



Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **September 16, 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 September 3, 2024, regular meeting of the board.

E. CONSENT AGENDA

F. PUBLIC COMMENT ON ACTION AGENDA

G. ACTION AGENDA - Motion and vote on each recommendation

H. GOAL MONITORING REPORT

Motion and vote on recommendation to accept receipt of report

Post Secondary Ready Graduates (Goal 3)
Advanced Course Eligibility (Interim 3.2)

I. STAFF REPORT – Fiscal Update – FY24 year-end and possible discussion among board members, superintendent, and staff.

J. BOARD MEMBER REPORTS

K. CITIZENS' COMMENTS

L. SUPERINTENDENT'S REPORT/PRESENTATION

M. OTHER NON ROUTINE ITEMS REQUIRED BOARD ACTION

N. NEW BUSINESS

O. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, October 7, 2024 at 6:30 p.m.

P. 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 a contract with Village Travel to transport approximately 80 Booker T. Washington High School students to Jackson, Mississippi, to participate in the Jackson State University Homecoming activities from November 1-3, 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

FUND NAME/ACCOUNT:

Booker T. Washington's Student Activity Fund Account # 562

RATIONALE:

The Booker T. Washington Band travels to different colleges and competitions yearly. This allows students to compete at a high level with other band programs from various states. College and university bands will be present at this competition, allowing students to see a college band perform in person. It also makes students visible for scholarship opportunities.

E.3. RECOMMENDATION:

Approve the Memorandum of Understanding between Food On The Move, Inc. (FOTM) and the district for the benefit of Monroe Demonstration Academy during the 2024-2025 school year. This partnership will provide Monroe Demonstration Academy students with hands-on experience in hydroponic, aquaponic, and traditional farming, entrepreneurship, and food justice, reinforcing core subjects such as math and science. The program is designed to address food insecurity issues within the community while providing valuable educational opportunities.

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 aGrow program will enhance Monroe Demonstration Academy's curriculum by introducing students to agribusiness and addressing food insecurity within the local community. Through direct support from Food On The Move, students will receive hands-on training in growing organic produce, entrepreneurship development, and nutrition education. The program will also provide students with weekly nutrition calls,

reinforcing healthy eating habits and food justice principles. This partnership aligns with the district's commitment to providing innovative educational opportunities in underserved areas and ensuring that students have access to essential life skills and real-world applications of their academic learning.

E.4. RECOMMENDATION:

Enter into a letter of agreement with Tulsa Community College to provide continuing education operations 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

RATIONALE:

By entering into this letter of agreement, our students will benefit by gaining access to an additional postsecondary program offered at Tulsa Community College. Certified Production Technician is a nationally portable, industry-led program that certifies individuals for career pathways in advanced manufacturing. This agreement will provide our students with this opportunity to gain nationally recognized credentials and potentially 12 hours of college credit. After completing the courses, the students will be eligible to complete a paid internship of \$15+/hour with local industry partners with the potential of obtaining full-time employment afterward.

E.5. RECOMMENDATION:

Adopt the Tulsa Public Schools High School Course of Study for 2024-2025 and the Tulsa Public Schools Middle School Course of Study for 2024-2025. Upon approval, these updates become effective immediately for the 2024-2025 school year.

RATIONALE:

Regulation 2401-R mandates that the Tulsa Public Schools Board of Education adopt the district's course of study. Each year, the course of study is revised to reflect approved additions, deletions, and modifications to both middle and high school curricula. These changes have been reviewed and approved by the district curriculum committee. We are presenting the updated course of study, inclusive of necessary corrections and adjustments in alignment with district and state policy, for Board approval.

