

May 4, 2026 Agenda Board Questions and Responses Draft

(Agenda item numbers are based on the [Draft 5.4.26 Agenda](#))

E.2 Agile Sports

1. Clarification: Are we moving to approve the annual amount of \$139,500 and/ or committing to the optional renewals and committing to the \$418,500?

In order to secure the annual rate of \$139,500, we would need to approve the agreement, which reflects a total commitment of \$418,500 over three years. It's imperative to guarantee this one-time district price, as it cannot be raised over the course of the agreement.

E.4 Greater Tulsa Official Association and E.12 Tulsa Officials of OK

2. Football officials are a separate vendor than the other sports officials?

Yes, a separate RFP was requested by the Purchasing Team as not all officiating organizations offer assigning services for all sports. Tulsa Officials of Oklahoma does not offer football assignments. As in previous years, GTOA will assign football only.

E.5: Humble and Sons Bike

3. I would like additional information about this program, including the services contract, the participating school list and how those schools are chosen?

Humble Sons Bike Company (HSBC) is a nonprofit founded in 2008 with a mission to provide children access to free bicycles. In 2014, HSBC launched its first after-school "Bike Club" at Emerson Elementary School. Today, the program has expanded to 38 Tulsa Public Schools sites. A full list of participating schools is available here: <https://bikeclubtulsa.com/schools.html>.

Bike Club is a weekly after-school program serving primarily 5th-grade students, with approximately 20 participants per site. Supported by trained volunteers, students learn bike safety and explore their communities through group rides to local destinations. The program promotes ABCs (Attendance, Behavior, and Coursework), builds confidence and teamwork, and encourages healthy, active lifestyles – all while fostering meaningful relationships with adult mentors. Students who complete the program earn a new bike and helmet to take home. The program is provided at no cost to the school district.

Sites are added based on requests from school principals, and there is currently a waiting list. HSBC raises all funding to provide bicycles, equipment, and stipends for facility sponsors who host clubs.

The elementary club capstone event is the “Bike Club Rally”, a community ride open to all participants. The route (secured by the City of Tulsa Police Department) begins at Hardesty USA BMX and ends at Gathering Place. Middle school participants also visit the Bike Club Headquarters for a mountain biking experience along the Mooser Creek Greenway trail system.

To learn more about the program’s impact, view the 2024-25 Bike Club Impact Report here: https://bikeclubtulsa.com/downloads/2024-25_Bike-Club_Impact-Report.pdf

E.5 Humble and Sons

4. When it says grant funding, is that directly through Humble and Sons?

Yes, directly through Humble and Sons.

E.6 Junior Achievement Renewal

5. How are participating schools chosen?

For the BizTown elementary school experience, schools opt in to participate.

E.9 Sway

6. What schools and what sports are utilizing Sway?

SWAY is used by all high schools, and it is used for all high-risk sports, including football, softball, baseball, volleyball, basketball, wrestling, soccer, tennis, and cheer. SWAY is used to help identify concussions and assist with return to play protocols.

E.13 Tulsa Parks and Recreation

7. Is there supporting documentation? If so, can it be provided with adequate time to respond?

Yes, of course! This agreement enables the district to host high school events (TPS baseball festival, TPS cross country meet) at O'Brien Park. This is an annual agreement, and Tulsa County charges based on the amount of student-athletes participating in cross country. There are no charges for the use of the baseball fields. We are allowed to charge admission and collect entry fees for all TPS events.

E.15 Encumbrances

8. Oral Roberts: Clarifying this is for commencement exercises at the Mabee Center for transparency. While I know, as a board member, that this was the approved use of the funds, the public may not have that information readily available. TPS Contract for Services is not sufficient coding for transparency purposes. Please be specific with coding in the future or provide annotations.

Yes, this is for commencement exercises. Although this coding meets OCAS requirements, we are exploring additions to the encumbrance reports to provide more detail.

9. Joseph Enterprises: Why is this coded as TPS Contract for Svcs at \$49,955.00 but Janitorial Supplies at \$2,100 in a different line item. I understand they may be for different expenses and that's fine. If not, this inconsistency is confusing for board members, the public, and transparency.

TPS Contract for Svcs is not sufficient coding for transparency purposes. Please be specific with coding in the future or provide annotations.

