



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

MINUTES OF THE SPECIAL MEETING OF TUESDAY, MARCH 24, 2026

A special meeting of the Board of Education of Independent School District Number One of Tulsa County, Oklahoma, was held on Tuesday, March 24, 2026 commencing at 4:04 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 3:47 p.m. and at 3:40 p.m. at tulsaschools.org on March 23, 2026, pursuant to the provisions of Title 25, O.S., § 311 (A)(9).

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

Absent: Stacey Woolley

A. OPENING EXERCISES

1. Call to order and confirm that a quorum of the Board is present.
2. Flag salute

B. PRESENTATION OF SUPERINTENDENT'S RECOMMENDATION FOR A REORGANIZATION AND DUE PROCESS HEARING FOR EMPLOYEE WHO REQUESTED A HEARING - MR. JOHN MARTIN, ENERGY EDUCATION SPECIALIST

1. Statement of procedures by Board President.

Board President Lamkin stated that the purpose of the meeting was to allow the superintendent to present her recommendation for a reorganization and to conduct a hearing for Mr. John Martin on the superintendent's recommendation for the elimination of his position and the nonrenewal of his employment for the 2026-2027 fiscal year. The superintendent's presentation will cover all positions that she is recommending for elimination. Ms. Lamkin shared that Mr. John Martin was challenging the recommendation as it relates to his position, and that the duty of the Board was to hear relevant evidence and determine whether there is sufficient cause for a reorganization. If so, they would decide whether to eliminate the positions recommended by the superintendent and non-reemploy the individuals holding those positions for the 2026-2027 school year.

Superintendent Johnson represented by General Counsel James Murray identified the district witnesses as Superintendent Johnson, Kristin Stephens, Tasha Johnson, Sean Berkstresser, Erin Armstrong, Joe Jennings, and Sue Ann Bell.

Mr. John Martin indicated that he was representing himself and identified no witnesses.

The parties were then asked to identify exhibits for the hearing. The District as well as Mr. Martin presented exhibits.

2. Opening statement by Superintendent, Superintendent's designee or representative (limited to 10 minutes)

Mr. James Murray presented the opening statement, on behalf of Superintendent Johnson, recommending a reduction in force.

3. Opening Statement by Mr. John Martin or their designee or representative (limited to 10 minutes)

Mr. Martin presented his opening statement.

4. Presentation of Superintendent's evidence, followed by cross-examination of witnesses by Mr. John Martin or their designee or representative, and questions by members of the Board of Education.

Superintendent Johnson shared a presentation that included evidence of the budget deficit and the financial need for reducing costs in support of the recommendation for a reduction in force. She introduced her witnesses, Ebony Johnson, Kristin Stephens, Tasha

Johnson, Sean Berkstresser, Erin Armstrong, Joe Jennings, Sue Ann Bell, and Kathy Dodd, who testified to their area of expertise, the need for fiscal cuts, and their collaborative work to arrive to the district recommendation for a reduction in force.

Superintendent Johnson and District witnesses answered questions from the Board. Erin Armstrong and Kathy Dodd were added as witnesses later in the hearing and they were sworn in before their testimony.

Mr. Martin had an opportunity to cross examine the witnesses of the District.

5. Presentation of Mr. John Martin's evidence, followed by cross-examination of witnesses by Superintendent, Superintendent's designee or representative, and questions by members of the Board of Education.

Mr. Martin presented his evidence and answered questions from the Board. The District had an opportunity to cross examine Mr. John Martin.

6. Presentation of rebuttal evidence, if any, by Superintendent or Superintendent's designee or representative.
7. Presentation of surrebuttal evidence, if any, by Mr. John Martin or their designee or representative.

Ms. Lamkin left the meeting at 5:28 p.m.

8. Closing arguments by Mr. John Martin or their designee or representative.
Mr. Martin presented his closing arguments.
9. Closing arguments by Superintendent or Superintendent's designee or representative.
Mr. James Murray presented closing arguments on behalf of the District.

10. Executive Session

Discussion, consideration and possible motion and vote 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.

Moved by: John Croisant; seconded by: Sarah Smith

Aye: E'Lena Ashley, John Croisant, Kyra Carby, Calvin Moniz, and Sarah Smith

Absent: Stacey Woolley and Susan Lamkin

Carried 5-0

The executive session commenced at 5:14 p.m. The Board returned to open session at 6:56 p.m.