TEACHING AND LEARNING

E.6. RECOMMENDATION:

Enter into an agreement with Family & Children's Services, Inc., to provide services, resources and supports including but not limited to: rapid crisis response and comprehensive follow-up support services, training support to school staff, data collection, reporting and cross-site evaluation during the implementation of the Substance Abuse Mental Health Services Administration (SAMHSA) Multi-Tiered

Systems of Support (MTSS) Advancing Wellness and Resiliency in Education (AWARE) grant. Services are in effect October 1, 2024 through June 30, 2025, as part of RFP 24024. 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 \$100,000

FUND NAME/ACCOUNT:

Project Aware SAMHSA Grant - 11-7821-2199-503590-482-000000-000-05-020-7821

RATIONALE:

Tulsa Public Schools student outcome data suggest that the students in TPS often struggle with unmet social, behavioral, and mental health needs, and these needs negatively impact school climate and student outcomes. The district has more than 240 school-employed counseling and social services staff at the district and campus levels who implement various services and support designed to address these needs. Over the past 4 years, we have seen an increase in mental health crisis needs and need the support of an outside agency to ensure we meet these needs. Also, this agency's support helps the district comply with HB 4106 (2022). It is a requirement of the SAMHSA MTSS AWARE grant to have an expert crisis team for schools. Family & Children's Services, Inc. was the most responsive bidder to RFP 24024.

E.7. RECOMMENDATION:

Enter into a cooperative agreement with Palmer Addiction Recovery Services, 501(c) (3), to provide services, resources and supports focused on substance abuse prevention and education in elementary, middle, and high schools during the implementation of the SAMHSA MTSS AWARE grant. Services are in effect from October 1, 2024, through June 30, 2025. This is the second year with 3 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 \$5,000

FUND NAME/ACCOUNT:

Project Aware SAMHSA Grant - 11-7821-2199-503590-482-000000-000-05-020-7821

REQUISITION/CONTRACT: 12502958

RATIONALE:

Tulsa Public Schools has observed a rise in student referrals for vaping. In response, we are collaborating with Palmer to enhance our prevention and intervention efforts regarding this critical health issue. Vaping poses significant long-term health risks and frequently results in student suspension for violating the district's code of conduct. Our goal is to implement services that proactively address this behavior before

disciplinary measures become necessary. Parents will provide consent prior to students receiving services from Palmer.

E.8. RECOMMENDATION:

Enter into a contract with New Direction Solutions, LLC dba ProCare Therapy to provide special education staffing solutions for therapeutic services required for students with special needs throughout 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 \$49,000

FUND NAME/ACCOUNT: IDEA Fund 11-6210-0000-XXXXXX-239-XXXXXX-XXX-06-066-6210

RATIONALE:

Engaging ProCare Therapy supports our objective to maintain specialized educational and therapeutic standards by ensuring qualified, expert providers who are integral to student outcomes. Without contracting with staffing agencies for these service providers, our current internal vacancies in these therapeutic provider positions including psychologists, speech pathologists, and other special education related services, will cause non-compliance with federally required services for students with special needs.

E.9. RECOMMENDATION:

Purchase Buckle Down to the OAS from School Specialty, Inc., to provide test preparation resources aligned to the Oklahoma Academic Standards (OAS) in English Language Arts and Mathematics targeting grades 3-8 during the 2024-2025 school year as part of Allied States Cooperative (ASC), ESC Region 19 #24-7474 RV.

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

FUND NAME/ACCOUNT: ARP Supplemental Materials Grant: 11-7200-1000-506XXX-100-000000-000-05-XXX-7200

RATIONALE:

Oklahoma Buckle Down to the OAS is a review and practice product that covers the Oklahoma Academic Standards for English Language Arts and Mathematics in grades 3-8. The resource will provide teachers with lessons that focus on critical concepts essential to standards mastery. Additionally, students will be provided with tips and strategies with scaffolded examples, and lesson practice to reinforce grade-level skills prior to taking the Oklahoma State Testing Program (OSTP) assessments in April. Students will receive both targeted review and extensive practice on open-ended and multiple-choice questions. By providing students with the opportunity to

practice reading passages and questions similar to the OSTP assessment, students will understand what to expect on the end-of-year state assessments.

E.10. RECOMMENDATION:

Purchase instructional reading materials, including decodable books and comprehension kits for elementary schools for use in Walk to Read during the 2024-2025 fiscal year from the following vendors:

- Just Right Reader Inc, as part of The Interlocal Purchasing System (TIPS) cooperative contract #220802
- American Reading Company, Inc. as part of the Buyboard cooperative contract #653-21
- 95 Percent Group, LLC who is an Oklahoma State Department of Education approved vendor for
 - Decodable Duos (K-1)
 - 95 Readables (2-5)
 - 95 Comprehension (3-5)

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 \$875,000

FUND NAME/ACCOUNT:

ARP Supplemental Materials Grant:

11-7200-1000-506XXX-100-000000-000-05-XXX-7200

RATIONALE:

The ARP grant from the Oklahoma State Department of Education was approved to purchase instructional reading resources for students in elementary schools to support reading recovery.

