



UNION PUBLIC SCHOOLS

2023-24 ANNUAL REPORT





Union Public Schools, with 19 sites located in portions of southeast Tulsa and northwest Broken Arrow, increased enrollment to 14,979 students (grades Pre-K – 12) during the 2023-2024 school year.

Investments in the district's key areas of emphasis – Early Childhood Education, Community Schools, STEM (Science, Technology, Engineering, and Math) curriculum, and College/Career Readiness – remained constant among business, higher education, foundation, and community partners.

The district's theme for the year, "The Journey Continues," acknowledged Union's tradition of innovation, excellence and student engagement levels that continued to soar in 2023-24. Great strides were made toward accomplishing Union's mission – "To Graduate 100 Percent of Our Students College and Career-Ready."

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Union Public Schools Annual Report 2023-24 is published by the Union Communications Department:

Chief Communications Officer
Chris Payne, APR, Fellow PRSA

Webmaster/Photographer
Michael Vore

Videographer
Chris McNamara

Graphic Designer
Kristi Winett

**Executive Administrative Assistant
for Communications and Board of Education**
Michelle Hinkle



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To the Patrons of Union Public Schools:

As we reflect on our district's achievements of the 2023-24 school year, we hope it makes you optimistic about the year ahead.

It's important that we celebrate our district's many accomplishments and achievements. While we are blessed to have so many talented individuals on the Union team, I don't believe that it's only due to luck or good fortune. Frankly, it is the hiring of highly qualified teachers and staff and the cultivation of student talent by providing an abundance of opportunities with which to engage. Never underestimate the power of student connection, whether it's co-curricular activities like music or athletics, or exciting new learning opportunities in aerospace and construction. This feeds student success.

Last year was full of many great moments: From Coach Tim Dial and the boys' track team winning a second straight 6A state title, to our Pom and Highsteppers teams being named state champions; 34 seniors in the EDGE (Earn A Degree, Graduate Early) program graduating with both an associate degree and high school diploma; or High School Art teacher Stephanie Vaughan being named Outstanding Oklahoma Art Educator of the Year. There is no shortage of winners at Union!

This annual report marks the end of an era. After 39 years in public education, Superintendent Dr. Kirt Hartzler recently retired from the district having led Union with distinction. He has been a significant mentor for me, and it is an honor to follow in his footsteps. As always, we will chart an audacious path forward, never losing focus on our mission of "100% Graduation, College & Career-Ready."

Sincerely,

A handwritten signature in dark ink, reading "John Federline". The signature is fluid and cursive, with the first and last names being more prominent.

John Federline, Ed.D., Superintendent

2023-2024 BOARD OF EDUCATION



Kirt Hartzler, Ed.D.
Superintendent



Joey Reyes
District #1 2021-2026



Dr. Chris McNeil
District #2 2022-2027



Heather McAdams
District #3 2023-2028



Stacey Roemerman
District #4 2024-2029



Steve Nguyen
District #5 2024-2025

2023-2024 PRINCIPALS

Tony Tempest, Briane Grass, John Chargois	High School
Beau Brannon	Freshman Academy
Chris Ducker	Alternative School
Michelle Cundy	Eighth Grade Center
Tammy Ward/Crystal Pounds	Sixth/Seventh Grade Center
Bethany Harper	Andersen Elementary
Dr. Leedy Smith	Boevers Elementary
Michelle Spencer	Cedar Ridge Elementary
Alicia Ewing	Clark Elementary
Chris Reynolds	Darnaby Elementary
Randi Aubertine	Grove Elementary
Shawna Thompson-Graham	Jarman Elementary
Teresa Besses	Jefferson Elementary
Jennifer McKnight	McAuliffe Elementary
Becky King	Moore Elementary
Shana Harris	Ochoa Elementary
Tracy Weese	Peters Elementary
Heather Federline	Rosa Parks Elementary
Alycia Pennington	Rosa Parks Early Childhood Education Center

2023-2024 ADMINISTRATORS

Dr. Kirt Hartzler	Superintendent
Dr. Trish Williams	Chief Financial Officer/Treasurer
Charlie Bushyhead	Associate Superintendent
Sandi Calvin	Assistant Superintendent
Dr. John Federline	Assistant Superintendent
Chris Payne	Chief Communications Officer
Dr. Todd Nelson	Sr. Executive Director of Research, Design, and Assessment
Jay Loegering	Executive Director of Human Resources
Todd Borland	Executive Director of Information Technology
Gart Morris	Executive Director of Instructional Technology
Theresa Kiger	Executive Director of Elementary Education
Dr. Kenneth Moore	Executive Director of Secondary Education
Emily Barkley	Director of Athletics
Jessica Wright	Director of Financial Reporting/Treasury
Kelly Brassfield	Director of Enrollment Services
Melissa Brock	Director of Human Resources
Christine Andrews	Director of Payroll
Sherri Fair	Director of Federal Programs
Chasity Gray	Director of Professional Learning
Susan Pettit	Director of Transportation
Bradyn Powell	Director of Child Nutrition
Julie Harkrider	Director of Accounting
Dr. Amy McCready	Director of Adult Education
Fred Isaacs	Director of Construction
Matt McCready	Director of Fine Arts
Scott Pennington	Director of Hope-Guidance-Social and Emotional Learning
Dr. Josh Robinson	Director of Operations
Ty Wardlow	Director of Safety & Security
Dr. Lindsay Smith	Director of Special Services
David Young	Director of Purchasing/Supply Management
Dr. Marla Robinson	Director of College and Career
Amy Smith	Director of English Learners





STUDENT STATISTICS

Parents choose Union for its all-around excellence—dynamic academic programs; award-winning athletics and fine arts; highly respected leaders; remarkable facilities; and organizational effectiveness.

- In 2023-24, Union's enrollment increased by 89 students (0.6%) over the previous year. In total, Union served 14,979 students – 6,893 at the elementary level and 8,086 in grades 6-12.
- Districtwide, 7,435 students (49.6%) were female and 7,554 (50.4%) male.
- In terms of racial origin, 3.7% were American Indian/Alaska Native, 15.2% African American, 9.9% multi-racial, 0.3% Pacific Islander/Hawaiian, 7.1% Asian, 23% Caucasian and 40.9% of Hispanic ethnicity.
- Union students take four standardized tests related to college preparation and admission. The participation numbers and results are in the table below:

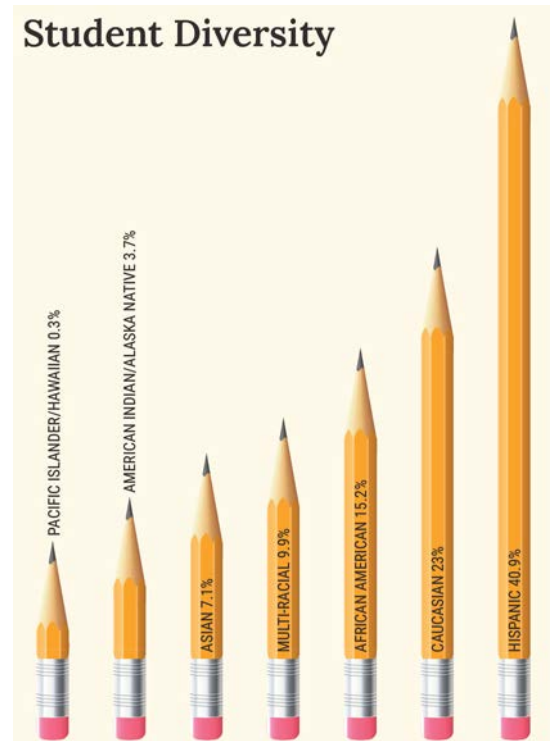
Test	Number of students	Best score for the year (averaged)
PreACT	1,177	Comp. Score 15.7
ACT	1,125	Comp. Score 17.8
PSAT	168	Total Score 1129
SAT	50	Total Score 1178

- There were 2,885 identified gifted students in the district, served by a variety of courses, programs and enrichment services.
- 2,177 students were enrolled in special education.
- English Learner (EL) services were provided to 2,276 elementary and

2,139 secondary students; of these students, 227 became English-proficient and exited the program. More than 60 different languages were spoken among Union's diverse population. About 29% of Union students were classified as English Learners.

- For more than 25 years, Union Public Schools has served the community with an adult basic education program to assist adults through GED/HiSET Preparation classes and/or English language learning for non-native English speakers. During the 2023-24 school year, Union's Adult Basic Education (ABE) program enrolled about 1,500 students in these classes.

