff: 2	To compete at the National Speech and Debate Association National Tournament/Des Moines, Iowa	June 14-21, 2025	0	Not to exceed \$9000.00/BTW's School Activity Fund, Booster Club, and student contributions.

SUPPORTING INFORMATION
 CONSENT ITEM E. 10

ROUTINE STAFFING

ELECTIONS		Effective	Contract		Grade or
Name	Date		Amount	Position	Degree & Step
Aburto, Jennifer	08-19-24	\$	13.14	Parent Involvement Facilitator	H-6
Alvarez Perez, Deisy Esther	08-15-24	\$	12.61	Teacher Assistant	H-4
Arias, Leylaneth	08-26-24	\$	13.65	School Clerk	H-5
Armijo, Brittany	08-19-24	\$	35,000.00	Apprentice	NS
Aston, Isabelle	08-14-24	\$	47,700.00	Speech Pathologist	M-5
Avila Vargas, Jessica	08-15-24	\$	11.89	Teacher Assistant	H-4
Barnett, Pamala	08-19-24	\$	18.07	Bus Driver	H-11
Bates, Kaylee M	08-12-24	\$	35,000.00	Apprentice	NS
Bedwell, Hannah	08-12-24	\$	35,000.00	Apprentice	NS
Behar, Kay	08-19-24	\$	35,000.00	Apprentice	NS
Bergner, Paul	08-12-24	\$	35,000.00	Apprentice	NS
Bolden, Ravene	08-26-24	\$	23.52	Site Based Social Worker	H-16
Book, Emily	08-15-24	\$	16.78	ED Paraprofessional	H-12
Booker, Cordaro	08-27-24	\$	12.37	School Clerk	H-5
Boykin, John Thomas	08-15-24	\$	18.97	ID Paraprofessional	H-12
Brost, Shelbie	08-19-24	\$	16.78	MD Paraprofessional	H-12
Browne, Lechante	08-19-24	\$	35,000.00	Apprentice	NS
Buirrea, Rebecca	08-26-24	\$	35,000.00	Apprentice	NS
Busby, Rebecca	08-26-24	\$	35,000.00	Apprentice	NS
Butler, Jennifer	08-26-24	\$	43,410.00	Teacher	B-1
Butler, Victoria	08-26-24	\$	13.94	Health Assistant	H-6
Calnan, Ronnell	08-19-24	\$	13.12	Teacher Assistant	H-4
Cameron, Mike	08-14-24	\$	35,000.00	Apprentice	NS
Carey, Logan	08-12-24	\$	35,000.00	Apprentice	NS
Caridad, Elio Antonio	08-19-24	\$	13.72	Evening Custodian	H-7
Carney, Seth	08-14-24	\$	35,000.00	Apprentice	NS
Castillo, Delmira	08-26-24	\$	14.72	Cook II	H-8
Castro, Odily	08-12-24	\$	35,000.00	Apprentice	B-0
Cato, Robin	08-15-24	\$	15.09	Teachers Assistant	H-4
Ceja Robledo, Maria De La Luz	08-19-24	\$	13.65	Cafeteria Assistant	H-5
Cham, Ebrima	08-26-24	\$	35,000.00	Apprentice	NS
Code, Andre	08-26-24	\$	35,000.00	Apprentice	NS
Cole, Marla	08-19-24	\$	57,000.00	College and Career Advisor	EG-3
Coleman, Raven	08-26-24	\$	12.25	Teacher Assistant	H-4
Colmenares Paz, Jessica Jane	08-12-24	\$	35,000.00	Apprentice	NS
Crawford, Ravin	09-09-24	\$	87,500.00	Human Rights & Title IX Coord. & Investigator	BG-9
Cuffy, Krashelle	08-26-24	\$	47,500.00	Social Services Specialist	BG-7
Danley, Mary	08-12-24	\$	35,000.00	Apprentice	NS
Darden, Monique	08-05-24	\$	35,000.00	Apprentice	NS
Davis, Dejuan	08-22-24	\$	35,000.00	Apprentice	NS
Delgado Mármol, Lila Mercedes	08-19-24	\$	13.72	Evening Custodian	H-7
Dennis, Amy	08-12-24	\$	47,160.00	Teacher	B-6
Dionicio, Samuel	08-26-24	\$	14.33	Cafeteria Assistant	H-5
Dixon, Shantel	08-12-24	\$	35,000.00	Counselor	B-0
Drummond, David	08-19-24	\$	20.10	Traveling Cafeteria Manager	H-12
Duggan, Shaden	08-19-24	\$	17.37	Autism Paraprofessional	H-12
Dunfield, Alyssa	08-12-24	\$	35,000.00	Apprentice	NS
Fitzpatrick, William	08-12-24	\$	35,000.00	Apprentice	NS
Flowers, Toree	08-22-24	\$	35,000.00	Apprentice	NS
Ford, Jada	08-22-24	\$	35,000.00	Apprentice	NS
Franco, Lizabeth	08-15-24	\$	14.08	Teacher Assistant	H-6
Froman, Robert	08-12-24	\$	50,019.00	Teacher	B-10
Gibson, Letha	08-19-24	\$	15.89	Cook I	H-7
Gilkey, Scotty	08-14-24	\$	51,574.00	Teacher	B-13
Gilman, Andrew	08-12-24	\$	45,250.00	Counselor	M-3
Gonzalez, Alondra	08-15-24	\$	11.89	Teachers Assistant	H-4
Gonzalez, Michael	08-19-24	\$	13.14	Teacher Assistant	H-6
Goree, Christy	08-19-24	\$	13.53	Bus Assistant	H-6
Goss, Shonda	08-19-24	\$	35,000.00	Apprentice	NS
Gunn, Dnyla	08-12-24	\$	35,000.00	Apprentice	NS
Hansen, Joleen	08-15-24	\$	18.06	Autism Paraprofessional	H-12
Harrison, D'Antre	08-26-24	\$	15.84	Campus Security Officer	H-10
Harvey, Mark	08-19-24	\$	17.05	Campus Security Officer	H-10
Heinz, Emily	08-12-24	\$	47,160.00	Teacher	B-6
Henderson, D'Zhane	08-19-24	\$	16.32	Campus Security Officer	H-10
Henderson, Tanna	08-26-24	\$	35,000.00	Apprentice	NS
Hernandez, Alyssa	08-15-24	\$	11.89	Teacher Assistant	H-4