The Joseph Enterprises for \$49,955 is labor and materials to fabricate and install a canopy at Hoover Elementary. The Joseph Enterprises for \$2,100 was to install benches and trash cans.

Although this coding meets OCAS requirements, we are exploring additions to the encumbrance reports to provide more detail.

E.16 Banks

10. Why do we need so many banks?

Schools have the option to select the bank of their choice for Student Activity Fund deposits. They generally choose banks that are the most convenient location for their often daily deposits. The district has a handful of banks used for investments and day-to-day operations.

E.18 CAP Alarm Monitoring and E.19 CAP Custodial Services

11. What is the upfront cost for TPS to provide the services for CAP? Do they cover the full cost?

There is no upfront capital cost to the district associated with this agreement. CAP Tulsa pays Tulsa Public Schools \$2,400 annually for the services outlined in the agreement, and the fee is intended to cover the district's direct costs associated with providing those services. Our finance team will continue to run analyses on these types of agreements and make recommendations to ensure fees are appropriate.

E.22 Enterprise Holdings

12. Were costs last year only \$2,000, and we are looking at \$20,000 for next year?

The need for rental vehicles and the subsequent cost is unknown at this time; the \$20,000 an estimate and is a not-to-exceed number.

E.27 Native American Coalition of Tulsa

13. Did the lease fees paid to the district cover costs at Porter?

The lease fees collected from NACT are intended to cover the district's direct costs associated with the leased space, including services provided under the lease agreement. Our finance team will continue to run analyses on these types of agreements and make recommendations to ensure fees are appropriate.

E.30 Teach for America - SL

14. Did the lease fees collected from TFA cover district costs?

The lease fees collected from Teach For America are intended to cover the district's direct costs associated with the leased space, including services provided under the lease agreement. Our finance team will continue to run analysis on these types of agreements and make recommendations to ensure fees are appropriate.

E.33 RSI

15. Nancy Marquez is listed twice for a summer stipend. Are there two Nancy Marquezs in TPS or is this a mistake?

The second listing for Ms. Marquez is a duplication. The final agenda is corrected.

E.37 City of Tulsa

16. What are the expected funds from the Vision 2025 project "Teach. Live. T-Town," and do we have a plan on the use of these funds?

These funds will support the district's efforts to recruit, hire, and retain high-quality teachers and support staff. These investments help reduce vacancies, strengthen the candidate pipeline, and improve employee experience across Tulsa Public Schools.

The city has not yet allocated the remaining funds. The projected amount is based on our enrollment, and we typically receive the final allocation in October.

E.39 Continue Payment to Current Employees

17. What is the request of the Board here? Is this blanket approval of bargaining unit contracts without the board having an opportunity to see these contracts?

This agenda item authorizes the District to continue paying employees at their current rate of pay beginning July 1, while new collective bargaining agreements and compensation rates

are finalized and brought to the Board for approval. Once the Board approves the agreements, updated pay rates are implemented, and any required retroactive pay is issued.

18. Why is the board not included during bargaining unit negotiations?

Boards of Education generally don't join negotiation teams because their role is to help set the overall direction, stay neutral throughout the process, and make the final decision on agreements rather than take part in the bargaining conversations themselves.

E.40 HireRight Renewal

19. Can I see RFP # 22015 and proposals for this?

Of course! Please see the RFP [here](#). [This link](#) shows the responses to the RFP.

E.40 and E.41 Idemia

20. Both of these services provide various levels of background checks, please explain the difference between the two services and describe if there are any duplication of services between the two.

Both Idemia and HireRight background checks are required because together they give us a complete picture of new employees.

Idemia is our fingerprint-based background check. It uses an applicant's fingerprints to search law enforcement databases for criminal history. Because fingerprints are unique, this check is very accurate, but it only shows arrests and convictions. The state requires a fingerprint check for credentialing, and results can take up to 60 days.

HireRight is our Social Security-based background check and is used at the start of the hiring process. It uses the applicant's name, date of birth, and Social Security number to search multiple records for criminal history. HireRight results usually come back within a week or less. Applicants must pass this check before moving forward in the hiring process.

