

THE BOARD OF EDUCATION OF INDEPENDENT SCHOOL DISTRICT NUMBER ONE
OF TULSA COUNTY, OKLAHOMA
MINUTES OF THE SPECIAL MEETING OF MAY 23, 2019

A special meeting of the Board of Education of Independent School District Number One of Tulsa County, Oklahoma was held on May 23, 2019, commencing at 5:00 p.m. in the Selman Room, ground floor, of the Charles C. Mason Education Service Center, 3027 South 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. (2001), § 311.5 and by posting the attached agenda and recommendations of the Superintendent of Schools in prominent public view on the inside of the enclosed glass display case on the outside wall at the main door of said Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma, on May 21, 2019, at 4:30 p.m., pursuant to the provisions of Title 25, O.S. (2001), § 311.9.

PRESENT: Ruth Ann Fate
Brian Hosmer
Shawna Keller
Jennettie Marshall
Suzanne Schreiber
Jania Wester
Stacey Woolley

ABSENT: None

Ms. Shawna Keller, president of the Board of Education, called the meeting to order and declared that a quorum of the Board was present; therefore, the meeting was qualified to consider the agenda items. President Keller led the flag salute.

President Keller called for a motion to approve the consent agenda, and she explained that these items were scheduled for approval on the May 20, 2019, regularly scheduled meeting of the board that had been cancelled because of weather. **Ms. Suzanne Schreiber made a motion to approve the consent agenda, and the motion was seconded by Ms. Jania Wester. President Keller called for the vote and the motion passed by the following vote:** AYE: Jania Wester, Stacey Woolley, Suzanne Schreiber, Jennettie Marshall, Brian Hosmer, Ruth Ann Fate, and Shawna Keller; NAY: None; ABSTAIN: None; ABSENT: None.

C. PRESENTATION OF SUPERINTENDENT'S RECOMMENDATION FOR A REORGANIZATION AND DUE PROCESS HEARING FOR EMPLOYEE WHO REQUESTED A HEARING – KEENAN MEADORS

President Keller read a statement (**attached**) declaring that the reason for the meeting was to allow the superintendent to present her recommendation for a reorganization and to conduct a hearing for Keenan Meadors on the superintendent's recommendation for the elimination of his position and the nonrenewal of his employment contract for the 2019-2020 fiscal year. The superintendent's presentation will cover all positions that she is recommending for elimination. Mr. Eric Wade was the representative for the Superintendent; and Officer Keenan Meadors was represented by Mr. Ed McIntosh.

President Keller asked counsel to identify any witnesses that would be called to testify at the meeting so that they could be sworn in. Mr. Eric Wade responded that he would call Chief Talent and Learning Officer Devin Fletcher, Chief Information and Analytics Officer Stephen Fedore, and Chief Operations Officer Jorge Robles. Mr. Ed McIntosh responded that his only witness would be Officer Keenan Meadors. Witnesses were sworn in by President Keller.

President Keller asked that any exhibits to be used during the hearing be identified. Mr. Wade offered Superintendent's exhibits numbered 1 through 10. Mr. McIntosh offered Officer Meadors' exhibits numbered 1-A, 1-B, 1-C, 3, 4, and 5. There were no objections and the exhibits were accepted into evidence.

Opening statements were made first by Superintendent Gist followed by Mr. McIntosh.

Mr. Wade called the following witnesses for the administration. The witnesses were questioned by Mr. Wade, cross-examined by Officer Meadors and Mr. Ed McIntosh, and questioned by members of the board.

Mr. Devin Fletcher – Chief Talent and Learning Officer (cross-examined by Officer Meadors)

Mr. Stephen Fedore – Chief Information and Analytics Officer (not cross-examined by Officer Meadors)

Mr. Jorge Robles – Chief Operations Officer (cross-examined by Mr. McIntosh and Officer Meadors)

The meeting recessed from 6:37 to 6:45 p.m.

Mr. Ed McIntosh called Officer Keenan Meadors. Mr. Meadors was questioned by Mr. McIntosh and members of the Board. There was no cross-examination by Mr. Wade.

There was no rebuttal evidence presented by the Superintendent.

The meeting recessed from 8:29 to 8:43 p.m.

Closing arguments were made by Mr. McIntosh followed by Mr. Wade. Officer Meadors asked and was allowed to make additional closing arguments, which was followed by additional closing arguments by Mr. Wade.

Ms. Suzanne Schreiber made a motion to convene in executive session to discuss and deliberate on the possible elimination of positions and possible non-reemployment of the individuals holding those positions, pursuant to Title 25, Section 307(B)(1) of the Oklahoma Statutes. The motion was seconded by Ms. Ruth Ann Fate and passed by the following vote: AYE: Jania Wester, Stacey Woolley, Suzanne Schreiber, Jennettie Marshall, Brian Hosmer, Ruth Ann Fate, and Shawna Keller; NAY: None; ABSTAIN: None; ABSENT: None.

At 9:50 p.m., the Board of Education adjourned to executive session in Room 200A.