Research shows that students need more time practicing reading skills - both decoding and comprehension skills. By purchasing additional reading materials, students will have more opportunities for practice with targeted skills that are being addressed during Walk to Read.

The Science of Reading spells out the need for an explicit and systematic approach to phonics instruction, which includes robust opportunities for students to engage in “in-context” practice - or practice applying newly learned skills to a text.

Reading comprehension continues to develop over the course of each individual’s lifetime. Even for proficient readers, comprehension is dependent upon practice with complex, grade level texts. The text sets will complement the instruction students receive in Walk to Read. Currently, teachers use lessons from Florida Center for Reading Research to teach comprehension skills to students. But schools are responsible for procuring texts for students to engage in independent practice. Students spend much of their time re-reading texts from core instruction. Providing

class sets of complex, grade level texts focused on specific skills will allow students to both practice critical skills and be exposed to a wider variety of texts.

- E.11.** RECOMMENDATION: Amend item E.57. from the June 5, 2023 agenda to increase the purchase amount of instructional reading materials from Really Great Reading, LLC, as an approved vendor for intervention resources.

COST: Not to exceed \$340,000 (an increase of \$150,000)

FUND NAME/ACCOUNT:

ARP Supplemental Materials Grant:

11-7200-1000-506XXX-100-000000-000-05-XXX-7200

RATIONALE:

The ARP supplemental materials grant from the Oklahoma State Department of Education was approved to allow Tulsa Public Schools to purchase instructional reading resources for students in elementary and middle schools to support reading recovery. Really Great Reading materials will support struggling readers in gaining the necessary phonics skills for academic success. The lessons provide teachers with the tools needed to systematically teach the essential phonics structures that unlock the English code in both simple and complex words.

- E.12.** RECOMMENDATION:
Amend item E.60. from the June 3, 2024 agenda to increase the purchase amount of digital licenses for math intervention and expand the use of Zearn as an approved supplemental resource for grades 6-8.

COST: Not to exceed \$120,000 (an increase of \$5,000)

FUND NAME/ACCOUNT:

Applicable Site-based accounts

RATIONALE:

Middle school sites have asked to use Zearn, a digital math resource, to support students in mathematical lab courses to provide on-level grade work in middle school mathematics. These lab courses allow for students scoring low on the NWEA MAP mathematics assessments to work on the critical skills needed for on-level content study. Tulsa Public Schools data using Zearn shows statistically significant gains in student math scores when students frequently utilize the resource.

TALENT MANAGEMENT

- E.13.** 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.14. RECOMMENDATION:**
Approve position creates, deletes and updates.

RATIONALE:

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

- E.15. RECOMMENDATION:**
Approve the following certified teachers for adjunct status during the 2024-2025 school year.

Shaw, Lester - Instrumental/General Music - Washington High School
Bitzer, Cynthia - High School Art - Hale High School
Robinson, Timothy - US Govt/OK History - Washington High School
Blazek, Michael - Art - Washington High School
Cameron, Mike - Instrumental Music - Skelly

RATIONALE:

Generally, teachers must hold a valid Oklahoma teaching certificate to teach in the area for which they have been assigned. However, adjunct status does allow for a teacher to teach outside of their certification area(s). The above teachers hold appropriate content knowledge in the fields listed, though they do not currently hold certification in the subject.