Hill, Jennifer	08-26-24	\$	35,000.00	Apprentice	NS
Hillstead, Tiffany	08-12-24	\$	35,000.00	Apprentice	NS
Hughes Agbetunsin, Amber	08-14-24	\$	12.25	Teacher Assistant	H-4
Jackson, Melody	08-19-24	\$	35,000.00	Apprentice	NS
Jackson, Rebecca	08-19-24	\$	35,000.00	Apprentice	NS
James, Annmarie Veronica	08-12-24	\$	35,000.00	Apprentice	NS
Johnson, Isiah	08-19-24	\$	35,000.00	Apprentice	NS
Johnson, Sandra	08-26-24	\$	58,054.00	Learning Director	EG-4
Johnson, Zier	08-26-24	\$	11.89	Teacher Assistant	H-4
Jones, Beatrice	08-12-24	\$	35,000.00	Apprentice	NS
Jones, Emmanuel	08-26-24	\$	11.89	Teachers Assistant	H-4
Jones, Lacresha	08-19-24	\$	16.13	DHI Paraprofessional	H-12
Jones, Racheal	08-19-24	\$	15.77	Teachers Assistant	H-6
Juarez, Reyna	08-15-24	\$	16.52	Parent Involvement Facilitator	H-6
Karim, Mohammad Azim	08-19-24	\$	13.14	Refugee Liaison	H-6
Keith, Raycheal	08-14-24	\$	14.13	Part Time Evening Custodian	H-7
Kim, Larisa	08-26-24	\$	17.37	Autism Paraprofessional	H-12
Kishore Prasad, Mukta	08-22-24	\$	35,000.00	Apprentice	NS
Kubler, Toby	08-12-24	\$	35,000.00	Apprentice	NS
Lair, Amanda	08-22-24	\$	47,160.00	Teacher	B-6
Langley, Kathryn	08-26-24	\$	72,386.00	School Psychologist	D-30
Lewis, Joseph	08-12-24	\$	35,000.00	Apprentice	NS
Livingstone, Erica	08-12-24	\$	35,000.00	Apprentice	NS
Lundin, Alyssa	08-15-24	\$	12.74	School Clerk Assistant	H-5
Lunsford, Shanesta	08-19-24	\$	14.01	School Clerk	H-6
Marsh, Ashley	08-26-24	\$	16.78	Para Teacher	H-6
Marshall, Benjamin	08-12-24	\$	35,000.00	Apprentice	NS
Marshall, Joy	08-26-24	\$	13.53	Teacher Assistant	H-6
Martin, Brittany	08-26-24	\$	17.37	ID Paraprofessional	H-12
Martin, Lisa	08-14-24	\$	35,000.00	Apprentice	NS
Mata, Rosa	08-26-24	\$	12.74	Cafeteria Assistant	H-5
Mcknight, Rasha	08-20-24	\$	35,000.00	Apprentice	NS
Meek, Elaine	08-19-24	\$	35,000.00	Apprentice	NS
Meigs, April	08-15-24	\$	14.63	Autism Paraprofessional	H-12
Melrose, Angela	08-19-24	\$	20.10	Cafeteria Manager	H-12
Moore, Steven	08-26-24	\$	17.37	SPED Job Coach	H-12
Mull, Irvin	08-12-24	\$	35,000.00	Apprentice	NS
Myers, Joseph	08-20-24	\$	35,000.00	Apprentice	NS
Nealy, Jasmine	08-15-24	\$	13.53	Teacher Assistant	H-6
Nofiu, Nafisat	08-12-24	\$	35,000.00	Apprentice	NS
O'Brien, Aaron	08-12-24	\$	35,000.00	Apprentice	NS
Padilla, Victor	08-26-24	\$	17.05	Building Grounds Site Supervisor	H-10
Parker, Daryan	08-26-24	\$	35,000.00	Apprentice	NS
Parrett, James	08-26-24	\$	17.21	Bus Driver	H-11
Paula Casabon, Sandra	08-12-24	\$	35,000.00	Apprentice	NS
Pearson, La-Tonya	08-07-24	\$	15.38	Autism Paraprofessional	H-12
Peelen, Avery	08-18-24	\$	49,640.00	Speech Pathologist	M-8
Penwright, Marci	08-19-24	\$	15.09	School Clerk	H-5
Perez De Zambrano, Maria De Jesu	08-26-24	\$	14.13	Cook I	H-7
Perkins, Kyla	08-26-24	\$	18.23	1:1 Autism Paraprofessional	H-12
Petrandis, Nicholas	08-15-24	\$	13.47	Teachers Assistant	H-4
Phelps, Alisha	08-12-24	\$	43,000.00	Teacher	B-0
Porter, Michelle	08-19-24	\$	11.89	Teacher Assistant	H-6
Price, Katana	08-27-24	\$	14.32	Parent Involvement Facilitator	H-6
Price, Velma	08-19-24	\$	35,000.00	Apprentice	NS
Pulido, Sarah	08-26-24	\$	35,000.00	Apprentice	NS
Ramirez, Jennifer	08-19-24	\$	35,000.00	Apprentice	NS
Rangel, Orianne	08-12-24	\$	35,000.00	Apprentice	B-0
Rasmussen, Bev	08-19-24	\$	51,962.00	Teacher	B-14
Rawlings, Melissa	08-12-24	\$	35,000.00	Apprentice	NS
Ray, Jenny	08-15-24	\$	12.74	School Clerk Assistant	H-5
Redsmith, Holly	08-15-24	\$	12.25	Teacher Assistant	H-4
Reed, Toni	08-22-24	\$	35,000.00	Apprentice	NS
Reynolds, Jasmine	08-19-24	\$	14.13	Cook I	H-7
Rich, Jessica	08-14-24	\$	35,000.00	Apprentice	NS
Riggs, Raegene	08-26-24	\$	44,410.00	Teacher	M-1
Roberts, Katherine	08-15-24	\$	11.89	Teacher Assistant	H-4
Robinson, Toni	08-12-24	\$	35,000.00	Apprentice	NS
Robison, Timothy	08-22-24	\$	35,000.00	Apprentice	NS
Sample, Diana	08-12-24	\$	35,000.00	Apprentice	NS
Sanders, Jessica	08-26-24	\$	14.33	School Clerk	H-5

