



THE BOARD OF EDUCATION OF INDEPENDENT SCHOOL DISTRICT NUMBER ONE OF TULSA
COUNTY, OKLAHOMA

MINUTES OF THE REGULAR MEETING OF MONDAY, NOVEMBER 17, 2025

A regular meeting of the Board of Education of Independent School District Number One of Tulsa County, Oklahoma, was held on Monday, November 17, 2025 commencing at 5:33 p.m., in the Cheryl Selman, room, ground floor, at the Charles C. Mason Education, 3027 S. New Haven Avenue, Tulsa, Oklahoma. Notice of the meeting was given by service of written notice of the meeting to the office of the County Clerk of Tulsa County, Oklahoma, as required by Title 25, O.S., § 311 (A)(5), and by posting the agenda and recommendations of the Superintendent of Schools in prominent public view in the enclosed glass display case at the main door of the Charles C. Mason Education Service Center at 4:18 p.m. and at tulsaschools.org at 3:41 p.m. on November 14, 2025, pursuant to the provisions of Title 25, O.S., § 311 (A)(9).

Present: Stacey Woolley,
E'Lena Ashley,
John Croisant,
Susan Lamkin,
Kyra Carby,
Calvin Moniz,
and Sarah Smith

Absent:

A. OPENING EXERCISES

1. Call to order and confirm that a quorum of the Board is present.
2. Remind those wishing to address the Board, sign with the clerk -5 minutes limit.
3. Flag salute

B. SUPERINTENDENT'S CORRECTION TO AGENDA

There were no changes to the agenda.

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

Superintendent Johnson and the Tulsa Teacher's Credit Union President, Ms. Shawna Mott-Wright shared highlights of the updated Teacher Master Contract.

D. APPROVAL OF MINUTES

There were no minutes submitted for approval.

E. CONSENT AGENDA

Motion and vote on recommendations

Moved by: John Croisant

Seconded by: Calvin Moniz

Aye Stacey Woolley, E'Lena Ashley, John Croisant,
Susan Lamkin, Kyra Carby, Calvin Moniz, and
Sarah Smith

Carried 7-0

DEPUTY SUPERINTENDENT

1. Routine Field Trips

[2025.11.17.DS - Routine Fieldtrips.docx](#) 

Approve routine field trips. Board Policy 3314 requires that all out-of-state student field/study trips and travel have prior authorization by the Board of Education.

2. Amendment: Internship Program


[2025.11.17.DS - Internship Amendment.docx](#) 

Amend item E2 from the October 6, 2025, agenda to include the additional organizations in the internship program for participating junior and senior high school students. To earn credit for career exploration and career-related experiences pertaining to their individual career academic plans (ICAPs). Through this approval, the following organizations will be authorized to participate in the program:

- Greenwood Cultural Center – Inc.
- One Hope Tulsa – 501(c)3
- Planned Parenthood/Peoria Health Center - 501(c)3
- TheZone Academy/TOUCH Tulsa - 501(c)3

FINANCIAL SERVICES

3. Encumbrance Report

[2025.11.17 -FIN- New Encumbrance & Chg Orders 10.31.25-11.13.25.pdf](#) 

Approve New Encumbrance and Change Orders Report

4. Amendment - Hagar Restaurant Equipment

[2025.11.17-FIN-SOL MGM-Hagar 2.docx](#) 

Amend item 28 from the June 9, 2025 agenda to increase purchase to Hagar Restaurant Equipment , dba Hagar Restaurant Equipment Service Inc, for kitchen equipment, repairs and food service supplies.

5. Work Shoe Contract

[2025.11.17-FIN-Shoes for crews.docx](#) 

Enter into an agreement with Shoes For Crews North America LLC, the most responsive and responsible bidder, to provide

slip-resistant and protective footwear to employees. This will prevent slips, trips, and falls in the workplace.

6. Sanctioning - Booster Clubs/PTAs/PTOs/PTSAs

[2025.11.17-FIN-Sanctioning.docx](#) 

Approve sanctioning of the following booster clubs and parent/teacher associations in accordance with Board Policy 5707 for the 2025-2026 fiscal year:

BOOSTER CLUBS:

- Carver MS Volleyball Booster Club
- Edison Prep Bands Booster Org
- Edison Boys Soccer Booster Club
- Edison Cross Country Parent Teacher Student Booster Club
- Edison Eagles Golf Booster Club
- Edison Prep Pom Boosters, Inc
- Edison String Boosters
- Edison Touchdown Club, Inc, Edison MS/HS
- Edison Eagles Volleyball Club
- Memorial HS Army JROTC Booster Club
- Nathan Hale HS Boys Basketball Booster Club
- Lady Roper Foundation
- BTWashington Baseball Boster Inc
- BTWashington Boys Basketball
- BTW Girls Basketball Booster Inc
- BTWashington Boys Soccer
- BTWashington Softball Booster Club
- BTWashington Touchdown Club Inc
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PTAs/PTOs/PTSAs:

- Council Oak Elementary PTA
- Carver Middle School PTSA
- Hamilton PTO
- Mayo Demonstration School PTA
- Tulsa McLain HS PTSA

TALENT MANAGEMENT

7. RSI

[2025.11.17 -TM-RSI. final2.pdf](#) 

Approve Routine Staffing Items

8. Adjunct / Aspiring Teachers

[2025.11.17 - TM - Adjunct Aspiring Teachers \(1\).docx](#) 

Approve the following teachers for adjunct status during the 2025-26 school year.

