



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **January 21, 2020**, 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 business items or recommendations appearing under the Action or Information portions of a regular meeting agenda. Requests to comment must be made by submitting a completed form for each topic. Forms are available from the Board Clerk before the beginning of each meeting. Requests will be accepted at any time up to the consideration of the Consent Agenda portion of the meeting. Statements are limited to five minutes each.

Persons desiring to address the Board concerning items not on the agenda must submit a written request form, available from the Clerk of the School Board, at least seven days prior to each meeting. Statements to the School Board by members of the public are limited to five minutes each.

A. OPENING EXERCISES

- A.1. Call to order and confirm that a quorum of the Board is present.
- A.2. Flag salute led by the Booker T. Washington High School JROTC under the direction of Master Sergeant Kyle Gordinier.
- A.3. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A.4. Recognition of visitors.

B. MOTION AND VOTE TO ADOPT THE AGENDA

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

D. APPROVAL OF MINUTES

Approve the minutes of the January 6, 2020, regular meeting of the board.

E. CONSENT AGENDA - Motion and vote on recommendation.

F. ACTION AGENDA – Motion and vote on each recommendation.

G. INFORMATION AGENDA

H. STAFF REPORTS

I. BOARD MEMBER REPORTS

J. CITIZENS' COMMENTS

K. SUPERINTENDENT'S REPORTS/PRESENTATIONS

L. OTHER NONROUTINE ITEMS REQUIRING BOARD ACTION

M. NEW BUSINESS

Consideration and possible action on any matter which could not have been reasonably foreseen prior to the legal time deadline for posting of the agenda for this meeting.

N. ANNOUNCEMENTS

The next regular scheduled meeting of the Board of Education will be held on Monday,

February 3, 2020, at 6:30 p.m. in the Cheryl Selman Room, at the Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

O. MOTION AND VOTE TO ADJOURN

E. CONSENT AGENDA - Motion and vote on recommendations

Note: With the exception of encumbrances, student trips and routine staffing items, consent items appeared on the previous regular meeting's agenda as information agenda items unless otherwise indicated.

DEPUTY SUPERINTENDENT

E.1. RECOMMENDATION:

Approve a Memorandum of Understanding between Phoenix Rising Alternative School and Arts & Humanities Council of Tulsa (AHHA) to have a collaborative exhibition for the art students in the art / photography classes taught by the TPS art teacher and the Photography instructor provided by Artist's in Schools, Anitra Lavanhar. AHHA will host an exhibition of the student work beginning May 1st 2020, culminating with additional work added thereafter.

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

COST: This item presents no cost to the district.

RATIONALE: Students will have the opportunity to exhibit their yearlong projects of self-expression through photography, demonstrating the powerful tool of images. These pictures not only give them exposure to various medium of art, but also give them a way to illustrate their lives and communities without words. They have explored museums, learned about various tools and ways to print and edit images, made connections within the community, completed 0.5-1.0 of their Fine Arts requirement credit, have received equitable services to other high school students, and have not completed art online. Additionally, the experience of creating work to exhibit in a free museum space, for the public to see, is not only extremely special for the youth, but also shows the partnerships that are created between TPS and the community are truly impactful on the students and families of Tulsa.

E.2. RECOMMENDATION: Enter into an agreement with Picture Perfect Mirror Photo Booth, Tulsa, Oklahoma, to provide picture perfect photos at Booker T. Washington's senior prom on April 4, 2020.

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 \$630.00

FUND NAME/ACCOUNT: Booker T. Washington High School Activity Fund #869

RATIONALE: The Picture Perfect Mirror Photo Booth is a uniquely elegant spin on a traditional photo booth. It is an open, interactive touch screen mirror that gives guests a fun photo booth experience, and guests aren't confined to a small box to take a photo. This photo booth will be perfect for seniors and their guests as they create keepsakes during the senior prom.

TEACHING AND LEARNING

- E.3.** RECOMMENDATION: Enter into a parking lot lease agreement with The Bama Companies, Inc., Tulsa, Oklahoma, to lease its Delaware Street parking lot as available for use January 2020 to December 2020.
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 \$10
FUND NAME/ACCOUNT: General fund 11-0000-2212-508100-000-000000-000-06-070-
REQUISITION/CONTRACT: 12006817
RATIONALE: Wilson Teaching Learning Academy hosts professional learning events that often exceeds our current parking capacities. Leasing The Bama Companies' parking lot will allow sufficient additional parking spaces needed for our Tulsa Public Schools patrons attending events.
- E.4.** RECOMMENDATION: To enter into a contract with MANDT System to train and certify employees in the exceptional student support team.
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: Total cost not to exceed \$25,000
FUND NAME/ACCOUNT: #6230
RATIONALE: The MANDT System is a mandatory course that is required for Teachers, Paraprofessionals, and Campus Police Officers to complete, in order to work with our special education students. They will learn deescalating practices and holds to keep the student as well as the employee safe while handling the student(s).