Schloss Brooks, William	08-19-24	\$	11.89	Teacher Assistant	H-4
Schmid, Melinda	08-12-24	\$	47,160.00	Teacher	B-6
Serwanga, Naomi	08-26-24	\$	14.75	Teacher Assistant	H-6
Sheppard, Dalena	08-15-24	\$	16.78	ID Paraprofessional	H-12
Sims, Allison	08-12-24	\$	35,000.00	Apprentice	NS
Skocdopole, Brent	08-19-24	\$	48,140.00	Teacher	B-8
Slaughter, Karen	08-19-24	\$	17.37	ID Paraprofessional	H-12
Smith, Aubrey	08-15-24	\$	12.25	Teacher Assistant	H-4
Stiger, Ashlyn	08-12-24	\$	35,000.00	Apprentice	NS
Storm, William	08-19-24	\$	19.75	Network Technician	H-16
Stubblefield, Charles	08-26-24	\$	15.09	Parental Involvement Facilitator	H-6
Sullivan, Ebony	08-12-24	\$	13.53	Parental Involvement Facilitator	H-6
Tassin, Marcia	08-19-24	\$	13.53	Bus Assistant	H-6
Teal, Helen	08-12-24	\$	35,000.00	Apprentice	NS
Thomas, David	08-20-24	\$	35,000.00	Apprentice	NS
Thompson, Keshonta	08-19-24	\$	13.14	Bus Assistant	H-6
Tinsley, Laura	08-12-24	\$	35,000.00	Apprentice	NS
Tuiolosega-Morse, Celesty	08-19-24	\$	52,575.00	Teacher	M-12
Vargas, Alvaro	08-26-24	\$	13.53	Teacher Assistant	H-6
Vargas, Pilar	08-19-24	\$	13.14	Teacher Assistant	H-6
Vera Martínez, Eva	08-19-24	\$	35,000.00	Apprentice	NS
Vincent, Rebekah	08-07-24	\$	13.53	Teacher Assistant	H-6
Vivas De Moncada, Eddy	08-12-24	\$	35,000.00	Apprentice	NS
Walsh, Lacey	08-22-24	\$	35,000.00	Apprentice	NS
Weaver, Cortland	08-15-24	\$	11.89	Teacher Assistant	H-4
Wilson, Brianna	08-26-24	\$	24.88	Family Support Specialist	H-16
Wilson, Denise	08-26-24	\$	12.25	Teacher Assistant	H-4
Young, Jeremy	08-14-24	\$	56,895.00	Teacher	M-16
Zavala, Sofia	08-19-24	\$	11.89	Teacher Assistant	H-4
Zehr, Skylee	08-19-24	\$	35,000.00	Apprentice	NS

