

**MINUTES OF THE REGULAR MEETING  
BOARD OF EDUCATION  
UNION SCHOOL DISTRICT  
Tulsa, Oklahoma  
January 21, 2025**

**The Union Board of Education met in regular session on Tuesday, January 21, 2025, at 7:00 p.m. in the Board Room of the Union Education Service Center pursuant to written notice given to the County Clerk of Tulsa County by the fifteenth day of December 2024 as required by Title 25, Oklahoma Statutes, 301-314. The time, place and agenda of this meeting were posted in prominent public view at the location of this meeting at least 24 hours in advance excluding Saturdays, Sundays, and holidays.**

**CALL TO ORDER**

The meeting was called to order at 7:00 p.m. by Stacey Roerman, president.

**FLAG SALUTE**

The flag salute was led by Stacey Roerman, president.

**MEMBERS PRESENT**

Ms. Stacey Roerman, Mr. Joey Reyes, Ms. Heather McAdams, and Mr. Steve Nguyen.

**MEMBERS ABSENT**

Dr. Chris McNeil

**OTHERS PRESENT**

Superintendent Dr. John Federline, Chief Financial Officer Dr. Trish Williams, Associate Superintendent Charlie Bushyhead, Associate Superintendent Sandi Calvin, Chief Communications Officer Chris Payne, Executive Director of Human Resources Jay Loegering, Senior Executive Director of Research-Design-Assessment Todd Nelson, Executive Director of Secondary Education Dr. Kenneth Moore, Executive Director of Instructional Technology Gart Morris, Executive Director of Special Services Dr. Lindsay Smith, and others.

**ADOPTION OF THE AGENDA**

Ms. Roerman noted that item #A-1 from the Business Agenda is withdrawn from the Board Agenda.

Ms. McAdams moved the Board approve the agenda as amended. Mr. Reyes seconded the motion.

Vote: Joey Reyes – aye, Stacey Roerman – aye, Heather McAdams – aye, Steve Nguyen – aye.

All voted aye – motion carried.

The agenda was adopted as amended.

**CONSENT AGENDA**

Mr. Reyes moved for approval of items on the consent agenda as follows:

- Minutes of the December 9, 2024 regular Board meeting;
- Out of State travel requests for the following:
  - High School Orchestra to Colorado Springs, CO – March 12-15, 2025

- 8<sup>th</sup> Grade Choir to Branson, MO – Apr. 24-25, 2025
- 8<sup>th</sup> & 9<sup>th</sup> Grade Orchestra to Arlington, TX – May 2-3, 2025
- 9<sup>th</sup> Grade & High School Choir to Branson, MO – March 13-15, 2025
- Track Team to Fayetteville, AR – Jan. 18, 2025
- Track Team to Lawrence, KS – Jan. 26, 2025
- Track Team to Lubbock, TX – Jan. 23-26, 2025
- Track Team to Pittsburg, KS – Jan. 11, 2025
- Varsity & Junior Highsteppers to Ft. Worth, TX – Feb. 7-9, 2025
- Varsity Cheer to Dallas, TX – Jan. 23-26, 2025
- Memorandum of Understanding with Genesys Works-Tulsa to provide students the opportunity to apply and interview for internships for the 2025-2026 school year and authorize the Board President, Superintendent, or designee to execute the agreement;
- Agreement with Perry Weather, Inc., in the amount of \$4,113.00 from bond funds and authorize the Director of Athletics or designee to execute the agreement;
- Agreement with the Oklahoma State Regents for Higher Education "OSRHE" to track FAFSA Data Portal Completion and authorize the Superintendent to sign the agreement;
- Memorandum of Understanding with Muscogee (Creek) Nation to provide summer EBT funds to Union Families and authorize the Board President, Superintendent, or designee to execute the agreement;
- Updated Agreement with Edpuzzle, Inc. for a two-year online software package, in the amount of \$6,580.00 from building bond funds and authorize the 6th Grade Principal, Tammy Ward, to execute the agreement;
- Acceptance of grant awards from the Assistance League of Tulsa, Betty Bradstreet Arts Education Award and authorize the Superintendent or designee to execute the agreement;
- Agreement with Oral Roberts University for student teachers/observers and authorize the Executive Director of Human Resources to execute the agreement;
- Agreement with Scenario Learning, LLC d/b/a Vector Solutions for a 24-month subscription renewal of the SafeSchools Training and SafeSchools Alert systems, in the amount of \$47,061.50 from bond funds and authorize the Board President, Superintendent, or designee to execute the agreement;