Student Diversity





Parents continue to tell us how much their children enjoy EDP. Children play outside every day (weather permitting), play gym games and enjoy reading, math science and art activities, board games, manipulatives (Legos and K'nex are the top favorites), blocks and dramatic play.



- Through partnerships with local community agencies, the Union Adult Learning Center (UALC) embraces the opportunity to serve students not only in Tulsa, but also in the neighboring communities of Claremore, Muskogee and Pryor. Partnerships include, but are not limited to, Community Action Project of Tulsa (CAP), Tulsa Technology Center and Tulsa Community College.
- The Pearson Vue Testing Center housed at the Union Adult Learning Center provided certification testing for individuals in a variety of areas, including Teacher Certification testing and high school equivalency (HSE) testing. Nearly 2,000 HiSet, GED and/or Pearson tests were given during the 2023-24 school year, with about 225 individuals earning their High School Equivalency diplomas.
- The Extended Day Program (EDP) served 632 students at 15 school sites. Hiring bonuses were utilized as a recruitment tool, however, the district continued to experience a shortage of EDP workers. This resulted in waiting lists at almost every school site, as there weren't enough workers to meet the demand.
- Parents continue to tell us how much their children enjoy EDP. Children play outside every day (weather permitting), play gym games and enjoy reading, math science and art activities, board games, manipulatives (Legos and K'nex are the top favorites), blocks and dramatic play.
- The EDP Resource Room kept sites supplied with cooking activities, STEM projects, art activities and more to enhance curriculum. They also provide all supplies and materials for camps.
- Students receiving tribal assistance continued to grow. This year, we had the opportunity to offer Cherokee Nation childcare assistance to all 15 sites. We added three sites (for a total of 10) receiving Muscogee (Creek) assistance. The tribes require that parents first request childcare assistance through

their agency before they extend an agreement. As those requests come in, we immediately submit the paperwork for approval for any additional sites. We also accept DHS childcare assistance at all sites for families that qualify.

- Fall and spring break camps were a continued success this year, serving 194 students. We visited the Pumpkin Patch, Incredible Pizza, the Tulsa Zoo and Wheels and Thrills.

SUMMER CAMP WAS
FULL ALL SUMMER WITH
A WAITING LIST! WE
SERVED 218 STUDENTS
AND STAYED BUSY DAILY
WITH STEM PROJECTS,
SWIMMING, FIELD TRIPS
AND SPECIAL VISITORS.





Kirby Mackenzie
Union District Teacher of the Year

EMPLOYEE STATISTICS AND ACHIEVEMENT

Dr. John Federline was named superintendent of Union Public Schools. He assumed his new role on July 1, 2024.

- Union employed 1,024 teachers, 918 support personnel and 78 administrators. Of the district’s administrators, 90% had a master’s degree or higher. Of the teaching and administrative staff, 40.9% held graduate-level degrees – 451 with master’s degrees and 22 with doctorates.
- The district welcomed 141 new teachers for the 2023-24 school year.
- The ethnic diversity among the staff was 8% African American, 6% American Indian, 16% Hispanic, 3% Asian and 67% Caucasian/other. Four hundred and sixty-four were male and 1,556 were female.
- Kirby Mackenzie, Ellen Ochoa Elementary media specialist, was named District Teacher of the Year.
- Flute Ngo, Union bus driver, was named Support Employee of the Year.
- High School teacher Rexanne McCrary was honored at an Oklahoma State University game as a “Hometown Hero.”
- National Teacher of the Year Rebecka Peterson, math teacher at Union High School, and Superintendent Dr. Kirt Hartzler were among five educators recognized as “Tulsans of the Year” by the *Tulsa World*, having appeared in more than 130 news stories in a year when education dominated the headlines. Rosa Parks kindergarten teacher Heather Ross received the Siegfried Excellence in STEM Education Award.
- Union College and Career advisors Emily Ashley and Chanda Gibson were recognized as “Collaborative Champions” by the Tulsa Higher Education Consortium in April 2024.
- Chief Communications Officer Chris Payne received the Steve Turnbo Lifetime Achievement Award from the Public Relations Society of America, Tulsa Chapter. This honor is only the second time the award has been bestowed.
- Dr. Kirt Hartzler was recognized as Oklahoma State Superintendent of the Year at the American Association of School Administrators 2024 National Conference on Education in San Diego. He retired from Union in June, after 39 years in public education.

COACH HONORS

- Emily Barkley, CMAA, Athletic Director**
OIAAA Bruce D. Whitehead Distinguished Service Award
OIAAA Steve Smiley Award of Excellence
- Joe Redmond, Associate Athletic Director**
OCA Region 7 Athletic Director of the Year
- Stephanie Blackwell, CMAA, Athletics Coordinator**
OIAAA State Award of Merit
OIAAA Steve Smiley Award of Excellence
- Kirk Fridrich, Head Football Coach/ Associate Director of Athletics**
Inducted into the Oklahoma Coaches Association (OCA) Hall of Fame
- Dan Newman, Athletic Trainer**
Inducted into Oklahoma Athletic Trainer’s Association (OATA) Hall of Fame
- Steve Dunlap (retired Associate Athletic Director)**
All-World Lifetime Achievement Award (*Tulsa World*)



TEACHING AND LEARNING

The district's theme for the year, "The Journey Continues," acknowledged Union's tradition of innovation, excellence and student engagement levels that continued to soar in 2023-24.

EARLY CHILDHOOD EDUCATION

- There were 210 children who participated in the three-year-old program at Rosa Parks Early Childhood Education Center. Districtwide, 719 four-year-olds enrolled in pre-K classes.
- State spending for pre-school programs was \$187,024,576, a decrease of \$10,092,999 (5%), adjusted for inflation.

State spending per child enrolled was \$4,798 in 2022-23. Oklahoma met nine of 10 quality standards benchmarks, including universal preschool for four-year-olds. Oklahoma served 67% of the state's 4-year-olds and 6% of 3-year-olds in state-funded preschool, for a total enrollment of 38,982 (a decrease of 258 students from the prior year).

SCHOOLS

- Union launched a new aeronautics program at the Freshman Academy in August 2023 in response to a shortage of qualified workers in the industry locally. Students learned more about piloting a plane using a simulator. Aeronautics is Oklahoma's second-biggest industry behind energy, oil, and gas.
- Jarman Elementary students were among the first to play at Tulsa's new Hope Playground at Whiteside Park, designed for children with all physical and mental abilities. One of the inspirations for the park was Jarman student, Lincoln, daughter of Lauren Pool.
- High School National Honor Society members hosted a "Homework Helps Night" for students in grades 6-8. Middle schoolers wanting to improve their reading skills were also invited to bring along a book. Union Virtual served 120 students in grades 1-12 during the 2023-24 school year, with another 1,200 students participating in the blended virtual program at the High School. Coursework was provided through a combination of Flexpoint, Edgenuity and Edynamics.
- Canvas – Union's 6-12 Learning Management System – has grown with most of the curriculum vendors integrating directly into Canvas for both textbooks and assignments. TalkingPoints was launched as a new parent/teacher communication tool, sending and receiving more than 2 million messages during the school year.
- OU football legend Billy Sims visited Moore Elementary after being the subject of a wax museum presentation created by third-grader Garrett Goumaz. The Heisman Trophy winner responded to student questions in Emily Rhoads' class.

UNION'S NEW EMPLOYEE
CHILDCARE PROGRAM,
THE NEST, OPENED ITS
DOORS IN AUGUST 2023
AT ROSA PARKS EARLY
CHILDHOOD EDUCATION
CENTER.

- Staff development opportunities for EDP staff were held at our sites over seven days, completing training written and approved by the University of Oklahoma Center for Early Childhood Professional Development (CECPD).
- CPR/First Aid training was offered to small groups in person. All training was approved for formal training credit through the University of Oklahoma CECPD. Each staff member is required to be a member of the CECPD registry and take 20-30 hours of training annually.
- Scott Pennington and Jessica Hogaboom of the district's Hope – Guidance – Social and Emotional Learning Department are leading an effort to prioritize hope as a way of improving students' overall wellbeing. Union's partner and guide in the effort is University of Oklahoma professor Chan Hellman, director of the Hope Research Center at OU-Tulsa.
- Union provided students with solar eclipse glasses to use so they could safely watch the celestial event and participate in science lessons.
- Ellen Ochoa Elementary received a grant from Assistance League Tulsa for new recording equipment for music classes.
- The High School hosted the District 7 Student Council Meeting with the theme "Dare to Be Different," as student leaders were asked to think about new ways to make an impact. Union alum Sterline Thomas, who was paralyzed in a football game in 2012, served as the featured speaker.
- The Redhawks R.I.S.E. (Ready, Independent, Skilled, Empowered) program was launched, helping individuals with disabilities to transition into adulthood. They also raised funds for the program by selling handmade dog toys out of old t-shirts.
- The Special Services department hosted the 3rd Annual "Choose to Include" event for special education students and their families. This event is held outside at Union Stadium and is designed to meet the needs of students with significant cognitive and adaptive needs.
- Roy Clark Elementary faculty cut the ribbon on their newly completed outdoor classroom named "El Patio," which means "the backyard" in Spanish.
- Union Freshman Academy and Alternative students learned how blood works and created models during Healthcare Career Day, presented by Tulsa Tech and Tulsa Community College.