E.42 LinkedIn

21. Is this a contract for Indeed or LinkedIn? The agenda item is inconsistent in its language; also Indeed (Recruit Holdings) and LinkedIn (Microsoft) are two separately owned entities.

This item is for LinkedIn. The reference to Indeed was included in error and will be corrected prior to finalizing the agenda to ensure clarity and consistency.

E.46 Onboarding IQInc. Renewal

22. The 2026 Bond identified new employee technology enhancements including recruitment technology. While I do not expect us to sunset Fountain this year, what is the timeline for new ATS and CMS software?

During the upcoming fiscal year, we will bring together a cross-functional group of users—including school-based staff, hiring managers, Talent team members, and technology partners—to help us identify what we need in a future applicant tracking system (ATS). This group will take time to review what is working well today, where the current system falls short, and what features and outcomes would best support our hiring processes moving forward. Their feedback will shape the core requirements, priorities, and expectations for the new system.

All of this input will directly inform the development of the formal RFP, which we anticipate launching in Fall 2027, with full implementation of the new ATS in Fall 2028

E.48 Talx UCM Services Renewal

23. Who pays for the service? Is there not an actual cost?

This is for the Workforce number that employees and financial institutions can call to verify employment. There is no cost for TPS to use this service.

E.53 Cengage Lift Amendment

24. Please explain how our need increased from \$150,000 to an additional \$900,000 in the second year of service, and can we expect similar increases in subsequent renewal years?

School year 2026-2027 will begin the second half of the 6-year adoption cycle of this English language development curriculum for grades 6-12. Due to the cost of the total adoption of the selected curriculum and the budgeted release of bond dollars, we spread out the cost of the adoption over the adoption lifecycle. As this is the midpoint of the cycle, this purchase is larger to cover the cost of the remainder of the cycle, with only smaller annual purchases in the remaining years, dependent on increases in the number of enrolled students. In order to ensure resources are in schools for August, we must purchase the SY27 resources prior to July 1; an increase to the FY26 PO is required.

E.54: Canvas Learning Management System

25. Has there been opportunities for teachers and students to offer feedback on the features, effectiveness, and any potential issues of this platform, and does platform support respond well to requested changes and improvements?

Before implementing Canvas across the district in 2020, we had an early implementation group of teachers who piloted using Canvas in their classrooms and provided feedback to the district team. When all teachers moved online to using Canvas to deliver lessons and resources to students in 2020, we began investing in training for staff to use Canvas. We have continued to provide Canvas trainings during Tulsa Way Saturdays for teachers who want to extend their learning on the platform. The implementation team assigned to us is responsive to support our needs. We have not solicited formal feedback from teachers recently on their Canvas experiences. Canvas is used by over 4,000 universities and school districts across the nation.

E.56: Georgetown Research Partnership (high-quality long-term ec education)

26. Can I get report summaries of the previous Phases and a copy of the last report from this study?

Of course! Here's the [information](#) Georgetown provided us from last year.

E.55 DBQ Project Instructional Resource

27. How much does the state provide for textbooks?

The Oklahoma State Department of Education provides approximately \$2M annually for the purchase of state-approved and applicable supplemental instructional resources.

E.57 Harmony Project Tulsa

28. How are schools chosen for this program?

When we first partnered with Harmony Project, sites opted into the partnership. We have continued to maintain these same schools over the life of the partnership. Harmony Project is unable to expand to additional schools at this time.

E.58 Heartspring

29. Do the federal funds not provide enough to cover all the costs?

No, federal funds reimburse up to 50% of these required student services; district funding is necessary to cover the remainder.

E. 63: PreK Learning Institute – Tools of the Mind

30. I would like to see the RFP #26015, and the proposals received related to this item.

Thank you for your request. You can see the RFP [here](#), and the responses to the RFP #26015 [here](#).

31. How will participating schools or classes be selected, and how will the curriculum be evaluated for successes or shortcomings?

All elementary schools (except for Montessori schools) will implement the district-adopted curriculum in PreK, and all PreK teachers and school leaders are invited to attend the PreK Learning Institutes this summer.