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree & Step
Adair, Rosanna	08-01-24	\$	13.02 School Clerk Assistant	School Clerk	H-4
Barnes, Katlyn	08-15-24	\$	17.09 1:1 Paraprofessional	MD Paraprofessional	H-12
Barnett, Michael	08-20-24	\$	18.04 ID Paraprofessional	ED Paraprofessional	H-12
Barton, Teresa	08-07-24	\$	79,786.00 Health Care Specialist	Related Services Supervisor	BG-8
Bills, Tina	08-15-24	\$	12.89 Autism Paraprofessional	Half Time Teacher Assistant	H-4
Black, Tristen	09-04-24	\$	93,000.00 Mgr. College & Career Pathways	Dir. Secondary Schools Academic Operations	BG-11
Braggs, DeAnna	08-15-24	\$	45,745.00 Compliance Specialist	Teacher	M-4
Brauer, Jessica	08-22-24	\$	35,000.00 Teacher Assistant	Apprentice	NS
Brewer, Jacqueline	08-01-24	\$	46,460.00 Dean	Learning Director	EG-4
Bruc, Kathleen	07-01-24	\$	93,711.00 Assistant Dir. Grant Compliance	Assistant Dir. Grant Compliance	EG-7
Butler, Allison	08-12-24	\$	43,820.00 Teacher	Learning Coach	B-2
Crutcher, Kristen	08-22-24	\$	35,000.00 Teacher Assistant	Aspiring Educator	NS
Cruz, Jessica	08-12-24	\$	35,000.00 Teacher Assistant	Apprentice	NS
Drake IV, Selma	08-15-24	\$	20.13 Autism Paraprofessional	SPED Job Coach	H-12
Dudley, Patience	08-12-24	\$	35,000.00 Teacher Assistant	Apprentice	NS
Fernandez, Hannah	08-19-24	\$	61,900.00 SPED Academic Partner	Assistant Principal	EG-4
Gibson-Farringer, Anna	08-15-24	\$	18.79 Teacher Assistant	Autism Paraprofessional	H-12
Henson, Travis	08-12-24	\$	49,640.00 Teacher	Dean	M-8
Hinkle, Esthela	08-05-24	\$	13.36 Teacher Assistant	DHI Paraprofessional	H-12
Jeffries, Fabian	08-01-24	\$	12.39 School Clerk Assistant	School Clerk	H-4
Jones, Tamiika	08-26-24	\$	35,000.00 Teacher Assistant	Apprentice	NS
Kosterlistzky, April	08-15-24	\$	15.51 DHI Paraprofessional	Teacher Assistant	H-4
Levine, Erin	08-12-24	\$	56,435.00 Teacher	Librarian	M-15
Lockridge, Edith	08-15-24	\$	22.74 ID Paraprofessional	Teacher Assistant	H-6
Manzini, Maria	08-15-24	\$	17.70 MD Paraprofessional	DD Paraprofessional	H-12
Martin, Jerrico	08-12-24	\$	53,074.00 Dean	Teacher	M-15
Miller, Mollie	08-12-24	\$	68,177.00 Dean	Teacher	M-32
Morales, Krystal	08-15-24	\$	15.24 Teacher Assistant	Para Teacher	H-6
Parker, Janet	08-06-24	\$	74,359.00 Teacher	SPED Transition Teacher	M-37
Pennington, Michael	08-07-24	\$	18.08 Bus Driver	ED Paraprofessional	H-12
Perez, Stephanie	08-16-24	\$	14.98 1:1 Autism Paraprofessional	Teacher Assistant	H-4
Phillips, Patrice	08-15-24	\$	21.47 Para Teacher	Autism Paraprofessional	H-12
Pierce, Alphonzo	08-15-24	\$	20.46 1:1 ID Paraprofessional	1:1 Autism Paraprofessional	H-12
Prodoehl, Phillip	08-15-24	\$	17.09 ID Paraprofessional	1:1 Autism Paraprofessional	H-12
Ramos-Rodriguez, Ruth	08-12-24	\$	35,000.00 Attendance Facilitator	Apprentice	NS
Rodriguez, Grisel	08-16-24	\$	18.29 Assistant Building Grounds Site Supervisor	Building Grounds Site Supervisor	H-14
Roney, Monnie	08-12-24	\$	19.75 School Clerk	Leadership Instructor	H-16

Schulze, Kellie	08-05-24	\$ 56,501.00	Counselor	Dean	D-13
Sloan, Timothy	08-27-24	\$ 21.20	Autism Paraprofessional	1:1 Paraprofessional	H-12
Smith, Monunique	09-04-24	\$ 16.79	Part Time Custodian	Evening Custodian	H-7
Sones, Joi	08-26-24	\$ 35,000.00	Teacher Assistant	Aspiring Educator	NS
Stokley, Michael	08-12-24	\$ 65,677.00	Librarian	Dean	M-28
Terrell, Octavia	08-15-24	\$ 19.80	1:1 MD Paraprofessional	DD Paraprofessional	H-12
Thomas, Camille	08-12-24	\$ 57,600.00	Targeted Support Coordinator	Coor. Crisis Intervention & Management	BG-8
York, Wanda	08-15-24	\$ 23.44	Autism Paraprofessional	1:1 Autism Paraprofessional	H-12