- E.16. RECOMMENDATION:**
Approve the following for Aspiring Educators (adjunct) status during the 2024-2025 school year:

AL Tammi, Wafa - Elementary Education - MacArthur
Albrecht, Craig-Intermediate Mathematics-Phoenix Rising
Bailey, Joi-Elementary Education-Hawthorne Elementary
Blay, Blair-Elementary Education-Disney Elementary
Clark, Danny - Physical Education - Bell Elementary
Crutcher, Kristen- Elementary Education-Skelly Elementary
Cruz, Jessica - Elementary Education - Bell Elementary
Davis, Everett - PE - Webster High School
Dillon, Danette L - Vocal General Music-Hale High School
Finney, Maria-Career Tech Business-McLain High For Science & Tech
Flowers, Toree - ESL - Hale High School
Harris, Nicholas-English-Memorial High School
Jackson, Shawn P - PE-Monroe Demonstration
Jepsen, Tyshae - English - Hale High School
Medlock, Allen R - US/OK/Govt-Hale High School
Powell, TeKrishiana - Elementary Education- Celia Clinton Elementary
Young, Ceri-Elementary Education-Wayman Tisdale Fine Arts Academy

RATIONALE:

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.

E.17. RECOMMENDATION:

Approve and ratify the negotiations agreement between the district and the Tulsa Classroom Teachers Association (TCTA) for the 2024-2025 school year related to teacher compensation and relevant updates to the Master Contract.

RATIONALE:

The TCTA and district negotiations teams have completed the collective bargaining process and reached an agreement for the current 2024-2025 school year.

FINANCIAL SERVICES

E.18. RECOMMENDATION:

Approve the **New Encumbrance & Change Orders from August 30, 2024 through September 12, 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.***

BOARD OF EDUCATION

E.19. 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.

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.

E.20. 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.

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.

F. PUBLIC COMMENT ON ACTION AGENDA

G. ACTION AGENDA - Motion and vote on recommendations

TALENT MANAGEMENT

G.1. RECOMMENDATION:

Submit an application for a three-year district-wide deregulation to Standard VII, the governing accreditation standard outlining library requirements for Oklahoma schools, concerning staffing of school library media centers. This deregulation will cover the school years from 2024-2025 through 2026-2027.

COST: This item presents no cost to the district.

RATIONALE:

The deregulation allows the district to forgo the requirement of one half-time library assistant at sites with more than 500 students and one full-time library assistant at sites with more than 1000 students.

In addition to fewer certified teacher candidates, we have difficulty in hiring support staff members particularly those qualified to or interested in serving as library assistants. Although securing library assistants remains a challenge, all of our students will continue to be served by full-time library media specialists. When possible, classroom teachers will push into the library in order to mitigate the impact of increased teacher-to-student ratios resulting from the absence of library assistants.

SUPPORTING INFORMATION – September 16, 2024

CONSENT ITEM E-1

ROUTINE FIELD TRIPS

Post Fact Fieldtrips:

Delay in finalizing the study abroad trip to Madrid, Spain cause the item to be Post Fact.

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Eisenhower International School/Study Abroad Program	Students: 9 Parents: 0 Staff: 3	Study Abroad Program/Madrid, Spain	September 12- November 7, 2024	39	No cost to the district. Funding provided by PTA and parents/guardians.
Zarrow International School/Study Abroad Program	Students: 5 Parents: 0 Staff: 1	Study Abroad Program/Madrid, Spain	September 12- November 7, 2024	39	No cost to the district. Funding provided by Zarrow's Foundation scholarships and parents/guardians.

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Eisenhower International School/Study Abroad Program	Students: 5 Parents: 0 Staff: 2	Study Abroad Program/ Heredia, Costa Rica	October 4 – November 1, 2024	18	No cost to the district. Funding provided by PTA and parents/guardians.
Zarrow International School/Study Abroad Program	Students: 4 Parents: 0 Staff: 1	Study Abroad Program/ Heredia, Costa Rica	October 4 – November 1, 2024	18	No cost to the district. Funding provided by Zarrow's Foundation scholarships and parents/guardians.
Edison Preparatory High School/Exchange Students	Students: 9 Parents: 0 Staff: 1	Study Abroad Program/Madrid, Spain	October 9-20, 2024	5	No cost to the district. Funding provided by parents/guardians.
Tulsa Public Schools/Native American Junior and Seniors	Students: 50 Parents: 0 Staff: 5	To provide eligible Native American Juniors and Seniors the opportunity to visit Haskell Indian Nations University/Lawrence, Kansas	October 24, 2024	1	Not to exceed \$3500.00/Indian Pupil Education Fund #81-2044