At 11:35 p.m., the Board of Education acknowledged its return to open session upon a motion made by Dr. Brian Hosmer and seconded by Ms. Jania Wester. The motion passed by the following vote: AYE: Jania Wester, Stacey Woolley, Suzanne Schreiber, Jennettie Marshall, Brian Hosmer, Ruth Ann Fate, and Shawna Keller; NAY: None; ABSTAIN: None; ABSENT: None.

Executive Session Minute

President Keller stated that during the executive session, the Board of Education discussed and deliberated on the possible elimination of positions and possible non-reemployment of the individuals holding those positions, pursuant to Title 25, Section 307(B)(1) of the Oklahoma Statutes, and all of the members present at this meeting were present in the executive session. Ms. Keller said that nothing else was discussed or occurred in executive session. This statement will constitute the minutes of the executive session.

President Keller called for a motion to vote to accept or reject the Superintendent's recommendation to eliminate specific positions and non-renew the employment of the individuals, if any, holding those positions for the 2019-2020 school year, and a recitation of the findings of fact upon which the decision is based.

Ms. Suzanne Schreiber made the following motion.

I move, based on the evidence presented at this hearing, that the Board of Education adopt the following findings of fact and implement the following action:

1. The Superintendent has made a recommendation for the elimination of 179 district office positions. Of the positions to be eliminated, 70 positions are currently vacant

or will be vacant on or before June 30, 2019, as a result of resignations or retirements, and 60 are filled with employees not subject to non-reemployment because they are continuing teacher contracts. The remaining 49 positions are presently staffed with either certified or non-certified employees. The Superintendent further recommends the non-employment of the individuals holding those 49 positions. Each of these employees was provided notice of the Superintendent's recommendation and offered a hearing before the Board of Education to challenge the recommendation.

2. Of the employees whose positions are recommended for elimination and contract nonrenewal, there is one support employee, Keenan Meadors, who requested a hearing to challenge the Superintendent's recommendation to eliminate his position as Campus Police Officer and non-reemploy him for the 2019-2020 fiscal school year.
3. The reason for the Superintendent's recommendation for the elimination of positions is the need to improve the district's ability to deliver the highest quality services to the schools in the most efficient manner possible. The cause for non-reemployment of individuals holding those positions is a lack of work due to the elimination of their positions.
4. The board has reviewed the Superintendent's written recommendation dated April 23, 2019, and finds, based on the evidence presented at this hearing, that it sets out sufficient justification for a reorganization as recommended by the Superintendent.
5. The Board finds that the Superintendent's written recommendation for the elimination of the 179 positions identified on Superintendent's Exhibit 3, which is incorporated herein by reference, and the non-reemployment of the 49 individuals identified on Exhibit 3, including Officer Keenan Meadors and all employees who did not request a hearing and is made in good faith in order to improve the services provided to schools.
6. Based on the foregoing, good cause exists for the elimination of each of the 179 positions identified on Exhibit 3, and the nonrenewal of the employment contracts of the 49 individuals identified on Exhibit 3, including Officer Keenan Meadors and all employees who did not request a hearing, for the 2019-2020 fiscal year.
7. All employees whose positions have been eliminated and contracts non-renewed for the 2019-2020 fiscal year are strongly encouraged by the board to apply for any vacant or newly created position for which they believe they are qualified.

The motion to uphold the superintendent's recommendation was seconded by Ms. Ruth Ann Fate. Following comments from members of the Board, **President Keller called for the vote and the motion passed by the following vote:** AYE: Jania Wester, Stacey Woolley, Suzanne Schreiber, Brian Hosmer, Ruth Ann Fate, and Shawna Keller; NAY: Jennettie Marshall; ABSTAIN: None; ABSENT: None.

A motion was made by Ms. Ruth Ann Fate and seconded by Ms. Jania Wester to approve the creation and funding of new positions identified in the supporting

information, effective July 1, 2019. The motion passed by the following vote: AYE: Jania Wester, Stacey Woolley, Suzanne Schreiber, Jennettie Marshall, Brian Hosmer, Ruth Ann Fate, and Shawna Keller; NAY: None; ABSTAIN: None; ABSENT: None.

A motion was made by Ms. Jania Wester and seconded Ms. Ruth Ann Fate to enter into a resignation agreement with John W. Williams and to authorize its execution by the Board President and Board Clerk. The motion passed by the following vote: AYE: Jania Wester, Stacey Woolley, Suzanne Schreiber, Jennettie Marshall, Brian Hosmer, Ruth Ann Fate, and Shawna Keller; NAY: None; ABSTAIN: None; ABSENT: None.

President Keller announced that the next regularly scheduled meeting of the Board of Education would be held on Monday, June 3, 2019, 6:30 p.m. in the Cheryl Selman Room at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

There being no further business to come before the Board, the meeting was adjourned at 11:44 p.m. on a motion made by Ms. Jania Wester and seconded by Dr. Brian Hosmer. The motion passed by the following vote: AYE: Jania Wester, Stacey Woolley, Suzanne Schreiber, Brian Hosmer, Ruth Ann Fate, and Shawna Keller; NAY: Jennettie Marshall; ABSTAIN: None; ABSENT: None.

Let the record show the meeting was digitally recorded. The recording is on file as a matter of record.

Attorney for the School District

President, Board of Education

Superintendent of Schools

Deputy Clerk, Board of Education