SEPARATIONS

<u>Name</u>	<u>Effective Date</u>	<u>Position</u>	<u>Name</u>	<u>Effective Date</u>	<u>Position</u>
Banks, Amber	09-06-24	Teacher Assistant	Oats, Dezric	08-14-24	Bus Driver
Cabrero Cazorla, Yaiza	05-22-24	Teacher Assistant	Philippsen, Michael	07-26-24	Principal
Castaneda, Egrain	08-24-24	Police Officer	Place, Samantha	08-27-24	Cook I
Copeland, Michael	06-24-24	Police Officer	Rivers, Warren	08-26-24	Teacher
Evans, Kaley	08-16-24	Teacher Assistant	Rockett, Lindsey	08-06-24	Cafeteria Manager
Garcia, Heather	08-20-24	Evening Custodian	Rodriguez Calderon, David	08-22-24	Assistant Building Grounds Site Supervisor
Gates, Derrick	05-22-24	Teacher Assistant	Self, Kenneth	08-16-24	Teacher
Goss, Shonda	08-30-24	Teacher	Senquiz, Yalitz	05-22-24	Teacher Assistant
Gottlob, Chase	08-20-24	Teacher	Simmons, Levi	08-23-24	Autism Paraprofessional
Hines, John	08-23-24	HVAC Craftsperson	Simmons, Nakharia	08-02-24	Evening Custodian
Keith, Raycheal	08-15-24	Part Time Custodian	Sofian, Eric	08-23-24	Part Time Police Officer
Kuskowski, Joana	08-07-24	Part Time Custodian	Spears, Adam	08-23-24	Teacher
Martin, Lisa	08-27-24	Teacher	Taylor, Letecia	09-10-24	Parent Involvement Facilitator
Miller, Jeryil	05-24-24	Cafeteria Assistant	Thomas, Tressa	08-16-24	Teacher
Montgomery, Charles	08-26-24	Teacher	Vaca Moreno, Laura Michelle	08-12-24	Teacher
Mora, Maria	08-12-24	Custodian	Wright, Rhea	08-20-24	Teacher Assistant

SUBSTITUTE AND TEMPORARY ELECTIONS

TUTOR

Neely, Carolyn

Adjunct Coaches

<u>SITE</u>	<u>NAME</u>	<u>TOTAL AMOUNT</u>	<u>ACTIVITY (IES)</u>	<u>START DATE</u>	<u>END DATE</u>
Hale High School	Hadley Calico	\$ 3,000.00	Assistant Softball Coach	09-03-24	06-30-25
Edison High School	Bobby Bomer	\$ 1,500.00	Assistant Boys Cross Country	09-03-24	06-30-25
Washington High School	Sheldon Barrett	\$ 4,460.00	Head Girls Soccer Coach	09-03-24	06-30-25
Edison High School	Hunter Sears	\$ 1,500.00	Assistant Girls Soccer Coach	09-03-24	06-30-25
Thoreau Middle School	Andrew Guglielmo	\$ 1,145.00	Head 7th Grade Volleyball Coach	09-03-24	06-30-25
Washington High School	Mickey Collins	\$ 2,000.00	Assistant Boys Track Coach	09-03-24	06-30-25
Washington High School	Antwan Hernandez	\$ 10,284.00	Boys & Girls Head Wrestling Coach	09-03-24	06-30-25
Edison High School	Barbara Pinkerton	\$ 4,300.00	Head Boys Cross Country/Asst.Girls Cross Country	09-03-24	06-30-25
Washington High School	Charles Ivy	\$ 4,169.00	Assistant Football Coach	09-03-24	06-30-25
Memorial High School	Malakea Morris	\$ 1,442.00	Assistant Volleyball Coach	09-03-24	06-30-25
Webster High School	Rafael Santiago	\$ 3,092.00	Assistant Boys Basketball	09-03-24	06-30-25
Carver Middle School	Orelious Steel Jr	\$ 1,602.00	Head MS Girls Wrestling	09-03-24	06-30-25
Washington High School	Orelious Steel Jr	\$ 2,570.00	Assistant Boys Wrestling	09-03-24	06-30-25

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Athletics – School Activity Fund #536

Pay Carver football coaches, Nathaniel Goodman \$250.00 and Joseph Dyer \$250.00, a total not to exceed \$500.00 for summer coaching. The Carver Touchdown Club has reimbursed the district, therefore there is no cost to the district.

Campus Security - 21-0000-2660-501210-000-000000-959-17-049-

Pay police major, Donald Lewis, a stipend of \$1,583 per month (total not to exceed \$18,996) for additional duties as acting Chief of Police from July 1, 2024 to June 30, 2025, prorated as appropriate.

East Central High School - 11-0000-2410-501110-000-000000-112-07-710

Pay Principal Gina Wilson at East Central HS an Operational Support Stipend of \$750 per month for additional for responsibilities and support related to YMCA facility and operation at East Central HS. When the new field house at ECHS opened, the YMCA opened a facility at the ECHS field house as part of the partnership. She has been performing duties that were not contemplated when the partnership was set up. She is on call for any issues at the YMCA and their staff leverages Ms. Wilson to address any issues. She provides support after school hours, and this is in addition to what she does for any school event after hours that is part of her duties. The YMCA hours of operations are longer than the school's and encompasses weekends. She responds to any facilities, security, etc. issue at that location, which is extra from what she does as a principal at the school not to go past June 30, 2025.

North Star and New Vision - Credit Recovery Extension Program Grant

Pay support employee, Obumneme Ukabam a stipend of \$200 per week for working high school recovery credit bootcamp from September 3, 2024 to September 30, 2024. Total not to exceed \$1,200.