Booker T. Washington High School/ T-Connection Band Members	Students: 80 Parents: 20 Staff: 3	To participate in the Jackson State Homecoming activities (parade competition)/ Jackson, Mississippi	November 1-3, 2024	1	No cost to the district. Funding provided by parents/guardians.
Booker T. Washington High School/Boys Varsity Basketball Team	Students:15 Parents: 0 Staff: 5	To participate in the Queen City Showcase/ Springfield, Missouri	December 20-22, 2024	1	No cost to the district. Funding provided by BTW's Booster Club.
Booker T. Washington High School/Girls Varsity Basketball Team	Students:14 Parents: 0 Staff: 6	To participate in the 2025 Sophie Cunningham Classic/Columbia, Missouri	January 10-12, 2025	1	No cost to the district. Funding provided by BTW's Booster Club.
Booker T. Washington High School/Boys Varsity Basketball Team	Students:15 Parents: 0 Staff: 5	To participate in the D1 Missouri Showcase (Quincy Shootout)/Quincy, Illinois	January 24-26, 2025	1	No cost to the district. Funding provided by BTW's Booster Club.

SUPPORTING INFORMATION

CONSENT ITEM E. 13

ROUTINE STAFFING

ELECTIONS	Effective Date	Contract Amount	Position	Grade or Degree & Step
Akinrinlola, Sarah	09-09-24	\$ 35,000.00	Apprentice	NS
Albrecht, Craig	09-04-24	\$ 35,000.00	Apprentice	NS
Alimena, Dale	09-04-24	\$ 35,000.00	Apprentice	NS
Allen, Kelly	08-12-24	\$ 35,000.00	Apprentice	NS
Alvizo, Emmeline	08-19-24	\$ 19.74	Data Specialist	H-15
Baker, Theodora	09-04-24	\$ 35,000.00	Apprentice	NS
Ball, Mychal	09-09-24	\$ 23.52	School Safety Officer	H-16
Basora, Clarissa	09-04-24	\$ 44,000.00	Teacher	M-0
Benidamou, Khalissa	09-09-24	\$ 12.25	Teacher Assistant	H-4
Blay, Blair	09-09-24	\$ 35,000.00	Aspiring Educator	NS
Bowen, Carrie	09-09-24	\$ 16.52	Teachers Assistant	H-6
Brown, Mia-Michelle	09-09-24	\$ 11.89	Teacher Assistant	H-4
Brown, Patricia	09-09-24	\$ 20.10	ID Paraprofessional	H-12
Carr, Cassia	10-14-24	\$ 130,000.00	Ex. Dir. Employment Law, Employee Relations & Compliance	XG-2
Carson, Coby	09-09-24	\$ 35,000.00	Apprentice	NS
Chaney, Renita	09-09-24	\$ 35,000.00	Apprentice	NS
Childress, Loren	09-04-24	\$ 23.52	Leadership Instructor	H-16
Cline, Jamie	08-22-24	\$ 35,000.00	Apprentice	NS
Diaz Soto, Raamses	09-04-24	\$ 35,000.00	Apprentice	NS
Do, Christine	08-12-24	\$ 43,000.00	Teacher	B-0
Dorantes, Bobbie	09-09-24	\$ 11.89	Teacher Assistant	H-4
Eicher, Paul	08-12-24	\$ 35,000.00	Apprentice	NS
Elfar, Subel	09-04-24	\$ 35,000.00	Apprentice	NS
Esquivel, Sara	09-04-24	\$ 12.25	Teacher Assistant	H-4
Evans, Leondra	09-09-24	\$ 14.50	Health Assistant	H-6
Foutch, Christine	09-09-24	\$ 35,000.00	Apprentice	NS
Garcia Sánchez, Ana	08-12-24	\$ 51,075.00	Teacher	B-12
Gardenhigh, Timothy	09-09-24	\$ 35,000.00	Apprentice	NS
Guillen Perez, Eladia	09-09-24	\$ 13.65	Cafeteria Assistant	H-5
Hernandez Zapata, Brugelys Coromoto	09-09-24	\$ 14.13	Evening Custodian	H-7
Herrera, Delia	09-09-24	\$ 15.14	Evening Custodian	H-7
Ibarra, Marcela	08-14-24	\$ 35,000.00	Apprentice	NS
Jepsen, Tyshae	09-04-24	\$ 35,000.00	Apprentice	NS
Jimenez, Denise	09-09-24	\$ 13.14	Teacher Assistant	H-6
Jones, Jennifer	09-09-24	\$ 14.57	Teachers Assistant	H-06
Lazar, Liz	08-26-24	\$ 35,000.00	Apprentice	NS
Orange, Lisa	08-12-24	\$ 35,000.00	Apprentice	NS
Padron, Luisa	09-09-24	\$ 12.37	Cafeteria Assistant	H-5
Palacios, Cynthia	09-09-24	\$ 14.13	Part Time Evening Custodian	H-7
Pedersen, Emily	09-09-24	\$ 11.89	Teacher Assistant	H-4
Peterson, Andrea	09-09-24	\$ 35,000.00	Apprentice	NS
Powell, Tekrishiana	09-09-24	\$ 35,000.00	Aspiring Educator	NS
Robinson, Nicholas	08-26-24	\$ 17.37	SPED Job Coach	H-12
Ross, Roman	08-07-24	\$ 15.38	DHI Paraprofessional	H-12
Rush, Lajuanya	09-04-24	\$ 16.78	ED Paraprofessional	H-12
Saez Martin, Alba	08-12-24	\$ 45,750.00	Teacher	M30-3
Saint, Amber	09-09-24	\$ 16.07	Bus Driver	H-11
Salinas-Hart, Maria	09-09-24	\$ 35,000.00	Apprentice	NS
Sanchez Piedra, Rosa	09-09-24	\$ 15.14	Evening Custodian	H-7