TALENT MANAGEMENT

- E.5.** RECOMMENDATION: Approve routine staffing items.
RATIONALE: Routine personnel actions implement the various talent management plans and priorities authorized by the Board of Education. All salaries are listed at an effective annualized rate regardless of the length of effective date of contract.
- E.6.** RECOMMENDATION: Submit an application for a three-year district-wide waiver to Standard VII, the governing accreditation standard outlining library requirements for Oklahoma schools, concerning staffing of school library media centers. This waiver will cover the school years from 2020-2021 through 2022-2023.
COST: This item presents no cost to the district.
RATIONALE: Originally granted on June 29, 1999, and renewed in 2014, the waiver

allows the district to create an Intern Library Media Specialist Program and "grow our own" librarians in a time of national and statewide shortages of certified library media professionals. Due to a shortage in traditionally certified library media specialists in the state, this waiver allows a district to take highly qualified teachers and assist them through the certification process.

- E.7.** RECOMMENDATION: Approve revisions to Board Policy 4102, Criminal Record Search for Employees and Prospective Employees.

RATIONALE: This update to policy 4102 is to ensure that the district policy is in alignment with federal and state guidelines regarding criminal record searches which was last revised in 2005.

FINANCIAL SERVICES

- E.8.** RECOMMENDATION: Approve the January 3-16, 2020, New Encumbrances and Encumbrance Changes Report.

RATIONALE: New encumbrances and encumbrance changes reflect obligations of district funds issued in accordance with Board Policy 5102, Financial Reports and Statements.

- E.9.** RECOMMENDATION:
Approve sanctioning of the following booster clubs and parent/teacher associations in accordance with Board Policy 5707 for the 2019-2020 fiscal year:

BOOSTER CLUBS:

Edison Lady Eagles Basketball Booster Club
Edison Lady Eagles Softball Booster Club
BTWashington Girls Basketball Booster Club Inc.

PTAs/PTOs/PTSAs:

Clinton West Elementary PTA
Hamilton Elementary PTA
Springdale Elementary PTA

COST: This item presents no cost to the district.

RATIONALE: Sanctioned status provides organizations exemption from the statutory controls relating to school activity funds found in the Oklahoma School Code. The Board may sanction associations and clubs that advance the educational objectives of the district and are beneficial to students under the guidelines established in Board Policy 5707. These organizations submitted required information to support their applications.

BOND PROJECTS AND ENERGY MANAGEMENT

- E.10.** RECOMMENDATION: Enter into trade contracts with the lowest responsible bidders

for the Edison Preparatory High School interior renovations project.

TRADE	CONTRACTOR	PHASE I	PHASE II
Demolition	DT	\$127,500.00	
Asbestos Abatement	Asbestos Handlers	\$79,000.00	
Concrete	Cantera	\$101,760.00	
Millwork	FADCO by TPS	\$171,285.47	
Doors, Frames, Hardware Supply	Builder's Supply	\$117,750.00	
Doors & Hardware Installation	Builder's Supply		\$15,000.00
Coiling Doors & Service Doors	Tulsa Overhead Door	\$10,800.00	
Light Gauge Framing, Drywall, Acoustical	D & D	\$207,694.00	
Tile & Commercial Flooring	Talon	\$242,000.00	\$219,312.00
Painting	Talon	\$92,677.00	\$41,184.00
Signage Supply & Install	Architectural Sign Design		\$14,208.00
Food Service Equipment	Supreme Fixture	\$129,000.00	
Window Treatments	Russell Interiors		\$45,770.00
Plumbing	APSCO	\$359,800.00	
HVAC	Platinum	\$334,500.00	
Electrical	Lighthouse	\$210,780.00	
TOTAL TRADES:		\$2,184,546.47	\$335,474.00

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

FUND NAME/ACCOUNT: The interior renovations at Edison Preparatory High School will be funded through the Bok Financial Equipment Finance lease-purchase agreement that was approved on October 21, 2019.

RATIONALE: The Edison Preparatory High School renovation project is part of the 2015 bond issue.

- E.11. RECOMMENDATION:** Assign the trade contracts for the Edison Preparatory High School interior renovation project to Nabholz Construction Company, Incorporated, the construction manager at risk on the project.

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

RATIONALE: The individually awarded contracts will be encumbered as one contract to Nabholz Construction Company. This project is part of the 2015 bond issue.

E.12. RECOMMENDATION: Approve amendment #10A with Nabholz Construction Company, Incorporated, for the interior renovations at Edison Preparatory High School.

	PHASE I	PHASE II
Trade Contracts:	\$2,184,546.47	\$335,474.00
General Conditions:	\$134,050.94	\$27,173.39
Management Fee:	\$75,354.42	\$11,786.04
Payment Bond:	\$13,406.13	\$2,096.83
TOTAL GMP:	\$2,407,357.49	\$376,530.26

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

COST:

PHASE I	PHASE II
\$2,407,357.49	\$376,530.26

FUND NAME/ACCOUNT:

Bok Lease Agreement	\$2,107,357.49
Child Nutrition Fund, applicable accounts	\$300,000.00
Phase II – Contingent upon the 2020B Bond Issuance	\$376,530.26

REQUISITION/CONTRACT: 42000167

RATIONALE: The interior renovations at Edison Preparatory High School are part of the 2015 bond issue.

E.13. RECOMMENDATION: Approve entering into a developer's contract with the City of Tulsa for the sanitary sewer at Rogers College High School Stadium.

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

COST: This item presents no cost to the district.

RATIONALE: The City of Tulsa requires developer contracts on all projects before issuing building permits.