UNION ADULT
LEARNING CENTER
WAS RECOGNIZED FOR
EARNING THE HIGHEST
MEASURABLE SKILLS
GAINS IN THE STATE
AT THE OKLAHOMA
ADULT EDUCATION AND
LITERACY CONFERENCE.

- In anticipation of Andersen Elementary's 40th birthday in the fall, students chose the buffalo as their new school mascot. Freshman students in the construction program built "mud kitchen tables" for 3-year-old students at Rosa Parks Early Childhood Center, who will use them to create mud pies.
- Crossland Construction brought heavy equipment to the parents' drop-off lane during lunch at the Union Freshman Academy as a learning experience for Union Construction Academy students.

COMMUNITY SCHOOLS

During the 2023-24 school year, Union's 10 full-service community schools partnered with more than 100 community organizations to support students and families. These partnerships provide access to programs, resources and social services, creating an environment where students and families feel safe, supported and engaged. Documentary filmmakers Stone Lantern Films of New York filmed for two days at several sites about the district's community schools philosophy. The working title for the film is "Doing School Differently."

Out-of-School-Time Programs

Union partnered with many providers and teachers to offer a variety of academic and enrichment programs after school for students. Program categories include STEM, Health and Fitness, Fine Arts, Youth Development and Leadership and Academic Support. These programs are offered throughout the year. Students receive healthy snacks, access to programs and transportation home. Union's afterschool programs support the development of social and emotional competencies and 21st Century Skills. This goal is closely aligned with the district's mission of "100% graduation, college and career-ready."

During the 2023-2024 school year:

- 2,790 students participated in afterschool and summer programs at 6th Grade Center, 7th Grade Center, Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ochoa and Rosa Parks elementary schools. All students participated at no cost
- 89% daily average attendance was achieved

Programs featured included:

- 69 STEM offerings
- 62 academic and tutoring programs
- 74 health and wellness programs
- 59 youth development/leadership programs
- 81 fine arts programs

Impact of afterschool programs:

A survey assessing program quality and student experiences was administered to elementary students at the end of programs. Survey results indicated our programs offered high-quality experiences in a safe and positive environment, with 88% of students reporting they enjoyed participating in programs and 77% saying they would encourage friends to join afterschool programs. An overwhelming majority – 85% of students – felt their afterschool teacher cared about them; and 78% said they felt safe in afterschool programs. Additional data shows that 82% of students reported they were able to try new things; 69% were more excited to come to school; 68% were able to do things they did not



think they could do before; 69% said they became better leaders; 70% said they learned to work better with others; and 61% said they became better problem-solvers. Afterschool programs also helped 53% of students start thinking about what they want to be when they grow up.

Survey results from students in STEM programs indicated 78% of students enjoyed learning about STEM and 60% understood how STEM can help improve communities. Lastly, by participating in afterschool programs, 48% said they are more likely to take STEM classes when they are older and 43% said they can see themselves in a STEM career when they get older.

Early Childhood Programs

Tulsa City-County Library's Youth Services Department distributed 3,513 books to 439 pre-kindergarten students at Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ellen Ochoa and Rosa Parks elementary schools. This project is funded by the Krueger Charitable Foundation through the Tulsa Library Trust. Pre-kindergarten teachers also received 190 books.

More than 200 students attended pre-kindergarten camp, which helps reduce the normal anxiety young kids have when they start school by introducing them to teachers and friends before the traditional start of school. This program receives some funding from the Union Schools Education Foundation.

Parent and Family Engagement

There were 320 combined opportunities for parent and family engagement at the 6th/7th Grade Center, Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ochoa and Rosa Parks. The combined Parent-Teacher Conference participation rate was 94% at Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ellen Ochoa and Rosa Parks.

Comprehensive Supports

Union is committed to connecting students and families to the resources they need.

- Assistance League of Tulsa's signature program, Operation School Bell, provided 409 students with new clothing, shoes and hygiene products.
- Food Bank of Eastern Oklahoma provided 271 students with food to take home every weekend through the Food for Kids Backpack Program.
- Union partnered with a variety of community partners, including James Mission and district staff to distribute holiday presents to 941 students.
- 789 individuals were served for emergency needs such as food, clothing, hygiene products, coats, etc.
- 389 families received meal assistance during the holidays.
- 240 students received mentoring from various community partners.
- 535 students received behavioral and mental health support at the school.
- 4,229 students received free vision screenings through Vizavance.
- 2,379 students received free hearing screenings through the University of Tulsa.
- 1,435 students received dental screenings through Woodland Dentistry and Braces.

Community Partner Appreciation Breakfast

Nearly 300 guests attended Union's annual Community Partner Appreciation Breakfast. Our featured guest speaker was high school senior Raashi Karande.



Financial Support

Implementing the Community Schools model at Union Public Schools has been made possible by many foundations, funders and supporters, including:

Asbury Church
Battlecreek Church
Carrabba's Italian Grill
Church 3434
Church on the Move
Emerson
Explorer Pipeline
Flint Family Foundation
First Baptist
Gaining Ground

Gelvin Foundation
M&M Lumber Company
MPW Engineering
Park Church
Potts Family Foundation
QuikTrip
Rotary Club of SE Tulsa
South Tulsa Baptist Church
Stan Rickner
Supercado Morelos

Tulsa Changemakers
Tulsa Debate League
Tulsa Regional STEM Alliance
Route 66 Kicks for Kids
TTCU
Union Schools Education Foundation
Union Financial Advisors

STEM (SCIENCE, TECHNOLOGY, ENGINEERING, MATH) CURRICULUM

- Pre-K-5: PLTW Launch modules provide exposure for all three STEM pathways: biomedical, computer science and engineering.
- Afterschool programming with a STEM focus continues to expand for elementary and middle school students.
- Grades 6-8: Elective class offerings for students to explore biomedical, computer science and engineering pathways more in depth.
- Grades 9-12: Specialized class offerings for students in the STEM pathway of their choice (20 science, 24 technology, 11 engineering and 15 math).
- Union continues to expand its Construction Academy program offerings. Launched in the 2020 spring semester, the program has grown to include Construction 1, 2 and 3 classes. More specialized courses are expected in the upcoming year.
- Robotics programs are offered for all ages at Union, beginning with several FIRST Lego League groups at the elementary level. The Bazinga Project and Project Agnizab for grades 8-12 are aimed primarily at middle school students, creating our FIRST Tech Challenge robotics team. Both compete to solve real-world problems using STEM and problem-solving skills, learning to work together as a team. Ubotics (Union's High School's Robotics Team for grades 9-12) comes together to design, program and build a robot that meets specific criteria to accomplish tasks in FIRST Robotics Competitions.