Scott, Machere	09-04-24	\$ 16.78	ID Paraprofessional	H-12
Siebler, Asma	09-09-24	\$ 35,000.00	Aspiring Educator	NS
Snell, Krystal	09-09-24	\$ 12.74	Cafeteria Assistant	H-5
Springer, Tyrone	08-19-24	\$ 62,574.00	Teacher	M-24
Stufflebeam, Mary Ann	09-04-24	\$ 44,820.00	Counselor	M-2
Taylor, Kevin	09-09-24	\$ 17.21	Bus Driver	H-11
Thomas, Charles	09-09-24	\$ 16.78	Autism Paraprofessional	H-12
Thomas, Goldie	08-12-24	\$ 35,000.00	Apprentice	NS
Vargas, Gustavo	08-27-24	\$ 35,000.00	Apprentice	NS
Velasquez, Fabiana	09-04-24	\$ 11.89	Teacher Assistant	H-4
Walker-Hill, Kenya	09-09-24	\$ 13.65	School Clerk	H-5
Warder, Seth	08-22-24	\$ 35,000.00	Apprentice	NS
Weber, Lara	08-12-24	\$ 43,000.00	Teacher	B-0
Will, Harper	09-04-24	\$ 13.53	Teacher Assistant	H-6
Willhite, Rochelle	09-09-24	\$ 17.05	Part Time Communications Specialist	H-10
Williams, Leona	09-04-24	\$ 35,000.00	Apprentice	NS
Williams, Michelle	09-09-24	\$ 19.79	Cafeteria Manager	H-13
Willis, Nettya	09-09-24	\$ 12.74	School Clerk	H-5
Wood-Griffin, Abbey	09-09-24	\$ 35,000.00	Apprentice	NS
Young, Ceri Renee	09-04-24	\$ 35,000.00	Apprentice	NS
Zelaya Morales, Ada	09-09-24	\$ 12.74	Cafeteria Assistant	H-5