OPERATIONS

E.14. RECOMMENDATION: Approve the length of the 2020-2021 school year to be calculated in hours as allowed by House Bill 1864. Specifically, the school year would consist of 1,148.67 hours with 168 total days taught for the Annual Statistical Report calculations.

COST: This item presents no cost to the district.

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.15. RECOMMENDATION: Approve the 2020-2021 school calendar.

COST: This item presents no cost to the district.

RATIONALE: The Calendar Committee recommends a start date of August 19, 2020, for the 2020-2021 school year. The calendar includes 168 school days. The calendar meets the state requirements for professional development days and parent-teacher conference days.

F. ACTION AGENDA - Motion and vote on recommendations

TALENT MANAGEMENT

F.1. RECOMMENDATION: Enter into the Oklahoma No Cost Access Codes (NCAC) Invoice Agreement with Identity & Security, N.A. ("IDEMIA"). IDEMIA holds a contract with the Oklahoma State Department of Education (OSDE) to provide all background and teacher certification checks for potential applicants and current employees, as needed.

COST: No cost to the district as the cost of the fingerprinting is deducted from the first paycheck of the new-hire.

RATIONALE: Due to a software update effective February 1, 2020, the current fingerprinting equipment Tulsa Public Schools uses in-house will no longer be functional. The district processed over 1,000 individual fingerprints last year on behalf of new-hires and/or prospective employees. It is an essential function of the district to ensure the continuity of our hiring and onboarding initiatives. This Agreement will allow Tulsa Public Schools to utilize IDEMIA's existing infrastructure which includes a host of fingerprint providers throughout the state of Oklahoma. Action is required due to late notification by the vendor of the February 1 obsolescence of the current equipment.

F.2. RECOMMENDATION: Pay eligible retiring certified teachers and certified administrators an incentive in exchange for early, written, and irrevocable notice of their intent to retire according to the requirements set forth by the Oklahoma Teachers' Retirement System, effective no sooner than the last workday of the employee's 2019-2020 contract, and no later than July 1, 2020. Such notice will also constitute the employee's irrevocable resignation of employment with the district, effective on the last workday of the employee's 2019-2020 contract or June 30, 2020, whichever is earlier. A \$2,500.00 incentive will be paid to eligible employees who provide written notice no later than the close of business on February 28, 2020.

RATIONALE: By providing differentiated incentives, employees will be encouraged to provide notification of their intent to leave the district due to retirement as early as

possible, which will allow the district to initiate the hiring process earlier. These retirement incentives allow the district to recruit and ensure school-based certified positions are staffed prior to the start of the school year. Early hiring is a recognized best practice that helps districts secure the most qualified talent in competitive markets. For purposes of this incentive, certified administrator means a school-based certified administrator employed on certified administrator contract for 2019-2020, and certified teacher means a school-based certified employee, other than an administrator, who is employed on a certified employee contract (non-administrators) for 2019-2020, and whose compensation is based on the teacher pay scale. Disputes as to whether a teacher or administrator qualifies for an early retirement incentive payment shall be resolved by the chief talent officer, whose decision is final and nonappealable.

DESIGN AND INNOVATION

- F.3. RECOMMENDATION:** Discuss, consider and take action to reject the revised application of Harlow Creek Elementary School, Inc. to open a new charter school within the boundaries of Tulsa Public Schools in Northwest Tulsa and approve a statement of the reasons for its rejection.

RATIONALE:

The Board of Education of Tulsa Public Schools has the option in this agenda item to approve or reject the revised application of Harlow Creek Elementary School, Inc. (Harlow Creek). In this recommendation, staff who reviewed Harlow Creek's revised, and initial, application recommend that the board vote to reject the revised application for a Tulsa Public School-authorized charter school in Northwest Tulsa for the reasons described in the written report to be presented to the board at the January 21, 2020, meeting. The reasons identified by staff to reject the application include, but are not limited to, the lack of:

- a coherent educational program with adequate staff development opportunities;
- a viable and strategic multi-year budget;
- plans to provide essential services to students, including transportation and school lunch;
- evidence of a viable facility or alternative facility.

In addition, the applicant and application state that, among other motivations, Harlow Creek Elementary School, Inc. is being proposed for creation to ensure the financial success of a multimillion-dollar housing development. This is inconsistent with the purpose defined in Oklahoma's Charter School Act.

SUPERINTENDENT OF SCHOOLS

- F.4. RECOMMENDATION:**

In order to provide more instructional and extracurricular opportunities for students, change the grade configurations of certain schools in the Central Junior High School feeder pattern beginning in the 2020 -2021 school year. Specifically, in this recommendation, we propose the following:

- Change the grade configuration of Burroughs, Emerson, Academy Central, and Wayman Tisdale Elementary Schools from a PK-6th grade to a PK- 5th grade beginning in the 2020-2021 school year.

- Change the grade configuration of what is currently called Central Junior High from a 7th – 8th grade facility to a 6th- 8th grade facility beginning the 2020-2021 school year, and change the designation of the facility to Central Middle School, which will, beginning 2020-2021, serve 6th graders who would have attended Burroughs, Emerson, Academy Central, and Wayman Tisdale.