COLLEGE/CAREER READINESS

- Eighteen seniors earned Valedictorian status by ranking in the top 1% of their class as determined by weighted grade point average and seventeen were named Salutatorians, the top 2%.
- 2024 Seniors of the Year were Ruby Kibuka and Dae'Mar Nealy.
- Union High School seniors Nancy Nguyen, Oluwajuwuralo Oyedele and Abigail Tan were named 2024 Academic All-State Students by the Oklahoma Foundation for Excellence.
- For the 12th year in a row, Union Public Schools has been recognized by the Oklahoma State Regents for Higher Education as the Oklahoma's Promise 2024 State 6A Champion; 175 seniors from the class of 2023 qualified for the Oklahoma's Promise Scholarship.
- Nine high school seniors were named National Merit Semifinalists (2023-24), and all were named National Merit Finalists: Chase Call, Akshit Devarapalli, Ivan Herrera, Tanner Jarvis, Raashi Karande, Price Martin, Nancy Nguyen, Oluwajuwuralo Oyedele and Abigail Tan.
- Senior Abigail Tan was named a winner of the 69th annual National Merit Scholarship program.
- 20 High School students were named College Board National Recognition Program Awardees for their academic achievements and performance on the PSAT/NMSQT, PSAT 10 and/or AP Exams.
- Seniors Zachary Alemida, Alex Bloom and Gage Howard were recognized as Commended Students as part of the 2024 National Merit Scholarship Program.
- Ten Class of 2024 students completed more than 200 hours of community service during their four years of high school, earning the distinction of a Community Service Graduate: Alena Castillo, Akshit Devarapalli, Sydney Funkhouser, Giovanni Hernandez, Camden Knutson, Nancy Nguyen, Hayden Nguyen, Katelyn Spencer, Abigail Tan and Abigail Zhang.
- The following 2024 seniors were named Distinguished Graduates for their outstanding academic achievements and service to school and community: Zachary Almeida, Alena Castillo, Akshit Devarapalli, Alex Duran, Giovanni Hernandez, Ivan Herrera, Rashi Karande, Camden Knutson, Brisa Martinez, Haley Matson, Mahreen Mir, Ghadeer Mohamad, Emma Neely, Nancy Nguyen, Hayden Nguyen, Oluwajuwuralo Oyedele, Thang Pau, Hayden Rayls, Aycia Reji, Sabeen Saeed, Katelyn Spencer, Abigail Tan, Byrn Van Buskirk, Karina Vargas, Samantha Yau and Abigail Zhang.
- Union High School senior Abigail Zhang was awarded a full four-year scholarship to Duke University through the QuestBridge National College Match. QuestBridge National College Match is a highly competitive program that connects high-achieving high school seniors from low-income backgrounds with full four-year scholarships to 48 of the nation's best colleges.
- Since its inception in 2014, Union Career Connect has garnered more than 3,130 nationally recognized certifications for 513 students in fields which include, but are not limited to: manufacturing, automotive, informational technology, culinary, early childhood education, law enforcement and construction.
- In 2023-2024, 20 Advanced Placement (AP) courses were provided, and 358 students took a total of 671 exams. Two hundred forty-three students (68%) earned a score of "3" or higher. Ninety-seven students received AP Scholar recognition with an average score of 3.69. Thirty-six of the 97 earned the designation of AP Scholar with Honors and had an average score of 3.69. Of the 97 AP scholars, 27 students

earned National AP Scholar with Distinction recognition with an average test score of 4.21 on five or more exams.

- Students attending college classes offered at the Union Collegiate Academy (UCA) through a dual-credit partnership with Tulsa Community College have earned 24,459 credits since the program began in 2010.
- The EDGE (Earn a Degree, Graduate Early) program, the first in the state of Oklahoma, in partnership with Tulsa Community College, has 213 students enrolled. There are currently 41 seniors who have earned 28-43 hours of college credit, 52 juniors who have earned up to 12 hours of college credit, 56 sophomores who are working on their first 6 hours of college credit and 64 freshmen who are learning what it takes to be a college student in high school. Each student enrolled in EDGE can earn an associate degree by the time he/she graduates from high school. One hundred and six students have earned an associate degree in the first four graduating cohorts.
- More than 60 eighth grade students were selected in April 2024 to participate in the EDGE program. The students represent the eighth cohort since Union and TCC began the early college high school partnership.
- Thirty-four Union seniors from the Class of 2024 completed the fourth cohort of the EDGE program. Twenty-five students graduated with both an associate degree and their high school diploma: Amirah Almahri, Dominick Alvarez, Nevaeh Anderson, Carlos Antonio Soto,

Omar Arellano, Emica Bonifacio Salgado, Hannah Brasel, Colby Brister, Kendall Burch, Alena Castillo, Gracious Chisanga, Bryan Cornejo, Emma Cresta, Braylen Danzy, Abdallah El Hok, Oscar Gomez, Morgan Goudeau, Jozlyn Grant, Kaydence Harper, Giovanni Hernandez, Jaiden Holmes, Jaivion Kirby, Nikka Kobernyk, Maraya Logan, Brisa Martinez, Myah Mauller, Chelsey Molina, Maylee Neal, Oluwajuwuralo Oyedele, Joseph Ronquillo Mendoza, Jayden Scott, Dominic Severn and Jocelyn Varas Medina.

- Senior Ivan Herrera was selected for the Bank of America Student Leader Internship program, which has a national acceptance rate between 5-8%.
- The 4th Annual Beyond U Senior Conference was held in October at Oklahoma State University-Tulsa. The one-day event gives seniors the opportunity to attend breakout sessions of their choosing on a variety of topics related to college, careers and successful “adulting.”
- The Union College and Career Center hosted a number of Union freshmen and sophomores at “918 Kickstart,” a college-readiness camp at the University of Tulsa in June. The two-day event had 94 Union students and hosted 14 students from Rogers. For many of our rising 9th and 10th graders who attended, this camp is the first time they experienced a college campus and their very first introduction to all things college!
- Forty-nine Union seniors were admitted into The University of Tulsa.



1,160
STUDENTS
GRADUATED
IN THE
CLASS OF
2024





STUDENT ENGAGEMENT

Unlike many schools around the country, art, music, and physical education enrich the traditional curriculum at Union

CO-CURRICULAR ACTIVITIES

- Union Volleyball teams have a new permanent home at the high school, complete with state-of-the-art courts, a meeting space and their very own locker room.
- Union launched a new Drone League, where students will compete by flying and operating drones.
- Union's eSports team won 2nd place at the state playoffs.
- Seniors Samuel Williams and Abigail Zhang were named Mr. and Miss Union for Union High School, the highest honor a student can receive at Union High School.
- Union High School senior, Renee, interned with State Representative Melissa Provenzano (District 79), learning about public policy issues.
- Union High School Senior, Chloe Shannon, was named Air Force National Champion in Precision Marksmanship for the second year in a row.
- The Air Force Junior ROTC (AFJROTC) instructors and cadets of Union High School earned an overall unit assessment score of "exceeds standard," the highest rating attainable, during their evaluation in March. They also earned the Distinguished Unit Award with Merit and Silver Star Community Service with Excellence awards in May.
- High School Career Connect culinary interns faced off to earn spots for the second season of RSU-TV's "Food Fight." They competed against other local high schools in March.



- Career Connect intern Maria B., a current Tulsa Tech culinary student, recently earned the title of "SkillsUSA Culinary Arts State Champion."
- The 8th Grade Robotics Team won the 1st Place Design Award and the 2nd Place – Think Award, advancing to the state competition.

- Union alumnus Chance Jackson, majoring in education at the University of Tulsa, appeared on “The Drew Barrymore Show.” They featured his decision to live in a senior living facility to foster multi-generational friendships.
- Repertory Theatre students Ariana Reagor and Brayden Best were selected to represent Union at the Discovery Awards, honoring excellence in high school musical theatre programs.
- Junior Juan Pablo Gonzalez won first place for CAD Architecture and senior Raashi Karande won first place for extemporaneous speech at the recent Technology Student Association state competition. Both students are in Tulsa Tech’s civil engineering class.
- Forty-five high school students participated in the Engineers Alliance for the Arts Bridge Competition. Under the direction of physical science teachers James Granger and Chadd McKee, they faced a panel of judges as they talked about the bridges they designed, starting from sketches to the final design.
- Union Business Professionals of America (BPA) had nine students compete at the 2024 Oklahoma BPA State Leadership Conference, bringing home 1st Place in Entrepreneurship; 2nd Place in Advanced Accounting; two 3rd Place awards in Payroll Accounting and Presentation; and several other awards.



FINE ARTS ACHIEVEMENTS

- Over 100 cast members and technicians performed three nights of the all-school musical “Anastasia” to exuberant audiences in February.
- Union High School Repertory Theatre hosted and won many individual and group awards at the Oklahoma One Act Festival in October performing “In the Middle of Grand Central Station.”

