



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

MINUTES OF THE SPECIAL MEETING OF FRIDAY, MAY 1, 2026

A special meeting of the Board of Education of Independent School District Number One of Tulsa County, Oklahoma, was held on Friday, May 1, 2026 commencing at 9:38 a.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 9:23 a.m. and at tulsaschools.org at 9:11 a.m. on April 30, 2026, pursuant to the provisions of Title 25, O.S., § 311 (A)(9).

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

Absent: Connie Dodson

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 REDUCTION IN FORCE AND DUE PROCESS HEARING FOR EMPLOYEES LISTED AS HEARING PARTICIPANTS IN ATTACHMENT "A" TO THE AGENDA

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 reduction in force and due process hearing for employees listed as hearing participants in attachment A of the agenda. She noted that the hearing participants listed on the agenda were challenging the recommendation as it relates to their positions.

She also shared that the duty of the Board is to hear relevant evidence and determine whether there is sufficient cause for a reduction in force and a vote to approve the recommendations in agenda item B.13.

Superintendent Johnson represented by General Counsel James Murray identified the district witnesses as Superintendent Johnson, Kristin Stephens, Tasha Johnson, Sean Berkstresser, Erin Armstrong, Gena Koster.

The following hearing participants present at the meeting identified Kate Baker of Oklahoma Education Association as their representative. Malissa Capps, Jennifer Diggs, Jamie Stika, Ebony Hart, and Annmarie Remus.

Hearing participants Sherry Rooks and Hector Ultreras served as their own representatives.

All witnesses present at the meeting were sworn in. Dr. Johnson presented exhibits 001-129. Representative Kate Baker requested a recess to make copies of the hearing participants exhibits.

The meeting was recessed from 9:53-10:41 a.m.

2. Opening statement by Superintendent, Superintendent's designee or representative (limited to 5 minutes).
Mr. James Murray presented the opening statement, on behalf of Superintendent Johnson, recommending a reduction in force.
3. Opening statement by hearing participants (including teachers and support employees) or their designees or representatives in the order listed in Attachment "A" (limited to 5

minutes per hearing participant).

4. Presentation of Superintendent's evidence, followed by cross-examination of witnesses by hearing participants or their designees or representatives in the order listed in Attachment "A," and questions by members of the Board of Education.

Mr. Murray called each of the following witnesses of the superintendent to the witness stand. Mr. Berkstresser, Ms. Stephens, Ms. Johnson, Ms. Armstrong, and Dr. Koster. They answered questions of Mr. Murray and Ms. Baker, Ms. Rooks, and Mr. Ultreras were given an opportunity to cross examine.

Mr. Murray presented exhibits 001-129 on behalf of Superintendent Johnson. There were no objections.

Hector Ultreras left the meeting at 11:24 a.m.

The meeting recessed for lunch from 11:57 a.m. - 12:37 p.m.

5. Presentation of hearing participants' evidence in the order listed in Attachment "A," followed by cross-examination of witnesses by Superintendent, Superintendent's designee or representative, and questions by members of the Board of Education.

Ms. Baker, Ms. Rooks, and Mr. Ultreras presented their evidence. There were no objections. Mr. Murray requested that Ms. Kate Baker's evidence be clearly marked and identified to allow for referencing.

Ms. Baker examined her witnesses and presented her evidence. The District had an opportunity to cross examine. Ms. Rooks presented her evidence and testimony and the District was given the opportunity to cross examine.

The meeting recessed for lunch from 11:57-12:37 p.m.

6. Presentation of rebuttal evidence by Superintendent or Superintendent's designee or representative.
7. Presentation of surrebuttal evidence by hearing participants or their designees or representatives.
8. Closing arguments by Superintendent or Superintendent's designee or representative (limited to 5 minutes per hearing participant).

Mr. James Murray presented the Superintendent's closing arguments.

9. Closing arguments by hearing participants or their designees or representatives (limited to 5 minutes per hearing participant).

The meeting was recessed from 2:26-2:33 p.m.

Ms. Kate Baker presented the closing arguments on behalf of the hearing participants that she was representing. Ms. Rooks presented her closing arguments.

10. Executive Session

Motion, second, and vote on motion to convene in executive session as authorized by Title 25, Section 307(B)(1) of the Oklahoma Statutes to discuss and deliberate on the specific

reduction in force recommendations contained within Attachment “A” to the agenda, namely: the possible elimination of identified positions; possible nonrenewal of the identified employment contracts; possible nonreemployment of the identified employees; and the possible employment of the individuals identified on Attachment “A” as “Teacher-Employees” pursuant to the District’s standard 10-month, certified classroom teaching contracts.

Moved by: John Croisant; seconded by: Calvin Moniz

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

Absent: Connie Dodson

Carried 6-0

The Board members in attendance and Eric Wade of Rosenstein, Fist, & Ringold entered executive session at 8:49 p.m.

11. Open Session

Motion and vote to acknowledge return to open session.

Moved by: John Croisant; seconded by: Calvin Moniz

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

Absent: Connie Dodson

Carried 6-0

The open session of the meeting resumed at 9:45 p.m.

12. Statement by Board President of executive session minute.

Board President Susan Lamkin stated, "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. 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 reduction in force as described in Attachment "A" to the Agenda.

Discussion, consideration and possible motion and vote to accept or reject the Superintendent's recommendation to, effective July 1, 2026, (a) eliminate the identified 12-month district office positions held by certified teachers and identified as Teacher-Employees on Attachment “A” to the agenda; (b) nonrenew the corresponding 12-month employment contracts for those Teacher-Employees; (c) acknowledge the employment of the identified Teacher-Employees pursuant to standard 10-month classroom teaching contracts; and (d) eliminate specific support and certified administrator positions identified on Attachment “A” to the agenda, and non-renew the employment of the support and certified administrator employees holding these positions; and recitation of findings of fact upon which the decision is based.

Board Member Croisant made a motion to reject the Superintendent's recommendation for a reduction in force on the grounds, that there should not be reductions to funding for

special education in Tulsa Public Schools, but the Board requests that the Superintendent and her team bring a new recommendation for a restructuring of special education services, without cuts to funding, to better serve students with special needs. Mr. Calvin Moniz seconded the motion.

Moved by: John Croisant; seconded by: Calvin Moniz

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

Absent: Connie Dodson

Carried 6-0

[ATTACHMENT A.pdf](#) 

C. SUPERINTENDENT'S RECOMMENDATION

1. Creation of Positions

Approve the creation and funding of new positions identified in the supplemental material accompanying this agenda ("Attachment B") as necessary supports for the District's service to students and schools in the current financial setting.

There was no board action taken on agenda item C.1.

2. Employee Resignations

Motion, second, 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.)

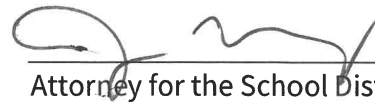
There was no board action taken on agenda item C.2.

D. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, May 4, 2026 at 5:30 p.m.

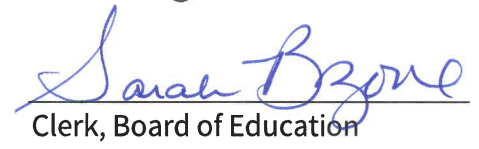
E. ADJOURNMENT

The meeting adjourned at 9:50 p.m.


Attorney for the School District


President, Board of Education


Superintendent of Schools


Clerk, Board of Education