RATIONALE: This recommendation –and the recommendations below regarding Memorial Junior High and Rogers—are a continuation of our ongoing work to create consistency in grade configurations across the district, making it easier for families to navigate through our system. Additionally, in a middle school setting, students will have expanded access to developmentally appropriate activities, spaces, and experiences. We know from research and experience that minimizing transitions supports strong academic performance and helps foster meaningful relationships with teachers and peers. It is our intention that by the 2021-2022 school year, students at Tulsa Public Schools would experience no more than two transitions - from 5th to 6th grade and from 8th to 9th grade.

F.5. RECOMMENDATION:

In order to provide more instructional and extracurricular opportunities for students, change the grade configurations of certain schools in the Memorial Junior High School feeder pattern beginning in the 2020 -2021 school year. Specifically, in this recommendation, we propose the following:

- Change the grade configuration of Key, Marshall, and Salk Elementary Schools from a PK-6th grade to a PK-5th grade beginning the 2020-2021 school year.
- Change the grade configuration of what is currently called Memorial Junior High from a 7th – 8th grade facility to a 6th-8th grade facility beginning in the 2020-2021 school year, and change the designation of the facility to Memorial Middle School, which will, beginning 2020-2021, serve 6th graders who would have attended Key, Marshall, and Salk Elementary Schools.

RATIONALE: Please see the rationale supporting the grade configuration recommendation in the previous agenda item.

F.6. RECOMMENDATION:

In order to provide more instructional and extracurricular opportunities for students, change the grade configurations of Sequoyah Elementary School and Rogers College Junior High School beginning in the 2020 -2021 school year, and expand the enrollment transfer preferences to Rogers High School. Specifically, in this recommendation, we propose the following:

- Change the grade configuration of Sequoyah Elementary from a PK-6th grade to a PK-5th grade beginning 2020-2021 school year. Rising 6th graders' enrollment area (their “school of right”) will be Monroe Middle School beginning the 2020-2021 school year.
- Change the grade configuration of what is currently called Rogers College Junior High from a 7th – 8th grade facility to a 6th-8th grade facility, and change the designation of the facility to Rogers College Middle School.
- Expand the enrollment transfer preference to what will be Rogers College Middle School such that rising 6th graders from Sequoyah Elementary School

and Kendall-Whittier have a preference to that school (Rogers College Middle School) should they wish to apply, and thereby align the existing transfer preference with the new grade configuration of Rogers College Middle School. This preference will become effective for students applying this year—meaning for students seeking to enroll at Rogers for the 2020-2021 school year.

RATIONALE:

With regard to grade configuration changes, please see the rationale supporting the preceding items. As to the expansion of Rogers' enrollment preferences, rising 7th grade students of Kendall-Whittier and Sequoyah currently have a preference to attend Rogers College Junior High School should they wish to apply. By expanding the preference to rising 6th grade students (from rising 7th grade students), we will align the preference with the new grade configuration of Rogers College Middle School and continue the strong alliance of these schools, all of which are in Tulsa's Kendall-Whittier neighborhood.

- F.7. RECOMMENDATION:** Authorize Greenwood Leadership Academy Partnership School at Academy Central to receive 2020-2021 enrollment applications for PK-5th grade and approve the renewal of their partnership school application for the 2020-2021 school year. This renewal will expand the grades of the partnership school such that, in the 2020-2021 school year, all students living in the enrollment area of, or otherwise served at, the Academy Central facility receive instruction through the partnership school model with Greenwood Leadership Academy as the educational service provider. The contract describing the terms of the partnership school's operation in 2020-2021 shall specify that full implementation of the agreement shall be contingent on the District receiving sufficient student performance data for the 2019-2020 school year and the District having adequate funding to contract with the partnership school as an educational service provider in fiscal year 2021.

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: Greenwood Leadership Academy is a Tulsa Public Schools neighborhood school and Oklahoma's first and only partnership school. The 2020-2021 school year will be the fourth year of Greenwood Leadership Academy's operation with the district as an educational service provider. The recommendation to allow Greenwood Leadership Academy to serve all students in grades PK -5th grade at the Academy Central facility is part of the broader series of portfolio changes included in the district's fiscal year 2021 budget proposal.

- F.8. RECOMMENDATION:** In order to provide students and staff with access to exceptional learning conditions, capture financial savings, and establish a more sustainably-sized elementary school for the students living in the enrollment area of Wright Elementary School, the district will:
- Close Wright Elementary at the end of the 2019-2020 school year.
 - Require the modification of enrollment boundaries such that students who would

have attended PK-5th grade at Wright Elementary in the 2020-2021 school year will, beginning the 2020-2021 school year, attend Eliot Elementary or Patrick Henry, depending on their residence.

- Move the district's deaf-education program currently operating at Wright Elementary to Patrick Henry Elementary at the end of the 2019-2020 school year for operation beginning the 2020-2021 school year.