Approximate number of students participating in fine arts (2023-2024):

Music and Art (all K-5)	6,181
Visual Art (grades 6-12)	1,665
Band (grades 6-12)	1,146
Drama (grades 6-12)	616
Orchestra (grades 6-12)	547
Speech/Debate (grades 7-12)	102
Vocal Music (grades 6-12)	522

A total of approximately 10,779 students participating in fine arts

- Repertory Theatre performed “The Play that Went Wrong” in April.
- Union’s Theatre of Professionals presented “Arsenic and Old Lace” in October and “The 24 Hour Play-fest” in April.
- The Union Middle School Musical “Annie” performed two shows to sold-out audiences in November, with over 60 6-8th grade cast members and technicians.
- Union’s Select Theatre performed “Alice in Wonderland” in April.
- Seven speech and debate students qualified to compete in the national tournament hosted in June in Des Moines, Iowa.
- Several middle and high school bands, choirs and orchestras took performance trips to Branson, Kansas City, St. Louis, Dallas and numerous locations in Oklahoma. Ten students named as OkMEA (Oklahoma Music Educators Association) all-state musicians in band, orchestra or choir.
- Numerous students qualified via their solos or small ensembles to participate in the OSSAA State Solo and Ensemble Festival held at Oklahoma State University in April.
- Seventh Grade Choir earned the Sweepstakes Award at the Heartland Festival in Oklahoma City.
- Union High School choirs travelled to Orlando over spring break to participate in a clinic at Universal Studios, as well as numerous sightseeing activities.
- Union Winter Guard won several WGPO shows during their competitive season, as well as hosting a Winter Guard International regional competition in the UMAC in March that welcomed groups from neighboring states.
- The Varsity Winter Guard won another WGPO State Championship in April.
- The Union High School Orchestra participated in an educational clinic and performance in New Orleans. The students also visited local attractions.
- The Varsity Winter Guard returned to the WGI Championships event in Dayton, Ohio, earning a position in the finals competition, representing their top 20 national finish for the year.
- Union continued its partnership with Tulsa Symphony Orchestra to provide musical interactions for students at Rosa Parks Early Childhood Center, as well as afterschool beginning violin instruction at Ellen Ochoa Elementary.



- The Carnegie Hall Link Up Program served all 4th grade students, with a concert performed by the Tulsa Symphony Orchestra in February at the Union Performing Arts Center.
- Union Symphony and Philharmonic Orchestras had outstanding performances at the State District Orchestra contest. The Symphony orchestra received straight “1” scores, superior ratings for their two selections.
- The YouthArts Visual Art Show took place in April featuring thousands of works of art created by students districtwide in grades K-12.
- The YouthArts Honor Choir – comprised of students from every elementary school – found a new home in the Union Performing Arts Center. There was a full day of rehearsals with a guest clinician, followed by a standing room-only performance in the evening for parents and family.
- The Union High School Marching Band opened its 2023 competitive season at the Owasso Invitational Marching Contest. In the preliminary round, the Renegade Regiment earned 2nd Place in Class AAAA and 2nd Place overall. In finals, they earned the award for Outstanding Percussion, tied for the Outstanding Music Performance award, and took home the silver medal with a score of 84. This marks Union’s strongest showing at the Owasso Invitational since 2017.
- The Renegade Regiment won 2nd place at the Oklahoma Bandmasters Association state championship competition.
- The Renegade Regiment, Union’s marching band, returned to competition at the Bands of America Indianapolis Super Regional, earning 6th place overall in the finals competition.
- Over winter break, the Renegade Regiment travelled to Orlando to participate in a clinic and parade at Walt Disney World as well as numerous sight-seeing activities
- Forty-one high school band students made the All-Region Honor Band.
- Senior visual artist Wendy Canes had her artwork featured as a Scholastics American Vision Award Nominee.
- Eleven visual art students received awards from the Scholastics Art and Writing Competition.
- Four visual art students were recognized by OAEA as Yount Talent award winners.
- UHS Visual Arts teacher Stephanie Vaughan was recognized by the Oklahoma State Department of Education as outstanding art educator at the annual Arts Excellence Education Awards Ceremony.
- Union’s Symphony Orchestra took the Sweepstakes Award at OSSAA State Contest, achieving a superior rating in stage and sightreading.
- Union 7th, 8th and Freshman orchestras competed in Bartlesville at the OSSAA State Contest, taking home superior ratings from all three judges in stage and sightreading.

ATHLETIC ACHIEVEMENT

Baseball

All-State

Ben Flusche
Camden Knutson
Gamaliel Jones

Record for most season steals

Gamaliel Jones

OCA Scholar Athlete

Scholarship

Camden Knutson

OBCA All-Star Honors

Gamaliel Jones
Camden Knutson
Ben Flusche

Boys Basketball

Won 17 games, 24-3 record

6A-3 District Co-Champions

Area Champions

Regional Champions

All District 6A-3

Coach of the Year

Coach Rudy Garcia

OCA All-State

OCBA All-Star Team

All World Honorable Mentions

All-District

Dalen Fuller
Erik Madrid

Oklahoma Native All-State

Erik Madrid

MVP of Jenks/Union

Invitational Tournament and

Edmond Open Tournament

Dalen Fuller

Girls Basketball

Five players earned Academic

All-Conference and five more
earned Honorable Mentions

All-Conference 1st Team

Esme Smith

All-District Aaliyah Smith

Isabella McSwain
JaMiya Woodard

District Sixth Man of the Year

Isabella McSwain

School record for rebounds
in a Single Game

Esme Smith with 19

School Record Tie

3's in a Single Game

Whitney Smith with 7

All-Tournament Team

Esme Smith

Cheer

Top 10 finish at Competitive and
Game Day Regionals and
Top 5 finish at State

OCA Region 7 Coach of the Year

Coach Taylor Williams

OCA Scholar Athlete

Scholarship

Sydney Grismore

All-State Cheer Team

Sydney Grismore

Cross Country

Fourteen team members named

All World Honorable Mention

OSSAA Cross Country State

Championship Qualifiers

Homecoming King and OCCTCA

Senior All-Star

Seth Taylor

School record for 5K

Pressley Rutledge

OCCTCA All-State

Pressley Rutledge

Ava Cornelius

Football

OCA Region 7

Assistant Coach of the Year

Coach Dub Maddox

Eight players named All-State

Ten Players named All World

OCA Bob R. Williams

Scholarship

Jino Boyd

OCA All-State Players

Trey Barnes

Braylen Danzy

OCA Athlete of the Year

Scholarship

Dae'Mar Nealy

Golf

All-Conference 2nd Team
honors

Eighteen boys and girls named

Academic All-Conference

Girls Golf with three State

Qualifiers and Boys Golf with
one State Placer (9th)

OCA Region 7

Boys Golf Coach of the Year

Coach Tanner Bushyhead

All World Athlete of the Year

Finalist

Sammy Bonaobra

Highsteppers

National Champions (Kick)

Regional Champions in three
categories

OSDTDA State Champions
(Kick)

TSF Champions (Kick)

TSF Champions

OSDTDA State Champions

7th Grade Team

TSF Choreography Award
honors

OSDTDA Academic Scholarship

Paige Shelton

Two members named OSDTDA

All Region East Dance Team

Pom

OSDTDA 6A State Champions

2nd Place - DTU Regionals

OSDTDA East Coach of the Year

JH/JV Pom Coach

Payton Dill

Homecoming Queen

Maraya Logan

Six members named OSDTDA

Academic All-State

Soccer

All-State

Alaina Trevino

Mia Landin

Four members with All-District
honors

Three members with All-World
Honorable Mention

Softball

Fourteen members named

Academic All-Conference

Eight members named

All-District

Stunt

Stunt team went to State for
first time in program history

Season record of 6-3

Junior High Stunt Team won
Tournament Championship at
Stunt Showdown Tournament

Swim

Nine members named All World

Honorable Mention



Tennis

Girls Tennis

951 hours of community service
OCA Region 7 All-State Nominee
Head Coach Girls Tennis
Tyler Ashley

JH State Champions

Hope Jennings
Veena Ramasamy

OTCA Scholarship Recipient
OTCA Sportsmanship Award
Kaylan Griffen

Boys Tennis

Top 10 finish at State
Adolfo Andrade
Jackson Heare

Oklahoma Tennis Coaches
Hall of Fame/ Head Coach Boys
Tennis

Coach Kevin Gannon

Track

Twenty-five girls and boys with
All-World honors

OCA Region 7

Track Coach of the Year
Coach Tim Dial

All World Coach of the Year
Coach Tim Dial

State Champions

2nd year in a row
Boys Team Gatorade Player
of the Year Nominee
Jarek Watie

OCCTCA Senior All Star
Devon Jordan

400m school record broken
Jarek Watie (47.60)

State and school record broken
4x100 (40.74)

4x200 (1:24.57)

Boston Carrasco

Jarek Watie

Devon Jordan

Ashton Cunningham

State meet and school record
broken 4x400 (3:15.46)

Devon Jordan

Daniel Davis

Daijon Gaines

Jarek Watie

Volleyball

OCA All-State
Brittany Smith

Five players awarded All-
Conference honors

All-State Volleyball Coach
Conference Coach of the Year
Chadd McKee

Wrestling

Girls Wrestling

Ranked #11 nationally

Junior High State Champions
Five individual State Champions
Seven finalists, nine placers and
one Outstanding Wrestler