11. Open Session

Motion and vote to acknowledge return to open session

Moved by: John Croisant; seconded by: Kyra Carby

Aye: E'Lena Ashley, John Croisant, Kyra Carby, Calvin Moniz, and Sarah Smith

Absent: Stacey Woolley and Susan Lamkin

Carried 5-0

12. Statement by Board President of executive session minute.

Board President Lamkin stated, "During 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. All of the members present at this meeting were present in the executive session. Nothing else was discussed or occurred in executive session. This statement will constitute the minutes of the executive session."

13. Superintendent's recommendation of elimination of specific positions and non-renew employment of individuals as listed.

[Proposed Eliminations and Position Unfunding - 03.24.2026.docx](#) 

Discussion, consideration and possible motion and vote to accept or reject the Superintendent's recommendation to, effective July 1, 2026, eliminate specific positions and non-renew the employment of the individuals, if any, holding those positions, and recitation of findings of facts upon which the decision is based.

Board Member Croisant made the motion, based on the evidence presented at the hearing, that the Board of Education adopt the following findings of fact and implement the following action: The Superintendent has made a recommendation for the elimination of 89 District positions. Of the positions proposed to be eliminated, 39 positions are currently vacant, and 50 are presently staffed with either certified or noncertified employees, with two of those employees set to retire.

The Superintendent further recommends the non-reemployment of the individuals holding the 48 positions that do not have an expected retirement. Each of these employees were provided notice of the superintendent's recommendation and offered a hearing before the Board of Education to challenge the recommendation. Of the employees whose position was recommended for elimination and contract nonrenewal, one support contract employee, John Martin, requested a hearing to challenge the Superintendent's recommendation to eliminate his position as Energy Education Specialist and not renew his contract for the 2026-2027 fiscal year.

The reason for the Superintendent's recommendation for the elimination of the positions is the need to reduce the budget deficit the District faces. The cause for nonreemployment of individuals holding those positions is a lack of work due to the elimination of their positions.

In making a recommendation for a reorganization, the Superintendent and her leadership team critically evaluated the quality of the services provided to the schools and families identified changes in functional areas that would improve services, and develop positions with responsibilities and expectations designed to achieve change, deliver better support, and empower schools.

The Board has reviewed the Superintendent's recommendation dated February 23, 2026, identified as Superintendent's Exhibit 001-004, and finds, based on the evidence presented at this hearing, that it sets out sufficient justification for a reduction in force and reorganization as recommended by the Superintendent.

The Board further finds that the Superintendent's written recommendation for the elimination of the 89 positions, as identified, in the Superintendent's Exhibit 007-009, which are incorporated herein by reference, and the nonreemployment of the 48 individuals identified in Superintendent's Exhibit 007-009, including Mr. John Martin and all employees that did not request a hearing, is supported by a preponderance of the evidence and is made in good faith in order to maintain the fiscal responsibility in Tulsa Public Schools.

Based on the foregoing, good cause exists for the elimination of each of the positions identified on Superintendent's Exhibit 007-009 and the nonrenewal of the employment contracts of the 48 individuals identified in the Superintendent's Exhibit 007-009, including Mr. John Martin and all employees who did not request a hearing, for the 2026-2027 fiscal year.

All employees whose positions have been eliminated and contracts nonrenewed for the 2026-2027 fiscal year are strongly encouraged by the Board to apply for any vacant or newly created positions for which they believe they are qualified.

Moved by: John Croisant; seconded by: Sarah Smith

Aye: E'Lena Ashley, John Croisant, Kyra Carby, Calvin Moniz, and Sarah Smith

Absent: Stacey Woolley and Susan Lamkin

Carried 5-0

C. SUPERINTENDENT'S RECOMMENDATION

1. Creation of Positions

[Creation of Positions - 3.24.26.docx](#) 

Approve the creation and funding of new positions identified in the supplemental material accompanying this agenda item as necessary supports for the District's service to students and schools in the current financial setting. Action taken relates to create items only; deletions and proposed unfunds are included for reference only.

Moved by: John Croisant; seconded by: Kyra Carby

Aye: John Croisant, Kyra Carby, Calvin Moniz, Sarah Smith, and E'Lena Ashley

Absent: Stacey Woolley and Susan Lamkin

Carried 5-0

2. Employee Resignations

Motion and vote on motion to accept any employee resignations that have been submitted since the posting of the agenda. (The Board of Education reserves the right, pursuant to Title 25, Section 307(B)(1), to vote to go into executive session to discuss any tendered resignation.)

There was no action taken on this item.

D. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, April 6, 2026 at 5:30 p.m.

E. ADJOURNMENT

The meeting adjourned at 6:30 p.m.



Attorney for the School District



President, Board of Education



Superintendent of Schools



Clerk, Board of Education