Robert DeLay - English Grades: 6th-9th Nathan Hale High School - Certified

Matthew Curless - Intermediate Mathematics Grades: 6th-8th East Central Middle School - Certified

Reginald Hinson - Physical Education/Health/Safety Grades Pre-K - 12th East Central Middle School - Certified

Dale Alimena - Instrumental/General Music Grade: Pre-K-12 Nathan Hale Middle School - Certified

Jeannette Torres-Ciaralli- Elementary Education: 4th Grade McClure Elementary

9. Amendment - Western Governors University

[11.17.25 TM Amendment to 6.9.95 item 61 .docx](#) 

Amend Item 61 of the June 9, 2025 agenda to renew the agreement with Western Governors University. Setting forth the terms under which they will place student interns (student teachers) with teachers and/or administrative interns with school leaders within the district; for the purpose of fulfilling teacher or administrator preparation requirements for the 2025-2026 school year

10. Tulsa Classroom Teachers Association 2025-2026 Master Contract

[11.17.25 TM TCTA Master Contract.docx](#) 

Approve and ratify the negotiations agreement between the district and the Tulsa Classroom Teachers Association (TCTA) for the 2025-2026 school year related to teacher compensation and relevant updates to the Master Contract.

TEACHING AND LEARNING

11. Gifted & Talented Education Plan

[25.11.17-T&L-GTEducationPlan.docx](#) 

Approve the Tulsa Public Schools Gifted and Talented Education Plan, which outlines the district’s processes for identifying and serving gifted and talented students in accordance with Oklahoma State Department of Education requirements.

BOND PROJECT AND ENERGY MANAGEMENT

12. Crossland - Hale Multi Sport Facility - Amendment Increase [Crossland - Hale Multi Sport Facility - Amendment](#)

[Increase.docx](#) 

Approve Amendment 6B – Hale Multi Sport Facility. Original contract was awarded on the December 11, 2023, agenda, item E.32 in the amount of \$17,175,231.00.

Trade Contracts	27956.00
Allowances	5150.00
Reimbursables	8384.00
Mgmt Fee	1900.00
General Conditions	3215.00
TOTAL GMP	46,605.00

OPERATIONS

13. Tree Maintenance at Carver

[2025.11.17-OPS-TreeMaintenanceatCarver.docx](#) 

Approve the agreement with Up With Trees to perform the necessary maintenance on the elm tree located on the grounds of Carver Middle School, known as the Survivor Tree. This tree, which is over 100 years old, requires specialized care and preservation work to ensure its continued health and longevity.

CHIEF OF STAFF

14. Muscogee (Creek) Nation Summer EBT

[2025.11.17-COS-Muscogee\(Creek\)Nation Summer EBT.docx](#)



Enter into a Memorandum of Understanding and Data Sharing Agreement with Muscogee (Creek) Nation regarding its Summer Electronic Benefit Transfer for Children Program occurring Summer 2026.

GENERAL COUNSEL

15. Ironclad Contract Management

[2025.11.17 -GC- Ironclad.docx](#) 

Procure additional Ironclad Signature packets to enable comprehensive contract lifecycle operations within the Ironclad system through the remainder of the fiscal year.

F. PUBLIC COMMENT ON ACTION AGENDA

G. ACTION AGENDA - Motion and vote on each recommendation

H. STAFF REPORT

1. Bond Development Update to include discussion among board, superintendent, and staff.
District staff and members of the Bond Development Committee presented information and answered questions of the Board on the draft 2026 Bond Package Overview.

I. GOAL MONITORING REPORT

1. Goal 1.1 - Fall MAP grades 3-5
Goal 1.2 - Fall MAP Projections grades K-2
Goal 2.1 - Fall MAP grades 6-8
Superintendent Johnson, district staff, and members of the Board engaged in a discussion regarding the data and the findings presented in the reports.
Motion and vote on recommendation to accept receipt of reports.

Moved by: Calvin Moniz

Seconded by: John Croisant

Aye Stacey Woolley, E'Lena Ashley, John Croisant, Susan Lamkin, Kyra Carby, Calvin Moniz, and Sarah Smith

Carried 7-0

J. BOARD MEMBER REPORTS

Board Member Carby gave a shout out to the Monroe Demonstration team for improving their school report card grade. She also shared her appreciation for and that she recently spoke with TCTA and OEA at their district-wide meeting .