NFHS Coaches Association
National Coach of the Year
Coach Gerald Harris

1st Women of Ironman
Champion in history
Azrael Smith

Kali Hayden-Senior
achievements and honors

Individual Season Record 45-2
with 45 Pins (Career 117-5)

All-World Wrestler of the Year
2022 and 2023

All-World Wrestler of the Year
Nominee 2024

OCA Jim Thorpe High School
Player of the Year

OCA Athlete of the Year
Scholarship winner

Tricia Saunders High School
Excellence Award

Boys Wrestling

State Runner Up

With 5 State Qualifiers
Colton Perry

JH State Runner Up

Wura Yinosa

JH Tournament Champions –
Tahlequah Duals

Academic All-Conference
Valedictorian

National Merit Scholar
attending Yale University
Tanner Jarvis

Fargo All-American
Wura Yinosa

Three members named NHSACA
Academic All-American

Four members named NWCA
Character and Leadership All-
American

Five members named NWCA
Scholar All-American

National Wrestling Coaches
Association Awards

Boys Wrestling

NWCA Scholar All-American

NWCA Character and Leadership
All-American

Dariuz Black

Tanner Jarvis

Wuraola Yinusa

NWCA Character and Leadership
All-American

Ezequiel Palos

NWCA Scholar All-American

Asher Davidson

Thang Sang



COLLEGIATE SIGNINGS

Baseball

Dylan Baldrige
Murray State College
Tishomingo, OK

Gamaliel Jones
Angelo State University
San Angelo, TX

Camden Knutson
Northern Oklahoma College
Tonkawa, OK

Basketball

Journey Chaney-Jones
McPherson College
McPherson, KS

Erik Madrid
Oklahoma Baptist University
Shawnee, OK

Aaliyah Smith
Emporia State University
Emporia, KS

Cross Country Track and Field

Seth Taylor
Oral Roberts University
Tulsa, OK

Football

Jino Boyd
Pittsburg State University
Pittsburgh, KS

Issac Covington
University of Tulsa
Tulsa, OK

Braylen Danzy
Northeastern State University
Tahlequah, OK

Isaiah Forbes
Central Methodist University
Fayette, MO

Ashton Fowler
Central Methodist University,
Fayette, MO

Harlem Henry
University of Central Oklahoma
Edmond, OK

Devon Jordan
University of Oklahoma
Norman, OK

Emerson Kiker
University of Central Oklahoma
Edmond, OK

Damien Marshall
University of Central Oklahoma
Edmond, OK

Brendon McQueen
Missouri State University,
Springfield, MO

Dae'Mar Nealy
Northeastern State University
Tahlequah, OK

Lane Wood
Pittsburg State University
Pittsburgh, KS

Golf

Bo Gentry
Southeastern Oklahoma State
University
Durant, OK

Jesse Tandoj
Southeastern Oklahoma State
University
Durant, OK

Lacrosse

Max Hartgrave
Wingate University
Wingate, NC

Pom

Hayden Rayls
Oklahoma Baptist University
Shawnee, OK

Rifle

Chloe Shannon
Morehead State University
Morehead, KY

Softball

Lily Hance
Rockhurst University
Kansas City, MO

Soccer

Jaiden Holmes
Hesston College
Hesston, KS

Jacqueline Ixlaj-Vasquez
Oklahoma Wesleyan University
Bartlesville, OK

Mia Landin
Northern Oklahoma College
Enid, OK

Andrea Rivera
Southwestern Christian
University
Bethany, OK

Alaina Trevino
Oral Roberts University
Tulsa, OK

Swim

Monica McMahon
Ouachita Baptist University
Arkadelphia, AR

Wrestling

Dariuz Black
Briar Cliff University
Sioux City, IA

Kali Hayden
Carl Albert State College,
Poteau, OK

Jessina Smith
Carl Albert State College,
Poteau, OK



OSSAA ACADEMIC AWARDS

Academic Achievement
Certificate for a GPA of 3.25 or
above and upper 1/3 of Class 6A
Volleyball
Boys Cross Country
Girls Cross Country
Girls Soccer
Girls Tennis

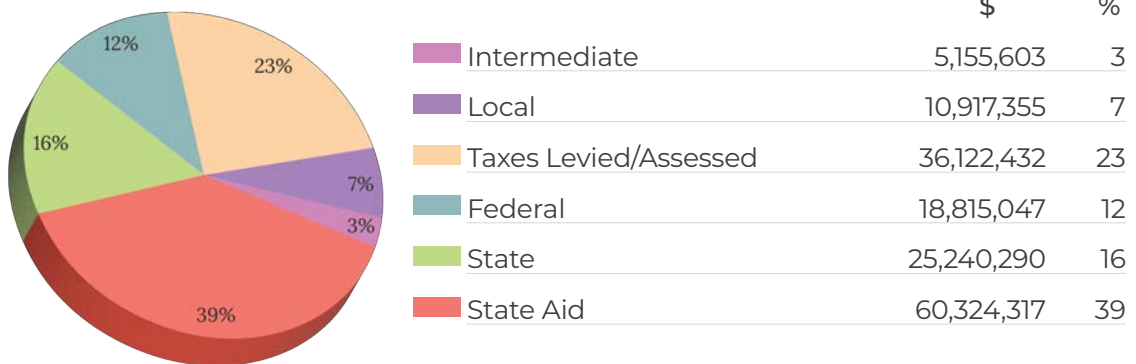




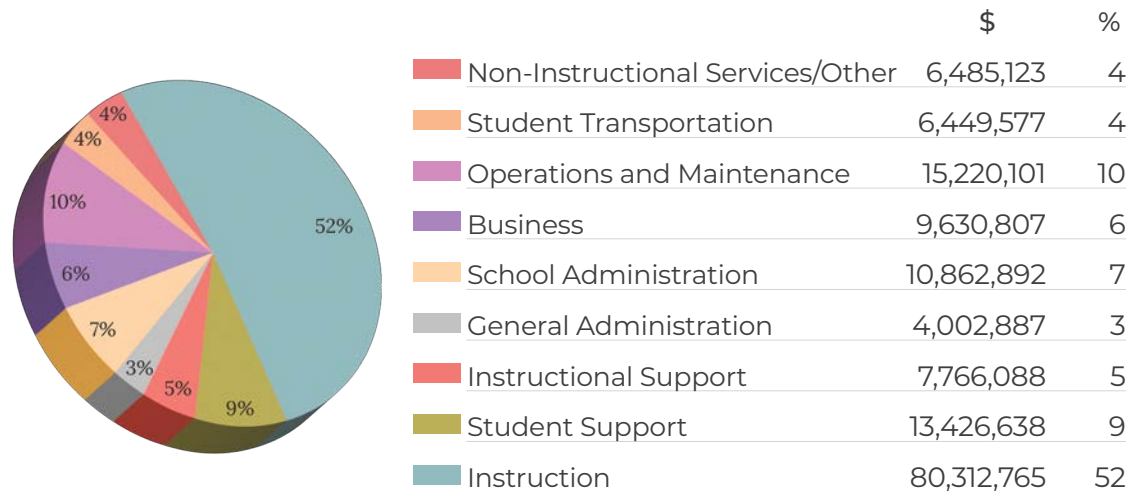
FINANCE

Union Public Schools is an independent school district within the state of Oklahoma. There is no relationship between the state, county or city governments other than revenue sources.

GENERAL FUND FY24 REVENUE BY SOURCE



GENERAL FUND FY24 EXPENDITURES BY FUNCTION



FY 2023-24 Revenues and Expenditures for the General Fund:

- For FY 2023-24, the General Fund (the District's main operating fund), reported revenues of \$156,575,044 and expenditures of \$154,156,878.
- 2023-24 Ad Valorem revenues of \$36,122,432 were received in the General Fund based on the district's NAV (Net Assessed Valuation) of \$1,034,711,111.
- Foundation (Formula) State Aid, the district's single largest source of operating revenue, was \$60,324,317.
- Total bonded indebtedness as of June 30, 2024, was \$113,996,500 (principal and interest). Union maintains an excellent bond rating of AA+ from Standard & Poor's.

The Financial Reporting Department:

The Certificate of Achievement for Excellence in Financial Reporting, the top recognition in governmental accounting and financial reporting, was awarded to the Finance Division by the Government Finance Officers Association (GFOA) of the United States and Canada. The district has received the award every year since 1992.

Union also earned the Certificate of Excellence in Financial Reporting from the Association of School Business Officials International (ASBO), the highest recognition for a school district offered by ASBO. They have received the award every year since 1991.