- Master Memoranda of Understanding with Northeastern State University, Costco Wholesale and Youth Medical Mentorship, Inc. for Community Schools programs and authorize the Board President, Superintendent, or designee to execute the agreements;
- Cell Tower Second Amendment to Lease Agreement with Cellco Partnership d/b/a Verizon Wireless for the Clark Cell Tower, ATC site #414788 and authorize the Board President, Superintendent, or designee to execute the agreements;
- Personnel resignations and terminations for the 2024-2025 school year;
- Employment of certified and/or support staff, employment changes, and other payments for the 2024-2025 school year;
- Payment of the State-required, annual bonus to eligible National Board Certified employees, contingent upon funding from the State of Oklahoma;
- Declaration of equipment as surplus and authorize disposal of same through donation, Natural Evolution, Inc., or surplus auction;
- Monetary donations;
- Approval of district financial statements and approval to issue, revise, pay, and close encumbrances and claims, PO list #22503401 through #22503742 in the amount of \$2,489,725.04 and the release of payroll encumbrances.

Mr. Nguyen seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Heather McAdams – aye, Steve Nguyen – aye.

All voted aye – motion carried.

## **USPA REPORT**

None.

## **UCTA REPORT**

UCTA President Kerri Gunter reported that their building concerns are considerably down from the past few years. UCTA is participating in the OEA Civication Dinner on January 30<sup>th</sup>. Ms. Gunter advised that our zone is hosting a dinner for members to have dinner with Legislators from our area. The teachers appreciated the early notification for the snow day. They were also happy to meet back in person for the Teacher of the Year Celebration.

## **DISTRICT ATTENDANCE UPDATE**

Senior Executive Director of Research-Design-Assessment, Dr. Todd Nelson reported that Union students are making progress towards improving attendance goals. A year ago, the chronic absentee rate was 25.3% compared with 24.2% at the end of December 2024.

“At Union, we set ambitious goals so we can stretch ourselves. At the site level, all kinds of strategies, initiatives, incentives and communication efforts are in place,” said Nelson. “Our principals are leading teams of people to intervene. At the district level, we have a team that is meeting on a quarterly basis in a special effort to double-down on attendance strategies.”

Highlights of progress being made:

- Average daily attendance at the 6<sup>th</sup> & 7<sup>th</sup> Grade Center increased 0.54%.
- ADA at the 8th Grade Center increased 0.59%.
- Two shining stars are the Union Freshman Academy, with an improved ADA of 1.13% and Union High School up 1.22%.

Leaders in bringing down chronic absenteeism are:

- Moore Elementary – An improvement over 1.5 percentage points.
- Union High School – over 2 points improvement.
- Jefferson Elementary – over 2.5 points improvement.
- Andersen – almost 3 points down.
- 8th Grade Center – over 3 points down.
- Grove Elementary – almost 4 percentage points down.

“We are really proud of the work and the effort that is happening at the site level,” said Nelson. “We want to reiterate to parents and students how important it is to be at school. Educationally speaking, you must be ‘present to win.’”

**HEARINGS AND  
CORRESPONDENCE**

None.

**COMMUNICATIONS**

None.

**COMMENTS FROM THE  
AUDIENCE REGARDING  
THE AGENDA**

None

**BUSINESS AGENDA**

**2025-2026 SCHOOL  
CALENDAR**

Withdrawn from the Board Agenda.

**COPIER/PRINTER/  
PRINT MANAGEMENT**

Gart Morris recommended the Board accept the bid and award the bid for copiers, printers, and print management to Summerone, from bond funds.

Mr. Reyes moved for approval. Mr. Nguyen seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Heather McAdams – aye, Steve Nguyen – aye.

All voted aye – motion carried.

**INTERNET PROTOCOL IN  
COMPLIANCE WITH THE  
CHILD INTERNET  
PROTECTION ACT (CIPA)**

Gart Morris reported that the district is in compliance with the Child Internet Protection Act (CIPA). He noted that this is the annual part of the eRate requirement to update the Board on the District’s compliance with all CIPA internet protocol. Mr. Morris requested the Board approve the Superintendent or designee to sign any subsequent eRate documents with the exception of any contract with financial obligations.

Ms. McAdams moved for approval. Mr. Reyes seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Heather McAdams – aye, Steve Nguyen – aye.

All voted aye – motion carried.