Board Member Moniz shared that the board has completed several community engagement sessions. He highlighted one of the questions

during those sessions is, "If nothing else is true in five years what do you hope is true?" One of the participants shared that they hope in five years that the City of Tulsa is proud of Tulsa Public Schools. Board Vice President Moniz shared his agreement and highlighted this as an example of why the goal monitoring sessions are important as is accountability for the superintendent and the board.

Board Member Croisant highlighted that the 4th and 5th graders of Celia Clinton received a free personal laptop from AT&T and that Patrick Henry Elementary School now has the Bike Club program. He also shared that John Hope Franklin received 25 donated ukeleles.

Board Member Ashley gave a shout out to East Central High School's girls' flag football team. They won the state championship for a second year.

Board Member Woolley shared that the East Central girls' flag football team are not only 2nd time state champions they beat BTW by 2 points after having been down 18-0 at half time.

K. CITIZENS' COMMENTS

Speaker #1- Support staff retention and the morale of support staff.

L. SUPERINTENDENT'S REPORT/PRESENTATION

Dr. Ebony Johnson shared that she is proud of the progress of Tulsa Public Schools. She shared her appreciation for the Tulsa team and for the Board in their support of the work. Finally, she reminded the public that her report is available for viewing on the Superintendent's Facebook page and the Tulsa Public Schools YouTube account, as well as the District News Round-up that can be accessed at tulsaschools.org/highlights.

M. OTHER NON ROUTINE ITEMS REQUIRED BOARD ACTION

1. Executive Session

Motion, second, discussion and vote on motion to go into executive session for the purposes of **(1)** discussing the employment of Dr. Ebony Johnson, Superintendent of Schools, as authorized by Title 25, Section 307(B)(1) and 307(B)(7) of the Oklahoma Statutes; and **(2)** conducting confidential communications between the Board of Education and its attorneys concerning pending litigation against the district, to wit: *Keenan Meadors v. Independent*

School District No. 1 of Tulsa County, Oklahoma, United States District Court for the Northern District of Oklahoma, Case No. 20-CV-595-JDR-SH, the Board having been advised by its attorneys that disclosure will seriously impair the ability of the Board to process the claims or conduct the litigation in the public interest, pursuant to Title 25, Section 307(B)(4) of the Oklahoma Statutes.

*Moved by: Stacey Woolley
Seconded by: John Croisant*

Aye Stacey Woolley, E'Lena Ashley, John Croisant,
Susan Lamkin, Kyra Carby, Calvin Moniz, and
Sarah Smith

Carried 7-0

Dr. Johnson and Mr. Eric Wade of Rosenstein, Fist, and Ringold joined the Board for the Executive Session that commenced at 8:50 p.m.

Motion, second, and vote on motion to acknowledge return to open session.

*Moved by: John Croisant
Seconded by: Stacey Woolley*

Aye Stacey Woolley, E'Lena Ashley, John Croisant,
Susan Lamkin, Kyra Carby, Calvin Moniz, and
Sarah Smith

Carried 7-0

The open meeting resumed at 10:42 p.m.

The Board President stated that during the executive session, "the Board conducted confidential communications between the board, the superintendent, and its attorneys concerning the employment of Dr. Ebony Johnson, the Superintendent of Schools and concerning pending litigation

against the district, to wit: *Keenan Meadors v. Independent School District No. 1 of Tulsa County, Oklahoma*, United States District Court for the Northern District of Oklahoma, Case No. 20-CV-595-JDR-SH, the Board having been advised by its attorneys that disclosure will seriously impair the ability of the Board to process the claims or conduct the litigation in the public interest, pursuant to Title 25, Section 307(B)(4) of the Oklahoma Statutes."

Motion, second, discussion and vote on motion to approve renewal and amendment of the employment contract with Dr. Ebony Johnson as the Superintendent of Schools.

Moved by: Calvin Moniz

Seconded by: Stacey Woolley

Aye Stacey Woolley, John Croisant, Susan Lamkin, Kyra Carby, Calvin Moniz, and Sarah Smith

Abstain E'Lena Ashley

Carried 6-0

Motion, second, discussion and vote on motion to authorize the district's attorneys to take any action that the Board determines to be appropriate in connection with the pending lawsuit by Keenan Meadors discussed in executive session.

Moved by: Calvin Moniz

Seconded by: John Croisant

Aye E'Lena Ashley, John Croisant, Susan Lamkin, Calvin Moniz, and Sarah Smith

Abstain Stacey Woolley and Kyra Carby

Carried 5-0

N. NEW BUSINESS

There was no new business.

O. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, December 8, 2025, at 5:30 p.m.

P. ADJOURNMENT

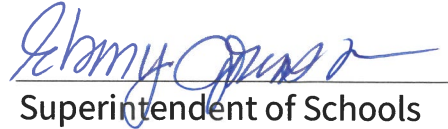
The meeting adjourned at 10:50 p.m.



Attorney for the School
District



President, Board of Education



Superintendent of Schools



Clerk, Board of Education