The Association of School Business Officials International (ASBO) recognized Union Public Schools for excellence in budget presentation with the Meritorious Budget Award (MBA) for excellence in budget presentation. They have received the award every year since fiscal year 2021.



FY 2023-24 FINANCE DIVISION HIGHLIGHTS

The Human Resources Department:

- Participated in 12 job fairs and recruited teachers and staff through 51 colleges and universities in Oklahoma and surrounding states.
- Provided 87 sign-on bonuses to new hires through the City of Tulsa's Vision 2025 program.
- Provided tuition assistance to over 85 staff members working on undergraduate or graduate degrees.
- Hosted 111 student teachers across the district, helping them develop their skills and complete their college requirements.
- Granted stipends to 141 teachers who achieved their ESL (English as a second language) certification.

The Payroll Department processed the following:

- Average number of employees paid per payroll: 2,286
- Average total gross pay per payroll: \$4,358,717
- Total W-2 Forms for tax year 2023: 2,836
- Total checks printed: 633
- Total direct deposits: 54,930
- Total net amount direct deposited: \$76,676,195
- Total participants in Oklahoma Teacher's Retirement: 2,026

The Federal Programs Department reported the following:

Union Federal Programs and Mini-grants FY2022-2023

Total Federal spent in FY21:	\$18,872,197.22
Total Federal spent in FY22:	\$17,972,243.67
Total Federal spent in FY23:	\$20,325,047.48
ESSER outside of IDEA spent in FY23:	\$10,090,885.60
ESSER IDEA spent in FY23:	\$505,897.86
Total ESSER of all grants spent in FY23:	\$10,596,783.46
Mini-grant expenditures FY23:	\$2,729,693.28

The Accounting Department:

Purchase Orders	6,747
Purchase Orders totaled	\$82,214,327.36
Paper/EFT payments made	7,212
Paper/EFT payments totaled	\$54,889,529.85

The Accounts Payable team has been striving to convert vendors to electronic payments for goods and services and in FY24 we achieved an overall higher EFT (electronic funds transfer) average over paper checks. We started the year at 41% and reached 54% by year-end.



THE PURCHASING AND SUPPLY MANAGEMENT DEPARTMENT:

In 2023-2024, the Union Purchasing and Supply Management Department consisted of three (3) employees: the director, a buyer and a food procurement manager for child nutrition. The Purchasing Director also supervises and leads the district's distribution center. The department is responsible for purchasing, sourcing, contracting, procurement compliance, disposal of surplus and distribution services.

The Union Distribution Center is the central hub for the receiving, warehousing and distribution of equipment and materials including, but not limited to food, custodial supplies, paper, computers, interactive boards, textbooks, school supplies and equipment. The Distribution Center has four full-time child nutrition-funded employees for receiving, storing and distribution of food and cafeteria supplies, and six other full-time employees who handle receiving, warehousing, delivery, surplus pickup and disposal, record storage, interschool mail service, e-waste recycling and disposal, and equipment and material relocation services.

During 2023-24, the District's Purchasing Department went fully live with the use of a cloud-based e-Procurement supplier registration and sourcing solution. The solution has allowed the district to move from a paper-based sourcing method to an almost completely paperless process, where bidders and suppliers register to do business with the district and respond to sourcing solicitations electronically.

Purchasing Department

Sourcing transactions	586
Contracts reviewed	425
E-Procurement solicitations	53

Supply Management/Distribution Services

Distribution Center deliveries	4,250
Surplus work orders and moves	240
Items distributed	121,511
Items moved & picked up for surplus	5,018
Total items moved, picked up and delivered	126,529
Interschool mail deliveries	5,082
E-Waste recycling (lbs.)	5,806
Surplus auctions	210



OPERATIONS

Union is a strong and supportive community, consistently passing multi-year series bond issues which fund state-of-the-art buildings and equipment for its students.

TRANSPORTATION

- More than 10,400 students rode the bus on a regular basis during the 2023-24 school year. Our route buses completed 342 routes per day, transporting students to and from school.
- The district maintained a fleet of 120 school buses and 96 support vehicles and ran 19 daily shuttles to Tulsa Tech.
- We provided transportation for students in the following programs:
 - McKinney-Vento foster care, hearing- or sight-impaired students, special needs students and newcomers. We shuttled students at mid-day for athletic, band, Career Connect, TCC and Innovation Lab programs. The transportation trip miles totaled 116,907 and the route miles totaled 956,286.
- The district purchased 165,000 gallons of diesel fuel and 52,500 gallons of unleaded fuel for a combined cost of \$601,819.29.

CHILD NUTRITION

- The department served 1,596,994 lunches (4.5% increase from the prior year), 107,632 supper meals (8.5% increase), 9,321,930 breakfasts (9% increase) and over 800,800 fresh fruit and vegetable snacks during the 2023-24 school year.
- Child Nutrition trained about 150 employees in culinary arts and safe food handling, had four chefs and three dietitians. Over half the employees have received Talents to Strength training to determine employee strengths and passions for work.
- The number of students qualifying for free/reduced price meals has steadily increased over recent years and was 79.88% for the 2023-24 school year, up from 72% from last school year.
- Child Nutrition purchases have enabled farmers to increase their revenue, continue farming and hire additional farm help. The Oklahoma Department of Agriculture provided \$55,000 in grant funds to Union to purchase local food.

THE DISTRICT PURCHASED FRESH VEGETABLES AND FRUITS AND GRASS-FED BEEF FROM FIVE LOCAL FARMS. LOCAL PRODUCTS HAVE BEEN SERVED ON SCHOOL MENUS AT LEAST ONCE A WEEK..



- All thirteen elementary schools participated in the USDA Fresh Fruit and Vegetable Program, which provided \$511,981 to purchase fresh produce for snacks every day in the classroom.
- The district's dietitian taught 216 nutrition education classes across the district, ranging from Rosa Parks ECEC to the Union High School Tennis team. Three schools enjoyed "Blender Bike" classes that reached all students during specials time and two schools enjoyed the Farm-to-Student event where students rotate stations to taste fresh foods and learn about nutrition and how food grows.

CUSTODIAL DEPARTMENT

- Employs 109 full-time custodians, a district custodial coordinator and a district building engineer.
- Over 3.5 million square feet of floor space is cleaned nightly. On average, each full-time custodian cleans more than 35,000 square feet on a nightly basis. This includes over 1,000 individual classrooms.
- Custodians staff nearly 1,500 district and community events across the district.
- Larger custodial projects include the stripping and refinishing of tile and terrazzo surfaces across the district and the refinishing of wood floor gymnasiums.
- Every custodian has been provided an electrostatic ionizing backpack sprayer, enabling them to deep clean and disinfect large areas in a short period of time. This is especially important in the event of widespread illnesses at schools.
- Daily custodial checklists have been updated to place a higher emphasis on surface disinfection.
- Union High School has seen the deployment of the district's first robotic floor cleaning machine.
- Sixteen Union schools participated in the afterschool supper meal program. The program reduces hunger among students who otherwise might not get a good, healthy afternoon meal and encourages participation in afterschool programs that tend to drive class attendance and performance.
- Child Nutrition hosted several students as a part of the Career Connect Culinary program at Union High School. Students worked with the district chefs to learn culinary skills, food safety, operate commercial kitchen equipment and compete in a culinary competition.
- Monthly lead custodian training and crew meetings have been implemented to ensure all staff are trained and adhere to district cleaning and safety protocols.
- All of this has been accomplished while facing a severe staff shortage.



THE CUSTODIAL STAFF HAS
GONE ABOVE AND BEYOND TO
MAINTAIN THE CLEANLINESS OF
THE DISTRICT THE "UNION WAY."



GROUNDSD DIVISION

The Grounds Division employs 12 full-time groundskeepers and equipment operators, one small-engine mechanic and one district grounds coordinator. The Grounds Division maintains over 450 acres of land. During peak mowing season, each grounds man is responsible for maintaining over 40 acres of land. The grounds division is responsible for mowing, edging, blowing, fertilizing and treating all district grass and naturally surfaced athletic fields. All landscaping design and maintenance is handled in-house. This includes all district flowerbeds and trees. Grounds is also responsible for:

- The laydown and removal of large event set-ups across the district, including the portable basketball floor at the UMAC.
- Providing signage and painting for all district parking lots and bus loops across the district.
- Inspecting and maintaining all playground equipment across the district.
- Assisting with painting, plumbing and power-washing projects across the district.
- Plowing, clearing and sanding the entire district during severe winter weather events.
- Major projects included resealing the McAuliffe Elementary lot, assisting with large underground plumbing repairs and assisting with furniture moving for large remodel projects across the district.
- Resealing and repairing smaller sections of our asphalt parking lots in-house. This increases the longevity of the lot and reduces the cost of resurfacing.