RATIONALE: To ensure sound decision-making, our portfolio guiding principles articulate specific criteria to be considered when deliberating the closure or consolidation of our schools. In addition to requiring fiscally responsible investments in educational programs and facilities, these principles require that we ensure all students have access to exceptional learning experiences and specialized programs. The principles also require that teachers and school leaders experience exceptional conditions and supports. These guiding principles support the closure of Wright, which has 225 students in PK-5th grade, resulting in it using just 36% of its enrollment capacity. Schools that are unsustainably small result in students having less opportunity for small class sizes and less access to arts and wellness offerings. At unsustainably small schools, the staff also have less access to professional learning opportunities. From a financial stewardship perspective, schools with less than 350 students also cost roughly \$1,100 more per student in terms of school-level spending. By serving the students currently living within the Wright Elementary enrollment area at Eliot and Patrick Henry, we will provide optimal opportunities to students and staff of the three school communities and use our resources more efficiently. The elementary schools of Eliot and Patrick Henry have available space and resources to provide Wright students with high-quality instruction and equitable access to specialized programs. Moreover, Patrick Henry has space available to accommodate the district's deaf education program currently located at Wright. Locating the district's deaf education program at Patrick Henry will enable us to more sustainably serve the needs of the district's elementary-level students with hearing impairments. Upon approval of this recommendation, district staff will redraw enrollment boundaries so that Wright families will be made aware of their new neighborhood school. We also provide support for families who wish to consider other school options in the district. These transitions can be challenging, so when feasible, we work with families to help make sure that students are able to attend the same school with their close friends or relatives.

F.9. RECOMMENDATION:

In order to provide students and staff with access to exceptional learning conditions, capture financial savings, and establish a more sustainably sized elementary school for the students living in the enrollment areas of Mark Twain and Wayman Tisdale elementary schools, it is recommended that the Board:

- Close Mark Twain Elementary at the end of the 2019-2020 school year.
- Require the modification of enrollment boundaries such that students who would have attended PK-5th grade at Mark Twain in the 2020-2021 school year, attend Wayman Tisdale Elementary beginning in the 2020-2021 school year.
- Pending board approval of the recommendation above regarding the grade configuration of Central Junior High, provide that rising 6th graders from mark Twain attend Central Middle School.

RATIONALE: Mark Twain Elementary has 300 students and currently serves grades PK through 6th grade and uses 54% of its building capacity based on enrollment. In its present grade configuration of PK through 6th grade, Wayman Tisdale Elementary is under capacity. By consolidating the schools (assigning the students currently living within the Mark Twain enrollment area to Wayman Tisdale Elementary), the District will not only use its resources more efficiently, but also ensure the neighborhoods are supported by an elementary school that is large enough to provide students with exceptional learning experiences and equitable access to specialized programs. This recommendation will also ensure that the school's teachers and school leaders have exceptional conditions and supports. While this agenda item addresses the enrollment area of PK-5 grade students in 2020-2021, the enrollment area for rising 6th grade students is addressed in a subsequent agenda item.

F.10. RECOMMENDATION:

To capture financial savings and establish a more sustainably sized elementary school for the students living in the enrollment area of Grimes Elementary School and nearby elementary schools:

- Close Grimes Elementary at the end of the 2019-2020 school year.
- Require the modification of enrollment boundaries such that students who would have attended PK-6th grade at Grimes Elementary in the 2020-2021 school year will attend Carnegie or Key, depending on their residence, beginning the 2020-2021 school year.

RATIONALE: Grimes Elementary currently serves only 195 students in grades PK through 6th grade and uses 60% of its building capacity based on enrollment. A school facility with such a small student body and facility does not efficiently use district resources and cannot sustain exceptional learning experiences and equitable access to specialized programs for its students long term. The elementary schools of Carnegie and Key have available space to serve more students. Assigning students currently living within the Grimes Elementary enrollment area to these schools—and thereby ensuring more sufficiently sized student bodies within the neighborhoods' elementary schools—the District will optimize learning and specialized programming opportunities for students. This recommendation is consistent with the district's portfolio guiding principles.

F.11. RECOMMENDATION:

To capture financial savings and to ensure that students learn in a high-quality and appropriately-sized facility, it is recommended that the Board:

- Close Jones Elementary at the end of the 2019-2020 school year.
- Require the modification of enrollment boundaries such that students who would have attended PK-6th grade at Jones Elementary in the 2020-2021 school year will attend MacArthur, Lindbergh or Bell, depending on their residence, beginning the 2020-2021 school year.

RATIONALE: Jones Elementary currently serves 339 students in grades PK through 6th grade and is over-capacity given that, without portables, it is enrolled at 110% of its

capacity. It is a facility that needs substantial upgrading and improvements to serve the needs of its students, but does not have adequate land or a physical structure to accommodate the necessary renovations without exorbitant cost to the district. The elementary schools of MacArthur, Lindbergh and Bell have available space to serve more students. By moving the students currently living within the Jones Elementary enrollment area to these schools and thereby ensuring more sufficiently sized student bodies within those schools' facilities, we will more efficiently use resources and provide optimal physical learning conditions for all affected students. The basis for this decision aligns with our portfolio guiding principles informing strong decision-making when considering the closure or consolidation of our schools. Specifically, the decision to close Jones Elementary is fiscally responsible and will ensure students have access to exceptional learning experiences and equitable opportunity to access to specialized programs, and that teachers and school leaders experience exceptional conditions and supports. Upon approval of this recommendation, district staff will redraw enrollment boundaries so that Jones families will be made aware of their new neighborhood school. We also provide support for families who wish to consider other school options in the district. These transitions can be challenging, so when feasible, we work with families to help make sure that students are able to attend the same school with their close friends or relatives.