Curriculum feedback and evaluation:

Each year, we survey PreK teachers to gather feedback on the curriculum, including successes, challenges, and areas for support. This school year, we conducted surveys in November 2025 and January 2026, which informed the selection committee's recommendation to adopt Tools of the Mind again:

- 77.8% of teachers are interested in continuing to use the Tools of the Mind curriculum
- 82% of teachers identified play-based learning as the most important feature of a PreK curriculum
- 94% of teachers report confidence in implementing Tools of the Mind

We are also planning focus groups with PreK teachers in May as we continue developing support plans for curriculum implementation. Teachers have expressed a need for greater district support during implementation, including additional professional development and supplemental instructional resources. In response to this feedback, we have identified and begun securing additional resources to strengthen implementation. This input also informed the decision to host a PreK Institute this summer.

Curriculum Selection:

[Board Memo outlining the selection process and decision by the PreK Selection Committee to select Tools of the Mind as the PreK curriculum.](#)

The selection committee is intentionally structured to be diverse and inclusive. It includes representation from every board district, all school types—including dual language and immersion programs—as well as both novice and experienced teachers. We also prioritize racial and gender diversity to ensure a broad range of perspectives.

The committee selected Tools of the Mind for its strong research base and emphasis on play-based learning, self-regulation, and executive function—key drivers of school readiness and long-term success. The curriculum is aligned to the Oklahoma Academic Standards for PreK and is grounded in the Science of Reading. Tools of the Mind also supports oral language, early literacy (especially emergent writing), social-emotional development, and cognitive growth, while balancing academic rigor with developmental appropriateness. The curriculum is specifically designed to develop self-regulation for PreK students while also building the skills needed for school readiness, equipping students for kindergarten and beyond.

- [Committee evaluations of Tools of the Mind and SAVVAS Three Cheers for PreK](#)
- [Committee Final Selection Vote](#)

Please note that this item is time-sensitive, as we have planned two PreK Institutes in June, which will support our PreK teachers with training in the newly adopted curricular resource and incorporating more social-emotional and play-based learning into early childhood classrooms, as well as addressing challenging behaviors in early childhood, in response to their request for additional training, is scheduled to begin on June 9th. We need to have a PO in place before June 8th in order to have the Tools of the Mind vendor provide in-person professional development to teachers during the Institute.

E.61 Math & Read 180 Instructional Resources

32. General fund and gifts?

All potential funding sources were included, as this item supports all schools that may need to procure print materials on behalf of their individual sites.

E.62 Pocketalk Translation Devices

33. Have we done any surveys to ask about how this is going? Do families, students, educators feel positive impact?

While we have not done any surveys to date, we do receive ongoing feedback at school sites from both educators and students. Most students appreciate the resource, however, we do have a number of students, particularly at New Vision and North Star Academy who decline devices and opt for other online tools. We are receiving an increasing number of requests for devices for front office staff who need to answer quick questions face to face with parents using a Pocketalk device. We plan to deploy a device to each front office for the coming school year.

E.69 Special Facility Alternative Sites

34. Some of these sites can present safety challenges. How is the safety of the staff and students ensured while on site to allow for focusing on instruction?

TPS campus police respond to Phoenix Rising and Street School issues when they arise. The detention facilities and hospitals have their own security staff. Each site has its own safety protocols for escalated situations to ensure the safety of students and staff.

E.71 Tulsa Debate League

35. General fund and gifts?

General funds are used to cover transportation costs. Supplemental Tulsa Debate League stipends are paid by Tulsa Debate League and are paid through the gifts and endowment account.

E. 75 Adira & E. 86 Sophos

36. Is this cybersecurity?

Yes, Adira and Sophos are part of our cybersecurity portfolio of systems that we use to monitor and protect network systems and data.

37. Have we had any cyber breaches while using this service, and if so what data was accessed and how was it handled?

We are happy to share that to date, the district has not had any cyber breaches.

38. What is the primary differences between Adira and Sophos? Please explain how using two cyber security services is not a duplication of services.

Sophos is our primary endpoint protection. It offers tools to stop viruses and malware, protect browsing, guard against hacking, and offers a central dashboard for IT to manage protection and monitor the status of devices. The Sophos software is device based and protects each individual device on or off our Tulsa Public Schools network.

We have Sophos MDR (Managed Detection and Response) on our servers only, which allows Sophos' experts to hunt and remediate threats on servers that have their software installed.