MAINTENANCE DIVISION

The Maintenance Division employs 12 skilled tradesmen, 24 building engineers and one district maintenance coordinator. Our tradesmen include five HVAC technicians, two electricians, one plumber, one kitchen technician, two carpenters and one locksmith. Our 24 building engineers are responsible for maintaining the mechanical systems of their respective sites. They also are responsible for minor repairs. In addition:

- Our maintenance staff closes nearly 10,000 repair and preventative maintenance work orders every year.
- Larger projects include UMAC/High School campus electrical upgrades, HVAC unit replacements, major water leak repairs, shelving fabrication, small roof replacements and other large repairs.
- Our HVAC technicians and electricians work diligently to reduce energy consumption during PSO peak events, resulting in tens of thousands of dollars returned to the district in the way of rebates.
- Implementing a building engineer training and license test preparation program has been a goal for the division. The goal of the program is to prepare future building engineer candidates from the ranks of our custodial and grounds staff, as well as to ensure all building engineers obtain a minimum 3rd class stationary engineers license or boiler operator license.



CONSTRUCTION/FACILITIES

Ongoing and Planned Projects

- 6th/7th Grade Center improvements
- High School HVAC improvements
- High School generator replacement
- Sewer line replacement at High School stadium
- Roof replacement at High School sections 6, 7 and 8
- Freezer/cooler replacement at Moore Elementary
- Office and kitchen HVAC replacement at Andersen Elementary
- Pavement improvements at Alternative Education
- PAC sound curtains and dimming control upgrades
- Exterior improvements at baseball/softball complex
- Districtwide roofing enhancements
- Districtwide pavement improvements
- Fire alarm system replacement at Jefferson Elementary
- Exterior improvements at the warehouse
- Building improvements at Operations
- Redhawks R.I.S.E renovation
- VAV replacement at Freshman Academy
- Air handling unit replacement at 8th Grade Center
- Cedar Ridge elementary playground improvements
- Flooring replacement at Peters Elementary
- Locker room flooring upgrade at Freshman Academy

Completed Projects

- Roofing improvements/replacements at Grove Elementary and Education Service Center
- Freezer/cooler replacement at Andersen Elementary
- Innovation Lab – Phase II
- Playground improvements at Grove Elementary
- HVAC replacements at Peters Elementary
- UMAC lighting and audio improvements
- UMAC video board replacement
- Building automation system integration at Freshman Academy
- 8th Grade Center kitchen renovation
- Flooring replacement and interior improvements at Jarman Elementary
- Flooring replacement at Alternative Education, Boevers Elementary, Jefferson Elementary and Rosa Parks Elementary
- High School gym RTU replacement
- High School nurse's office renovation
- Districtwide RTU replacement
- Districtwide building automation system upgrades



SAFETY AND SECURITY

- The district employed a director of security and a security coordinator, as well as 13 full-time security officers at secondary schools, two at elementary school sites and 22 part-time officers for athletic and special events. One Broken Arrow school resource officer was on call daily, in addition to 15 off-duty Tulsa Police Department officers on a rotating schedule, allowing one to patrol the district each day.
- District employees completed more than 26,817 assigned training courses, for a training completion rate of 80%. The security coordinator met with students at elementary sites weekly and performed routine safety walks at all sites, with follow-ups that included the site administrator.

UNION MULTIPURPOSE ACTIVITY CENTER (UMAC)

Facility scheduling not only encompasses the actual event, but all related communications, operations and maintenance required to prepare, set up, run and clean up every event. Two employees coordinated 57,143 internal events and 2,421 external rentals involving scheduling, contracts, scheduling conflict resolution, staffing and set-up and tear-down for fiscal year 2023-24. The Facilities Department also schedules, stocks and operates UMAC concessions, serving 49 UMAC events last year.



COMMUNITY SUPPORT

- Stacey Roerman won re-election to Zone 4 on the Board of Education.
- The Union PTA Council hosted its annual PTA Wellness Fair in November at the UMAC.
- Youth Medical Mentorship, Inc., in collaboration with Tulsa Tech's Future Health Professionals (HOSA) Chapter, hosted its annual Medical Summit on November 10 at the UMAC. Nearly 100 students from the Tulsa area attended.
- Four Union eighth grade students were among the many students who attended the Youth Medical Summit. Youth Medical Mentorship, founded by Dr. Chris McNeil (a member of the Union Board of Education) and Hillcrest Medical Center's annual Youth Medical Summit at Tulsa Technology Center provided hands-on clinical experiences to nearly 200 students.
- The Union Schools Education Foundation (USEF) hosted a fundraising event "Kaleidoscope" with record-breaking success. Combined with an online auction, \$432,416 was raised in support of the foundation.
- One hundred sixty educational grants were awarded by the Union Schools Education Foundation in fall 2023 valued at over \$140,000. Funded projects ranged in value from \$103 to \$4,423 and included innovative projects at every Union school site and the Education Service Center.
- In addition to educational grants, USEF provided ongoing support for programs like Union High School's College & Career Center, Union Pre-K Camp, Project Lead the Way, REACH, Union High School Leadership, New Teacher Induction, BizTown, For The Girls, Union's Special Olympics Team, Teacher and Support Person of the Year and Graduation Celebration. With support from their partners, the foundation pledged over \$1,154,057 in program support for the 2023-2024 school year.
- Union's teachers, administrators and staff pledged a generous \$74,047 to USEF during the 2023 Month of Giving. These funds directly support educational grants.

BUSINESS/TECHNOLOGY HIGHLIGHTS

- Purchased 3,300 new student laptops for all High School students.
- Installed over 40 new interactive flat panels in classrooms throughout the district.
- Replaced and added additional security cameras at two elementary schools.
- Numerous firewall and cybersecurity updates.
- Deployed a new internet filtering software and classroom management software piece.
- Replaced 300 teacher laptops at the 6th/7th Grade Center, Jefferson, McAuliffe, Alternative Education, Jarman and Andersen.
- Transitioned all secondary teachers to a Canvas-only gradebook system.
- Onboarded all new math curriculum, grades K-12.
- Increased Union Virtual success rate to over 80%.
- Implemented the TalkingPoints communications platform for all students, 13 and older.
- Evaluated and adjusted all student communication platforms to comply with HB 3958 requiring parent notification.
- Onboarded a new Eligibility Dashboard in Canvas.



OUR MISSION

To graduate 100% of our students college and career ready.

CORE VALUES

These core values serve to guide our strategic focus and actions in accomplishing our mission.

Commitment to Excellence

Pursue the highest measure of quality in all we do.

Collegiality

Demonstrate respect and ability to work as team members.

Honesty, Integrity and Transparency

Do what's right and aboveboard.

Innovation

Embrace new, effective thinking and programs.

Inclusiveness

Cultivate an organizational culture of accepting children, families, and employees for who they are rather than categorizing them by income, ethnicity, or ability.

Empowerment

Help people reach their full potential.

Accountability

Accept responsibility for achieving results.

Thoughtful Planning

Use data and district values in planning and decision-making.

STRATEGIC GOALS

These strategic goals in the following focus areas provide guidance for leadership policy decisions, development of initiatives, programs, and strategies to achieve our mission.

Teaching/Learning

Through Union's Learning Model, ensure all students have access to a high-quality instructional and supportive learning environment.

Close achievement gaps for all learners.

Ensure curriculum, instruction, technology, and assessment are designed and delivered with a focus on content rigor, student engagement, and continuous improvement.

Partnerships

Promote greater awareness, partnerships, and engagement among school stakeholders to enhance support of our mission and increase human and organizational capital.

Human Capital

Enhance student and organizational performance by attracting, supporting, and developing a world-class workforce.

Business/Operations

Provide quality technology and business services to optimize operations, communications, and academic results.

Ensure the operating and capital budgets reflect our priorities as well as areas of focus to improve student achievement and fiscal responsibility.

Promote operational/organizational safety and high-quality infrastructure to ensure effective and efficient learning and working environments.

Culture

Provide a physically and emotionally safe learning and work environment in support of continuous student improvement.

Maintain a caring, professional, and ethical organization.

Foster an atmosphere of respect and effective communication.



UNION PUBLIC SCHOOLS

8506 E 61st Street

Tulsa, OK 74133

918-357-432

www.unionps.org