- F.12.** RECOMMENDATION: Discuss and adopt the 2020-2021 Staffing Plan that provides for the distribution of staff to each of the district's schools. The staffing plan allocates instructional, administrative, and support personnel to provide a quality learning experience for each and every student.

RATIONALE: A well-developed staffing plan provides each school with the instructional, administrative, and support staff needed to provide a quality educational experience for all students within the district's available budget. The staffing allocations for individual sites are based upon the guidelines of the plan, enrollment projections, and available budget for the 2020-2021 school year.

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

- G.1.** RECOMMENDATION: Enter into a contract with the Tulsa University Allen Chapman Activity Center to host Will Rogers High School's JROTC Military Ball on April 25, 2020.
- 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 \$5,000.00
- FUND NAME/ACCOUNT: Roger's School Activity Fund #564
- REQUISITION/CONTRACT: 62001857
- RATIONALE: The Military Ball is an annual event that recognizes the achievements of cadets and the JROTC program.
- G.2.** RECOMMENDATION: Enter into an agreement with Oklahoma Department of Wildlife Conservation and the Oklahoma aquatic education-fishing in schools

program.

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: Fishing in schools is a program that teaches the positive, lifetime activity of fishing in public and private schools and institutions across the U.S. Fishing in schools educates students about fish, insects, aquatic environments, resource stewardship and conservation. This program not only introduces students to the lifelong sport of fishing but also incorporates safety, fish identification, management, and outdoor ethics.

INFORMATION AND ANALYTICS

G.3. RECOMMENDATION:

Enter into an agreement with Video Reality, Oklahoma City, Oklahoma, as a result of Request for Proposal #20003 to upgrade the wireless microphone systems 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: Not to exceed \$240,000

FUND NAME/ACCOUNT: Bond Fund, applicable accounts

RATIONALE: This project will replace and standardize the wireless microphone systems district wide as well as bring them into compliance with the new Federal Communications Commission guidelines that go into effect in June 2020.

G.4. RECOMMENDATION: Renew the contract with Cox Business Services, Tulsa, Oklahoma, effective July 1, 2020, through June 30, 2021, for wide-area network (Metro Ethernet) services. This exercises the fourth of four voluntary renewal periods and is the result of request for proposal #16020.

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 \$1,275,034.44 (payable after 2020-2021 budget approval)

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

REQUISITION/CONTRACT: E-Rate item

RATIONALE: This will provide the district with a high-performing and reliable network for school and administrative sites. E-Rate discounts are expected to be 90 percent with the non-discount share being funded by the Oklahoma Universal Service Fund (OUSF) for OUSF eligible charges and the district's General Fund for the remainder including 10 percent of surcharges and fees that are not covered by OUSF and are estimated to be \$35,000.

G.5. RECOMMENDATION: Renew and amend the contract with Cox Business Services,

Tulsa, Oklahoma, effective July 1, 2020, through June 30, 2021, for internet access services at 10 Gbps (billion bits per second) with demarcation at the data center located at the district's Maintenance and Transportation campus. This exercises the fourth of four voluntary renewal periods and is the result of request for proposal #16018.

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 \$165,192.00 (payable after 2020-2021 budget approval)

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

REQUISITION/CONTRACT: E-Rate item

RATIONALE: This internet service will continue to provide capacity to meet the instructional needs of the district with the dedicated broadband internet connection to the data center located at the district's Maintenance and Transportation campus. Internet access for all district sites will be provided using this connection, load-balanced with the connection at the data center located in the Charles C. Mason Education Service Center. E-Rate discounts are expected to be 90 percent. The remaining cost is expected to be funded by the Oklahoma Universal Service Fund.

- G.6.** **RECOMMENDATION:** Renew and amend the contract with Cox Business Services, Tulsa, Oklahoma, effective July 1, 2020, through June 30, 2021, for internet access services at 10 Gbps (billion bits per second) with demarcation at the Charles C. Mason Education Service Center. This exercises the third of four voluntary renewal periods and is the result of request for proposal #17011.

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 \$165,192.00 (payable after 2020-2021 budget approval)

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

REQUISITION/CONTRACT: E-Rate item

RATIONALE: This internet service will continue to provide capacity to meet the instructional needs of the district with the dedicated broadband internet connection to the data center located at the Charles C. Mason Education Service Center. Internet access for all district sites will be provided using this connection, load-balanced with the connection at the data center located at the district's Maintenance and Transportation campus. E-Rate discounts are expected to be 90 percent. The remaining cost is expected to be funded by the Oklahoma Universal Service Fund.

FINANCIAL SERVICES

- G.7.** **RECOMMENDATION:** Enter into an agreement between Independent School District Number One of Tulsa County, Oklahoma, and Municipal Finance Services, Inc. ("MFSOK", Edmond, Oklahoma, to assist in compiling financial information included in any Final Official Statements, as well as. Assisting in the submission of aforementioned information to the Electronic Municipal Marketplace Access system

("EMMA").

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: \$1,500.00

FUND NAME/ACCOUNT:

General Fund, 11-0000-2313-508100-000-000000-000-08-097

RATIONALE:

Municipal Finance Services, Inc., serves as our bond advisor and is an expert in this field. Tulsa Public Schools staff engages this firm on a variety of bond related topics and analysis. This service by Municipal Finance Services, Inc. will ensure that Tulsa Public Schools' obligation for transparency in the municipal bond market is met by compiling and filing the appropriate information with Electronic Municipal Marketplace Access system.