Edison High School - Theatre Booster Club

Approve certified teachers at the rates listed (total not to exceed \$4,132.00) for work performed during the 2024 High School Musical.

- Doug Styers - \$1,000
- Amber Harrington - \$1,000
- Aaron Williams - \$1,600
- Crista McAlester - \$266
- Liza Villareal - \$266

Talent Management

Certified: 11-0289-2213-501700-000-000000-xxx-04-044

Non-Certified: 11-0289-2213-501800-000-000000-xxx-04-044-

Pay certified employees a stipend of \$25 per hour for 5 hours and school-based support employees at their hourly rate of pay for 5 hours for completion of new hire onboarding from July 1 through August 7, 2024. This amount will not exceed \$45,000.

Exceptional Student Support Services - 11-6210-501110-100-105000-239-210-07-xxx

Pay certified special education teachers (to be named) of high needs special education classrooms that support our most vulnerable and severely disabled students \$625 per month, total not to exceed \$7,500 during the 2024-2025 school year.

Exceptional Student Support Services -

11-6210-2140-501110-239-105000-210-05-XXX(site) Lead School Psychologist

11-6210-2152-501110-239-105000-210-05-XXX(site) Lead Speech Path

11-6210-2135-501110-239-105000-210-05-XXX (site) Lead Occupational Therapist

Pay Teresa Barton, related services supervisor, Anne DesBarres, lead speech pathologist, and to be named, lead psychologist, a monthly stipend of \$666.67, not to exceed \$8,000 (total of \$24,000), to provide their teams with additional support, including evaluation, feedback, and mentoring team members and provide monthly professional development to meet the needs of their teams to serve students with special needs for the 2024-2025 school year.

	Create	Delete
Title - Site / Department	NA	Instructional Leadership Director - Secondary - ESC / Secondary ILD Office (100018996)
Funding Source		11-0000-2490-501110-000-000000-107-16-078
Pay Grade & Range		XG-3
Contract Period		12 Months
Duties		The Instructional Leadership Director (ILD) - Secondary will provide visionary leadership for a network of secondary schools and will be responsible for coaching, supporting and supervising principals. The ILD will build the capacity of principals to create conditions where learning is customized, relevant, equitable and meets students' needs. In collaboration with peers, network support teams and others, the ILD will also be responsible for ensuring that the district's missions and goals are achieved with a focus on providing students with a rich, personalized, and real world-ready secondary school experience.
Budget Difference		(\$105,000 - \$157,600)
Reason for Action		Alignment with department and district needs.

	Create	Delete
Title Change		
Title - Site / Department	Social Worker - Site Based - Enrollment Center / Student and Family Support Services	Social Worker - Network - Enrollment Center / Student and Family Support Services (100028830)
Funding Source	11-0000-2113-501210-000-000000-352-06-705	11-0000-2113-501210-000-000000-352-06-020
Pay Grade & Range	H-16 \$19.75/hr. - \$30.00/hr.	H-16 \$19.75/hr. - \$30.00/hr.
Contract Period	190 Days	190 Days
Duties	The Site-based Social Worker will provide leadership for a comprehensive student support infrastructure that includes counseling and mental health, learning supports, discipline and suspensions, attendance, and social emotional learning. The Social Worker will provide direct assistance for students and families to overcome barriers to engaged learning.	The Network Social Worker will provide leadership for a comprehensive student support infrastructure that includes counseling and mental health, learning supports, discipline and suspensions, attendance, and social emotional learning. The Social Worker will provide direct assistance for students and families to overcome barriers to engaged learning.
Budget Difference	Budget Neutral	
Reason for Action	Alignment and consistency among site based social workers.	

	Create	Delete
Title - Site / Department	NA	Data Project Specialist - Enrollment Center / Student and Family Support Services (100019816)
Funding Source		11-0000-2199-501210-000-000000-615-06-020
Pay Grade & Range		H-12 \$16.78/hr. - \$22.46/hr.
Contract Period		12 Months
Duties		The Data Project Specialist will assist in gathering board reporting metrics to strategic core goals of the department as it relates to the district's core goals. The Specialist will provide leadership and support for the Office of Constituent and Student Services initiatives and projects. The Specialist will develop reports for the Oklahoma State Department of Education for state compliance and monitoring. The Specialist will provide support to the Directors and Coordinators in performance management systems through the District's web-based platform for collecting and reported data. The Specialist will facilitate internal and external communication for the department as well as maintain the department's webpage.
Budget Difference		(\$34,902 - \$46,717)
Reason for Action		Alignment with department and district needs.

	Create	Delete
Title - Site / Department	Internal Auditor - ESC / Accounting	
Funding Source	11-0000-2511-501210-000-000000-327-XX-XXX	
Pay Grade & Range	XG-3	
Contract Period	12 Months	
Duties	Under the direction of the CFO, the internal auditor performs financial, operational, and compliance reviews of district programs and activities, including but not limited to those funded under governmental grants, contracts, publicly funded bond measures and all funds provided for in Oklahoma statutes. Performs broad examinations and evaluations of the adequacy and effectiveness of the district's system of internal controls and provides the district with adequate solutions to any identified problems. Provides professional information and advice as appropriate while serving as the liaison between the district and external auditors.	
Budget Difference	\$105,000 - \$157,600	
Reason for Action	Alignment with district needs.	