**HIGH SCHOOL  
SECTION 6,7,8  
ROOF REPLACEMENT**

Mr. Isaacs recommended the Board approve the bid for the Roof Replacement at High School Section 6, 7, 8 and award the contract to Oklahoma Roofing & Sheet Metal, LLC in the amount of \$900,500.00 from bond funds.

Ms. McAdams moved for approval. Mr. Nguyen seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Heather McAdams – aye, Steve Nguyen – aye.

All voted aye – motion carried.

**DISTRICT WIDE RTU (ROOF  
TOP UNIT) REPLACEMENT**

Mr. Isaacs recommended the Board approve the bid for the District Wide RTU (Roof Top Unit) Replacement and award the contract to American Air Conditioning of Tulsa, LLC in the amount of \$1,699,000.00 from bond funds.

Mr. Nguyen moved for approval. Mr. Reyes seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Heather McAdams – aye, Steve Nguyen – aye.

All voted aye – motion carried.

## **JOB ORDER CONTRACT**

Mr. Isaacs recommended the Board approve the future purchases using the current Job Order Contract (JOC), previously approved, with 357 Inc., dba Reco Construction in the amount of \$250,000.00, from various funds.

Ms. McAdams moved for approval. Mr. Nguyen seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Heather McAdams – aye, Steve Nguyen – aye.

All voted aye – motion carried.

## **EARLY RETIREMENT INCENTIVE (ERI) PROGRAM PARTICIPATION LIST**

Jay Loegering recommended the Board approve the changes to the 2024-2025 Early Retirement Incentive (ERI) programs participation list.

Ms. McAdams moved for approval. Mr. Reyes seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Heather McAdams – aye, Steve Nguyen – aye.

All voted aye – motion carried.

## **TEACHER EMPOWERMENT PROGRAM**

Associate Superintendent, Sandi Calvin recommended the Board approve the proposed designation system for the Union Public Schools Teacher Empowerment Program.

Ms. Calvin stated that in 2022 the Legislature approved the Oklahoma Teacher Empowerment Program. At that time there was a matching fund component of the program. Along with the surrounding districts, we decided not to participate. It was too cost prohibitive. The Legislature changed that in May of 2024. They removed the matching funds. This past Fall we had a Cabinet discussion and decided that we needed our Union Teachers to have the opportunity. The purpose of this program is to allow teachers to elevate their professional growth and income. The funds allow districts to identify and designate up to 10% of our excellent teachers as Advanced, Lead or Master Teachers. That would be approximately 100 teachers for the

Union District. The identified teachers would receive between \$3,000.00 and \$10,000.00 based on their designation and a one-time stipend of \$1,500.00 to \$5,000.00 due to teaching in a high, free and reduced lunch, school. Along with the award of Advanced, Lead or Master teacher would come some additional workday requirements, between five to fifteen days depending on the designation. Teachers will apply yearly. This is not a designation that will stand from year to year. They may apply yearly as long as the State provides the funding. The Teaching and Learning team put together Union’s proposed program and feel it is outstanding.

Mr. Nguyen moved for approval. Ms. McAdams seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Heather McAdams – aye, Steve Nguyen – aye.

All voted aye – motion carried.

## **NEW BUSINESS**

None.

## **COMMENTS FROM THE AUDIENCE AND BOARD MEMBERS**

Dr. Federline stated this is National School Board Appreciation Month and he thanked the Board of Education, noting these are volunteer positions that require a great amount of work, thought and time. He greatly appreciated them and stated, “The things brought before you every month, that you do such a good job of considering and taking action on, are the things that help our district to progress in a forward manner and we could not do it without you. We thank you and appreciate you.”

Stacey Roemerman and Dr. Federline then congratulated our new Teacher of the Year, Cory Allen. Dr. Federline stated it was a great celebration and thanked everyone that worked very hard in planning the event.

## **ADJOURNMENT**

Mr. Reyes moved to adjourn the meeting. Ms. McAdams seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Heather McAdams – aye, Steve Nguyen – aye.

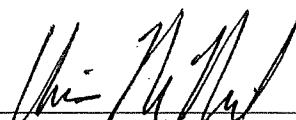
All voted aye – motion carried.

The meeting adjourned at 7:35 p.m.

Michelle Hinkle, Board Secretary

Regular Meeting  
Board of Education  
Union Public Schools

Minutes of the **January 21, 2025**, regular meeting were approved by a majority vote of the Union Board of Education on **February 10, 2025**.



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Chris McNeil, Clerk  
Union Board of Education