Adira is a comprehensive cybersecurity services provider. We use them for 24/7 network traffic monitoring. They are constantly monitoring any unauthorized access or egress from our private Tulsa Public Schools network to the public internet.

Adira also monitors user credentials for indicators of compromise and can revoke access to keep bad actors from misusing student and staff usernames and passwords.

Adira also provides us with the following services:

- Incident response services (in case of a major cyber incident)
- Internal and external vulnerability scanning and assessments
- Policy development
- Incident response handbook creation and storage
- Cybersecurity consulting (tabletop exercises, technology deployment, governance, risk, and compliance evaluations)

We currently do not get any endpoint protection through Adira

E.81 Kellogg & Sovereign

39. Can I be provided an explanation of what E-rate and Oklahoma Universal Service Fund (OUSF) management services are? How do the reimbursements/discounts work in relation to expenditures?

Universal Service Administrative Company runs the federal **E-rate** program, which provides **discounts on internet, telecom, and network equipment** for schools. Discounts typically range from **20% to 90%**. The percentage is based mainly on:

- Student poverty level (National School Lunch Program eligibility)
- Urban vs. rural status

It could be thought of as, the federal government pays a portion of your eligible technology costs. TPS is 90% discount.

Oklahoma Universal Service Fund is a state-level fund that works alongside E-rate. It supports schools in Oklahoma.

- Key purpose for schools:
Cover costs not paid by E-rate

OUSF could be thought of as, the state helps cover what's left after E-rate. OUSF is usually vendor-driven.

Unlike E-rate (which the district applies for), OUSF often works like this:

- Our district provides documentation (Forms 470/471, bids, etc.)
- Your service provider submits the OUSF funding request
- The state reimburses the provider, not the district directly

So operationally, vendors are heavily involved in OUSF processing.

E-rate allows schools to get either a discount off of their purchase of eligible technology or a reimbursement, based on their district rate, see above. The Information Technology team works with Finance to determine which option makes the most financial sense for the district. Especially since reimbursements can take extended periods of time to receive. As a standard practice, the district takes a discount on services that are paid out of the General Fund (Internet, and MetroE). Other E-rate eligible projects that are paid out of bond are based on a case-by-case basis. Ultimately, it is the vendors choice whether or not discount or reimbursement is utilized. Although most will defer to what the district picks.

E.88 Asbestos Abatement

40. What sites, if any are on this list; or is this for handling necessary abatements when needed and as discovered?

This allows for the abatement associated with routine maintenance as needed and to address the unforeseen abatement discovered during renovation projects.

41. When immediate safety and exposure is not a concern, will abatement be performed during summer or breaks to limit exposure and disruption to the learning environment?

All abatement activities are scheduled after hours, during breaks, and/or over the summer months to minimize disruption to school operations. Work is conducted in full compliance with all applicable federal, state and local regulations, including required safety protocols, containment procedures, air quality standards and regulatory compliance.

E.105 Parade Participation

42. Do we no longer participate in Pride?

The District has been unable to participate in the Pride parade since it was rescheduled to October, as it now coincides with the Native American Parade. With only one float available, there is insufficient time to transition between themes within the same weekend, limiting the District's ability to participate in both events.

E.88 Asbestos, E.89 Building Management, E.59 Cafeteria Equipment, E.92 Concrete, E.93 Electrical, E.94, E.100, E.101, E.102, E.107, and E.109

43. Are the building funds part of the general fund?

Building Fund is a separate fund from the General Fund. General fund is used for the day-to-day instructional and operating needs of the district - supporting people, programs and daily services. The Chief Financial Officer covers the breakdown of these funds revenues and expenditures to the Board of Education as part of their quarterly report.

44. How do you determine whether to use bond funds vs. buildings, child nutrition, etc?

Title 70 establishes what each fund may be used for. Child nutrition funds pay for expenditures tied to meal service - food, beverages and child nutrition staff. Building fund is used for repairing/maintaining school buildings, purchasing furniture and fixtures, utilities, property insurance and expenditures that support facilities. Bond funds are leveraged for items approved in the bond resolution and meet a criteria of a long term capital expenditures for replacement or repairs of permanent building systems, property, plant and related equipment.