	Create	Delete
Title - Site / Department	SPED Behavior Support Specialist - Enrollment Center / Exceptional Student Support Services	
Funding Source	11-0000-2120-501210-239-000000-202-06-066	
Pay Grade & Range	H-12 \$16.03/hr. - \$20.83/hr.	
Contract Period	176 Days	
Duties	Under the direct supervision of the special education teacher/principal, or assigned teacher, works with the assigned students in specialized programs and assists them in accessing all aspects of the instruction in the educational environment of the school.	
Budget Difference	\$22,570 - \$29,329	
Reason for Action	Alignment with department and district needs.	

SUPPORTING INFORMATION
ACTION ITEM G.1

TULSA PUBLIC SCHOOLS

Policy 4414

EMPLOYEE AND STUDENT USE OF SOCIAL
MEDIA AND OTHER FORMS OF ELECTRONIC
COMMUNICATION

PURPOSE: This policy describes the district's expectations regarding the use of social media, social networking, phone calls, the internet and other forms of electronic communications by district employees and students. The use of electronic media does not change the basic rules of professional conduct and student behavior. All policies and behavior guidelines currently applicable to students and employees similarly apply to the online environment and electronic communications. This policy should be read in coordination with all other district policies, including but not limited to those regarding student behavior, bullying, employee conduct, nondiscrimination, sexual harassment, professional ethics, other employment terms and conditions, as well as internet safety and appropriate use. Individuals engaging in inappropriate conduct through electronic communications may be subject to discipline.

"Social media" or "social networking" means an interaction with external websites or services based upon participant contributions to the content. Types of social media include social and professional networks, blogs, micro blogs, video or photo sharing and social bookmarking. "Comment" means a response to an article or social media content submitted by a commenter.

Electronic or digital communication includes, but is not limited to, emails, text messages, instant messages, direct messages, social media messages, messages sent through software applications, and any other electronic digital means of communication.

The employee-related requirements in this policy pertain to all employees, regardless of position, length of contract, or hours worked.

Good Judgment and Common Sense with Electronic Communications: Students and employees should use good judgment when using social media and other electronic communications. When they communicate electronically, students and employees should think about the type of image they wish to convey on behalf of themselves, and if applicable, the district. What is posted can be viewed by countless others and is permanently archived. Internet search engines can find information years after it was originally posted. Social media websites and blogs are never truly private. Comments can be forwarded or copied, and archival systems save information even if a post is deleted. Employees and students should be aware that people who electronically follow them have the ability to screenshot, download, forward or otherwise copy and share their message, post, information, video, and photographs with others. Employees and students are strongly encouraged to set and maintain social networking privacy settings at the most restrictive level.

Employees' Electronic Communications and Use of Social Media

General Cautions:

An employee's use of any electronic media for the purpose of communicating with a student or a

parent is an extension of the employee's workplace responsibilities—even if that use or communication is on the employee's personal device or media. When employees are communicating informally and off contract hours or for purposes otherwise unrelated to work, they may still be viewed by others as a representative of the district. Whether posting on social media using personal or district devices, or posting information during or outside of work hours, district employees are urged to carefully consider whether the post puts their professional reputation and effectiveness as a district employee at risk. The board expects employees to use professional judgment and appropriate decorum when using social media.

Employees are responsible for the content in their communications. They shall abide by the following requirements regarding use of social networking websites and other electronic communications, even when done in their personal time, using personal property.

- a. During work time, employees are permitted to use social media sites for incidental personal use and/or communications provided that such use shall not interfere with or conflict with district business, and such use does not occur during student contact time.
- b. District employees must be mindful that digital communications are ultimately accessible to the world. Employees are encouraged to familiarize themselves with the privacy policies, settings and protections on any personal social media sites to which they choose to subscribe. Employees should be aware that posting on websites, including social media sites, should not be presumed to be private.
- c. Employees are encouraged to maintain a clear distinction between their personal social media use and district-related social media sites.
- d. Employees may not disclose confidential or protected information about TPS, its students, alumni or employees. In particular, employees shall not post images, video or audio of students unless the parent/guardian has provided the student's building administrator with written permission to do so, or if it is otherwise allowed by the district's policies regarding student confidentiality. This prohibition does not apply to the context of virtual instruction insofar as official teaching and learning is occurring through the posting of images, video or audio. The provisions of this paragraph do not apply to any video or photography produced or available to the public by any individual not employed by or acting on behalf of the district or news media.
- e. An employee identifying as a District employee on social media who posts to sites outside of the district's network should include a disclaimer to state that the views expressed are personal and do not necessarily reflect the views of the district.
- f. Employees who have concerns or complaints about work- or personnel-related matters should speak with their supervisor or the district's talent management department, or as applicable, a representative of their employee organization. Employees should not use social media to address these concerns except as authorized by state and federal law.
- g. Inappropriate contact with colleagues, parents and students by e-mail, phone or other electronic devices is prohibited. This includes, but is not limited to, unprofessional communications, as well as any communication that harms students, compromises an employee's objectivity, undermines an employee's authority or ability to maintain control of students or work with or around students, is disruptive to the educational environment, or is illegal.
- h. Employees may not post items on social networking websites with sexual content

or which advocate the use of illegal drugs or the abuse of alcohol if they are identifying themselves as an employee of the district.