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree & Step
Caceres-Cuadros, Graciela	10-01-24	\$ 53,000.00	Operations Associate	Attendance Recovery Coor.	BG-7
Doyle, Brian	09-23-24	\$ 35,000.00	Behavior Support Specialist	Apprentice	B-0
Fox, Kerry	08-12-24	\$ 30,045.00	.8 FTE Speech Pathologist	.6 FTE Speech Pathologist	M-9
Guel, Jennifer	08-06-24	\$ 67,000.00	Health Education Specialist	Positive School Climate Coor	EG-4
Hill, Cricket	09-03-24	\$ 16.76	Teacher Assistant	Parent Involvement Facilitator	H-12
Howard, April	08-12-24	\$ 60,870.00	Teacher	Learning Coach	B-22
Hunter, Melvin	08-16-24	\$ 16.84	Evening Custodian	Building Grounds Site Supervisor	H-11
Jeffers, Michelle	08-15-24	\$ 19.96	1:1 MD Paraprofessional	MD Paraprofessional	H-12
Johnson, Carol	08-15-24	\$ 22.37	ED Paraprofessional	ID Paraprofessional	H-12
Langholtz, Anna	08-15-24	\$ 17.57	ID Paraprofessional	1:1 MD Paraprofessional	H-12
Lucas, Darielle	08-08-24	\$ 13.75	School Clerk	Parent Involvement Facilitator	H-6
Marchant, Joni	09-03-24	\$ 17.08	Parent Involvement Facilitator	School Clerk	H-4
Mcdaniel, Steven	09-03-24	\$ 51,500.00	Staff Accountant I	Budget Analyst II	BG-6
Mix, Linda	08-12-24	\$ 34,306.50	Full Time Teacher	Half Time Teacher	M60-24
Ortiz, Maria	09-04-24	\$ 19.61	Customer Care Associate	Bilingual Customer Care Associate	H-10
Perez-Gutierrez, Divanny	09-12-24	\$ 21.56	Coor. Student Records & Community Engagement	Family Engagement Coor	H-16
Rawlings, Javon	09-06-24	\$ 19.75	Campus Security Guard	School Safety Officer	H-16
Squires, Fancy	08-15-24	\$ 16.29	School Clerk	1:1 Autism Paraprofessional	H-12
Treat, Tawanna	08-12-24	\$ 47,700.00	Teacher	Reading Interventionist	M-0

SEPARATIONS

Name	Effective Date	Position	Name	Effective Date	Position
Anderson, Dorothy	08-28-24	Teacher Assistant			
Brown, Wesley	05-10-24	DHI Paraprofessional			
Carpio, Ivania	09-26-24	School Clerk			
Cearly, Debbie	12-31-24	Area Manager			
Cook, Trisha	09-06-24	Assistant Principal			
Dewett, Jess	09-16-24	Cafeteria Journeyperson			
Dewey, Jordan	06-30-24	Teacher			
Gunn, Dnyla	08-30-24	Teacher			

Jackson, Valerie	09-18-24	Customer Care Receptionist / Data Clerk
Laskey, Sherry	09-03-24	Traveling Nurse
Medina, Maria	09-07-24	Teacher
Pena, Erika	09-20-24	Attendance Clerk
Phillips, Rai	09-27-24	Teacher
Rich, Jessica	09-05-24	Teacher
Roberts, Sharron	09-13-24	Traveling Nurse
Sandoval, Ricardo	09-04-24	Evening Custodian
Sigala Ramos, Yoselin	09-09-24	1:1 Autism Paraprofessional
Small, Lynsey	09-06-24	Teacher
Taylor, Ronald	09-20-24	Teacher
White, Jeremy	09-27-24	Senior Data Strategist

Rescind:

Goss, Shonda	08-30-24	Teacher
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SUBSTITUTE AND TEMPORARY ELECTIONS