BOND PROJECTS AND ENERGY MANAGEMENT

- G.8.** RECOMMENDATION: Enter into trade contracts with the lowest responsible bidders for interior renovations at Rogers College High School.

TRADE	CONTRACTOR	COST
Demolition		
Abatement		
Door Assemblies		
Finish Flooring		
Gypsum Assemblies		
Painting		
Plumbing		
HVAC		
Electrical		
Low Voltage		
Window Treatments		
TOTAL TRADES:		

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

COST: This project is contingent upon the sale and receipt of the 2020A bond issuance.

RATIONALE: Interior renovations at Rogers College High School are part of the 2015 bond issue.

- G.9.** RECOMMENDATION: Assign trade contracts for the Rogers College High School interior renovation project to Crossland Construction Company, Inc., Tulsa, Oklahoma, the construction manager at risk on the project.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education

be authorized to execute the document(s) on behalf of the district.

RATIONALE: The individually awarded contracts will be encumbered as one contract to Crossland Construction Company, Inc. The interior renovations at Rogers College High School are part of the 2015 bond issue.

G.10. RECOMMENDATION: Approve amendment #13D with Crossland Construction Company, Inc., for interior renovations at Rogers College High School.

Trade Contracts:

Reimbursables:

Allowances:

General Conditions:

Management Fee:

TOTAL GMP:

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: Interior renovations at Rogers College High School are contingent upon the successful sale and receipt of the 2020A bond issuance.

FUND NAME/ACCOUNT: Bond Fund, applicable accounts

RATIONALE: Interior renovations at Rogers College High School are part of the 2015 bond issue.

SUPPORTING INFORMATION

CONSENT ITEM E- 5

ROUTINE STAFFING

ELECTIONS

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Burgess, Darlene	1/06/20	\$60,065.00	Teacher	M30-25
Hayden-Gill, Alexandria	1/21/20	\$41,000.00	Teacher	M-0
Huerta, Kaylee	1/06/20	\$41,140.00	Teacher	M-1
Jackson, Brittany	1/06/20	\$30,000.00	Apprentice	NS
Knox, Angelique	1/06/20	\$14.31	Autism Paraprofessional	IS-10
Lawhon, Carey	1/06/20	\$30,000.00	Apprentice	NS
Loomis, Colton	1/06/20	\$30,000.00	Apprentice	NS
Madaffari, Jesse	1/06/20	\$30,000.00	Apprentice	NS
Moore, Daniel	1/06/20	\$44,575.00	Teacher	B-9
Pulscher, Mary	1/06/20	\$59,177.00	Teacher	M-27
Salazar, Michelle	1/10/20	\$30,000.00	Apprentice	NS
Suewell, Cordero	1/13/20	\$12.36	Bus Driver Trainee	MT-7
Wiggs, Hope	1/06/20	\$40,000.00	Teacher	B-0
Winters, Trent	1/08/20	\$35,625.00	Half Time Teacher, Half Time Apprentice	B-3, NS

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Carson, Myretha	10/21/19	\$10.59	Cafeteria Assistant	Cook I	MT-2
Choudhary, Saba	12/02/19	\$13.30	Cook II	Assistant Manager Cafeteria	MT-6
Dedering, Krista	1/06/20	\$11.57	Special Needs Bus Driver	Paraprofessional	IS-3

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Littlejohn, Juliaett	12/16/19	\$13.55	Cook I	Cook II	MT-3
Mendenhall, Brenda	12/09/19	\$13.62	Head Custodian	Unassigned Custodian	MT-3
Nava, Biancca	12/02/19	\$40,000.00	Apprentice	Teacher	B-0
Snider, Monica	12/14/19	\$40,000.00	Apprentice	Teacher	B-0
Vaughn, Luci	1/08/20	\$10.12	Teacher Assistant	Paraprofessional	IS-3
Washington, Hollis	11/04/19	\$12.76	Special Needs Bus Driver	Special Needs Bus Driver	MT-7
Zaragoza Navarjo, Estefania	12/09/19	\$13.21	Cook II	Assistant Cafeteria Manager	MT-6

SEPARATIONS

Name	Effective Date	Position
Bamidele, Matthew	12/20/19	Teacher
Bell, Gloria	1/06/20	Campus Security Officer
Buchanan, Patricia	1/10/20	Administrative Assistant
Cherry, William	1/06/20	Teacher Assistant
Digregorio, Megan	11/15/19	Instructional Mentor
Green, Virgil	12/02/19	Campus Police Major
Hoch, Stephen	1/02/20	Chief Information and Analytics Officer
Jones, Daniel	12/20/19	Paraprofessional
Maggon, Robert	1/07/20	Cafeteria Assistant
Miles, Carole	2/28/20	Cafeteria Manager
Molina, Karessa	12/18/19	1:1 ED Paraprofessional
Padilla, Rosa	11/26/19	Evening Custodian
Reed, Hunter	12/03/19	Labor Journeymen
Ross, Michael	12/20/19	Teacher Assistant
Terrazas, Juana	12/20/19	Evening Custodian
Ward, Bernadette	5/01/20	1:1 Paraprofessional

SUBSTITUTE AND TEMPORARY ELECTIONS

CUSTODIANS

Bustamante, Ana
Garcia, Blanca
Williams, Robert

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Before and After Care – 11-0390-3300-501210-640-000000-962-16-255

Pay Jacqueline Kelley, Key site director, an hourly stipend of \$1.00 per hour worked for additional department responsibilities, November 19, 2019 to June 30, 2020.