- i. Employees are reminded that if their use of social media makes them aware of possible child abuse or neglect, they have a legal responsibility to promptly report the information to the Department of Human Services and law enforcement.

Maintaining Professional Employee-Student Boundaries in Electronic Communications

Warm and caring communications with students that incorporate clear and consistent professional boundaries support the best interests of students and employees alike. Employees must maintain appropriate professional boundaries in their electronic communications with students and prevent any appearance of inappropriate communication. In particular:

- a. Prior to the start of the school year, the superintendent's designee(s) shall compile a list of approved digital platforms for communications between district employees and students that are accessible by school/district leaders. The list will be posted on the district website and distributed to district employees. As feasible, the approved platforms will automatically include or otherwise allow parents/guardians to "opt in" to such communications.
- b. When an employee wishes to electronically communicate with a group of students, the district encourages the employee to use a district-approved digital platform.
- c. Any digital employee communication with an individual student **must** include the student's parent/guardian **unless** the employee is using a district-approved communication application **and** the communication relates to school and academic matters. Failure to do so is a violation of the law and this policy, and pursuant to state law, employees alleged to have violated this requirement shall be placed on administrative leave while the district investigates the incident and notifies the board of education. If the investigation finds that no misconduct occurred, the school personnel shall be reinstated and the incident shall be noted in the school personnel's employee file. If the investigation finds misconduct occurred, the school personnel shall be disciplined according to district policies, up to and including and including termination of employment, and the incident shall be reported to law enforcement as required by state law.
- d. Employees are strongly encouraged not to "follow" students' social media.
- e. Employees are encouraged not to link their personal social media profiles and personal sites to students' online profiles unless the employees are using district-registered accounts or accounts otherwise accessible to school or district leaders.

Caveat:

An employee may engage in otherwise unapproved forms of communication with an individual student in order to address an imminent health or safety emergency. However, the employee is expected to report the situation and the nature of the communication to the parent/guardian and the employee's supervisor as soon as possible. Also, this policy is not intended to interfere with communications involving legitimate, non-school- related relationships/contexts (e.g., situations in which the student and employee are family members, or the common communications that

might occur within a shared civic, social or faith community).

Student Bullying and Electronic Communications

As explained in Board policy, students are expressly prohibited from any form of bullying or harassing behavior at school, which includes but is not limited to bullying through social media, online instruction or other electronic communication. (See policy 2119 and its regulation 2119- R, as well as policy 4901 and regulation 4901-R). The district may take disciplinary action against a student for bullying and harassing behavior occurring outside of the regular school day if it causes a substantial and material disruption at school or an interference with the rights of students and personnel to be secure. Students should contact a teacher or an administrator any time they feel unsafe, victimized or uncertain about a situation involving threatening, bullying, inappropriate, illegal or harmful social media content. Parents and guardians should also inform the school leader if their student reports feeling harassed or bullied.

General Notice Regarding Access to District Network, Social Media and Other Electronic Communication Sites

Many social media and social networking websites are not accessible on the TPS network or TPS devices because they have been blocked. If employees, including teachers, would like to request that a website be made accessible to use for teaching and learning, that person shall submit a written request to the district's service desk for review, identifying the online tools to be used and the instructional purpose in using them. While on district property, neither TPS employees nor students may use an outside, proprietary network to access websites that are blocked on the TPS network. District technology, network and other technology-related resources (including the use of district-provided internet) is subject to examination whether accessed by a district or personal device.

Pursuant to its obligations under state and federal law, district leaders may require employees to provide them access to and copies of any electronic communications they use in the course of school business, including their communications with students or parents. Such communications include, but are not limited to: text messages, application-related messaging, screen shots, content relating to a district student, and webpage posts. While an employee may be required to produce copies of all public records from their personal equipment, this policy does not authorize an administrator to inspect an employee's personal equipment without the employee's express consent.

Adopted: May 4, 2020

Revised: (Proposed September 2024)

SUPPORTING INFORMATION
ACTION ITEM G.2

TULSA PUBLIC SCHOOLS

Policy 2622

MINUTE OF SILENCE/VOLUNTARY PRAYER

PURPOSE: To comply with Oklahoma law requiring each public school observe approximately one minute of silence each day and permit voluntary prayer.

Oklahoma law requires the board of education of each school district ensure that all schools within the district observe approximately one minute of silence each day for the purpose of allowing each student, in the exercise of his or her individual choice, to reflect, meditate, pray, or engage in any other silent activity that does not interfere with, distract, or impede other students in the exercise of their individual choices. The daily minute of silence shall begin with an announcement over the public address system regarding this option.

Students and teachers can participate in voluntary prayer during the school day, at sporting events and graduation ceremonies. However, school district employees shall not teach, or instill by way of repetition, any sectarian or religious doctrine.

Any student or teacher who has not been permitted to participate in voluntary prayer should notify the relevant school principal of the violation of this policy within 10 days of said violation. If the complaint is not addressed to the complainant's satisfaction, the student/teacher should submit their complaint to the Office of the Superintendent for a response.

Revised: Proposed September 2024
Adopted: January 2010
Established by Law

Legal Reference: Title 70-11-101.2, Section 238.1; Title 70-11-101.1

DRAFT