TUTOR

Allen, Veronica

Adjunct Coaches

<u>SITE</u>	<u>NAME</u>	<u>TOTAL AMOUNT</u>	<u>ACTIVITY (IES)</u>	<u>START DATE</u>	<u>END DATE</u>
Edison High School Edison Middle School	Lauren Merrill	\$ 10,219.00	Athletic Director, HS Head Flag Football, HS Assistant Volleyball, MS Head Volleyball	09-02-24	06-30-25
Washington	Eric Gill	\$ 3,092.00	Assistant Boys' Basketball	09-04-24	06-30-25
Washington	Marcus Morrow	\$ 3,092.00	Assistant Girls' Basketball	09-04-24	06-30-25
Washington	Karl Engel	\$ 5,000.00	Assistant Boys' & Girls' Cross Country, Assistant Girl's Track	09-04-24	06-30-25
Washington	Derrick Harper	\$ 2,877.00	9th Gr. Assistant Football	09-04-24	06-30-25
Edison High School	Bobby Lasater	\$ 5,142.00	Head Boys' Wrestling	09-04-24	06-30-25
Edison High School	David Montgomery	\$ 4,460.00	Head Girls' Soccer	09-04-24	06-30-25
Carver Middle School	Briana White	\$ 1,445.00	Head Softball	09-04-24	06-30-25
Washington	Tiffany Jarrett	\$ 3,433.00	Head Cheer Coach	09-04-24	06-30-25
Edison High School	Tory Hooks	\$ 2,437.00	Head 9th Boys' Basketball	09-04-24	06-30-25
Thoreau Middle School	Andrew Guglielmo	\$ 1,145.00	Head 7th Grade Volleyball	09-04-24	06-30-25
Washington	Tyarise Stevenson	\$ 1,169.00	Assistant Football	09-11-24	06-30-25
Edison Middle School	Jerome Townsell	\$ 3,204.00	Head Boys' Wrestling, Head Girls' Wrestling	09-11-24	06-30-25
Webster High School	Mariano Dillard	\$ 4,169.00	Assistant Football	09-11-24	06-30-25
Hale High School	Josiah Wilson	\$ 4,169.00	Assistant Football	09-11-24	06-30-25
Webster High School	Paris Williams	\$ 4,169.00	Assistant Football	09-11-24	06-30-25
Central High School	Stefone Richardson	\$ 2,437.00	Head 9th Boys' Basketball	09-11-24	06-30-25

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Extra Duty Stipend Review Lead Stipend - 11-3110-2213-503XXX-271-000000-000-04-044

Pay program manager, Joshua Vess, a stipend of \$250 per month (total not to exceed \$2600) for additional responsibilities outside of the employee's normal scope of work to lead the extra duty stipend review process from September 17, 2024 to March 30, 2025.

Washington - 11-0000-1000-501390-100-310000-415-07-735

Pay TPS tutor, Lindsey Manduano, @ \$30/hr. (total not to exceed \$500)for tutoring German language students at Booker T. Washington from April 11 through May 2, 2024.

SUPPORTING INFORMATION

CONSENT ITEM E.14

POSITION CREATIONS/DELETIONS

	Create	Delete
Title - Site / Department	Assistant Director Athletics & Activities - ESC / Athletics and Activities	NA
Funding Source	11-0000-2212-501210-000-000000-109-16-068-	
Pay Grade & Range	BG-8	
Contract Period	12 Months	
Duties	The Assistant Director will function within the Athletics Department as a senior member of the team and will report to the Executive Director. The assistant director will have sports supervision responsibility as well as being responsible for knowing compliance and rules. The assistant director will hold co-supervision responsibilities of designated athletics programming. In addition, the assistant director provides overall supervision and program management of an effective physical education program for Tulsa Public Schools Athletics Department and all secondary schools and elementary schools.	
Budget Difference	\$56,400 - \$84,600	
Reason for Action	Alignment with department needs.	

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct Number of Position Create and Deletes August 5, 2024 page 29

	Create	Delete
Title - Site / Department	Intervention Specialist - Health and Wellness - Enrollment Center / Student and Family Support Services (4 Positions)	Intervention Specialist - Health and Wellness - Enrollment Center / Student and Family Support Services (100028108, 100028107)
Funding Source	11-0000-2120-501210-000-000000-202-06-xxx-	11-0000-2120-501210-000-000000-202-06-xxx-
Pay Grade & Range	Teacher's Salary Schedule \$44,672 - \$79,026 / position \$178,688 - \$316,105 total	BG-5 \$32,766 - \$49,149 / position \$65,532 - \$98,298 total
Contract Period	187 Days	187 Days
Duties	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.
Budget Difference	\$113,156 - \$217,807	
Reason for Action	Alignment with department needs and consistency of requirements.	

**SUPPORTING INFORMATION
CONSENT ITEM E.19**

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
CONSENT ITEM E.20**

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

Regular Meeting, September 16, 2024