SUPPORTING INFORMATION

CONSENT ITEM E-7

BOARD POLICY

TULSA PUBLIC SCHOOLS

Policy 4102

CRIMINAL RECORD SEARCH FOR EMPLOYEES AND PROSPECTIVE EMPLOYEES

PURPOSE: To establish the requirement for a criminal record search for employees and prospective employees.

Applicants

The District shall obtain the results of a criminal record search of the name of every prospective District employee. Applicants will be advised that:

1. A criminal record search of every prospective employee's name as condition of employment is a requirement.
2. Applicants must complete and sign an authorization and release form allowing the District to request the criminal record search.
3. A criminal record search will only be requested if the Superintendent intends to recommend employment of the applicant.
4. The applicant, if placed on duty before receipt of the search results, will be classified as a temporary employee, for a period not to exceed 60 days, until the District is satisfied the search is clear of any criminal history concern.
4. If the applicant provides a false response to one or more of the questions on the authorization and release form or employment application, the applicant will be denied employment and, if placed on duty before receipt of the search results, the applicant shall be deemed to have resigned from employment with the District.
5. As provided by federal law and regulatory guidance, if the record check reports a criminal history concern, an assessment will be conducted in order to consider the nature and gravity of the offense, the underlying conduct, the nature of the job held or sought, and the time elapsed and any other relevant individualized evidence to determine whether the history makes the applicant ill-suited for the position or otherwise reveals a concern for the health/safety of students such that exclusion of the individual from employment is job related and consistent with business necessity. The applicant will be given notice of the fact that they may be screened out because of prior criminal history information and given an opportunity to review the record check results and submit an explanation.

Employees

If the Superintendent receives credible information indicating a District employee has been convicted of a felony, misdemeanor sex offense or misdemeanor drug crime, the Superintendent or designee shall have the right to conduct a criminal record search. The District will pay the search fee. If the search report shows that the employee has been

convicted of an unpardoned felony, misdemeanor sex offense or misdemeanor drug crime, the employee will be furnished with a copy of the search report and will be provided a conference with the Superintendent or designee. The employee will then have the opportunity to rebut the search report. As appropriate and allowed by federal and state law, an employee who has been convicted of an unpardoned felony, misdemeanor sex offense, or misdemeanor drug crime will be dismissed or not reemployed.

Adopted: July 1994

Revised: February 2005

Reference: 4205, Employee Criminal Record

Legal Reference: Title 70 O.S., 5-142

TPS 2020-2021 School Calendar

August 2020						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

September 2020						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2020						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2020						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2020						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 2021						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2021						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2021						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2021						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2021						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2021						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

School is not in session on days highlighted in:

- Professional Days (8)
- Holiday/Break
- Civic Engagement Day*
- Parent Conference Day
- Last Day of Quarter

*non-contract day

Quarter Information:	
Classes Begin	Aug 19, 2020
1st Day of 1st Quarter	Aug 19, 2020
Last Day of 1st Quarter	Oct 14, 2020
1st Day of 2nd Quarter	Oct 19, 2020
Last Day of 2nd Quarter	Dec 18, 2020
1st Day of 3rd Quarter	Jan 4, 2021
Last Day of 3rd Quarter	Mar 11, 2021
1st Day of 4th Quarter	Mar 12, 2021
Last Day of Classes**	May 24, 2021**
Last Day for teachers is 1 day after the last day of school	
First Quarter	37 days
Second Quarter	39 days
Third Quarter	45 days
Fourth Quarter	47 days
Commencement Week May 17 - 22	

Classes Not in Session	
Teacher PD/WD	Aug 14-18, 2020
Labor Day	Sep 7, 2020
Teacher PD	Oct 12 & 13, 2020
Fall P/T Conf.*	Oct 14, 2020*
Fall Break	Oct 15 & 16, 2020
Civic Engagement Day	Nov 3, 2020
Thanksgiving	Nov 23-27, 2020
Winter Break	Dec 21-Jan 1, 2021
Martin L King Jr.	Jan 18, 2021
Teacher PD	Jan 19, 2021
President's Day	Feb 15, 2021
Teacher PD	Feb 16, 2021
Spring P/T Conf.*	Mar 15, 2021*
Spring Break	Mar 16-19, 2021
Spring Holiday	Apr 30, 2021
Teacher Last day	May 25, 2021
please check with your school for exact dates and times	

**If ___ weather days are used:	The last day of classes will be:
Zero	May 24, 2021
One	May 25, 2021
Two	May 26, 2021
Three	May 27, 2021
Four	May 28, 2021
Five	June 1, 2021
Six	June 2, 2021
Seven	June 3, 2021
Eight	June 4, 2021
Nine	June 7, 2021
Ten	June 8, 2021

Any additional calendar days beyond May 24, 2021, naturally occurring or other, will result in an extension of the calendar. If additional make-up days are needed these dates may be used: 2/15/2021 & 4/30/2021.