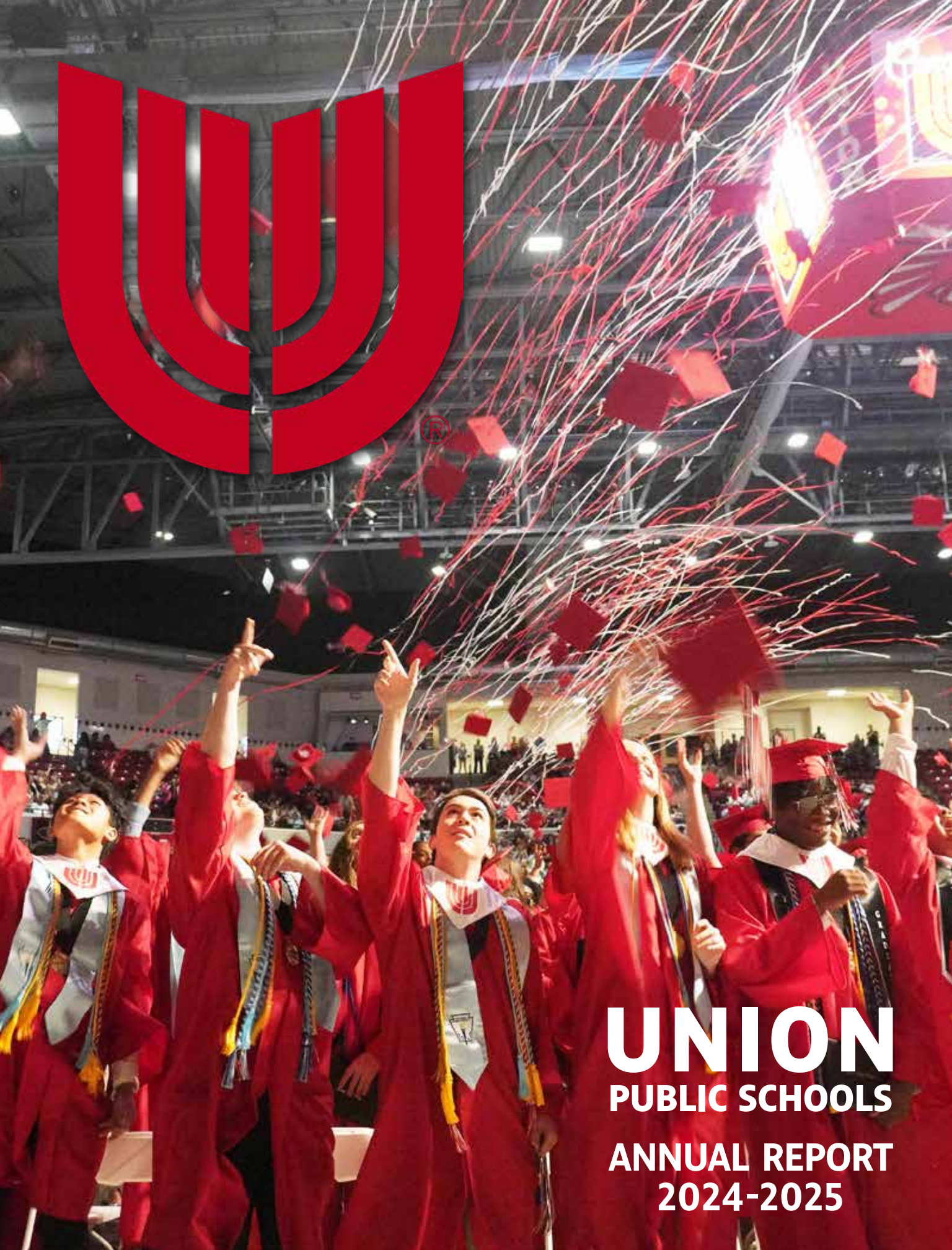


UNION
PUBLIC SCHOOLS

ANNUAL REPORT
2024-2025

Our Mission:

To GRADUATE 100% of our students, college and career READY.


UNION
14

Union Public Schools, the 8th largest school district in Oklahoma, had a total enrollment of 14,950 students in grades Pre-K – 12 during the 2024-25 school year. The district's 19 school sites – 13 elementary schools, five secondary and an early childhood center – are a showcase for academic excellence and innovation in public education, located in southeast Tulsa and northwest Broken Arrow.

At Union, we believe that every student has the right to a high-quality public education, and we are committed to our mission of "100% Graduation, College and Career-Ready." Our collective vision is one of "REACHING — ENGAGING — and INSPIRING."

The district's strengths in early childhood, community schools, STEM (Science, Technology, Engineering and Math), and college and career readiness continue to power us forward into the future. We have made some minor adjustments to our district's instructional philosophy, which we call the Core Four: Hope, engagement, relevance, and critical thinking.

Union continues to adapt to the changing needs of our community and students. The transformation of our 6th and 7th Grade Center, the centerpiece of our most recent bond campaign, is well underway. We are deeply invested in student engagement and developing new programming – including the expansion of our Construction Academy, a new Aerospace Academy and the genesis of a Medical Academy – providing our students with even more pathways to success.



Union Public Schools Annual Report 2024-25 is published by
the Union Communications Department:
Chief Communications Officer *Chris Payne, APR, Fellow PRSA*
Webmaster/Photographer *Michael Vore*
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Executive Administrative Assistant **for Communications and Board of Education** *Michelle Hinkle*

“Union shows what can be achieved when a public school system takes the time to invest in a culture of high expectations, recruit top-flight professionals and develop ties between schools and the community.”

– David L. Kirp, University of California, Berkley, professor and senior fellow at the Learning Policy Institute, writing for The New York Times

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UNION
CODEWIZ



Dear Union Patrons,

As we reflect upon our achievements of the 2024-25 school year, I think you will agree that Union is a district like no other. The work that we do matters deeply for every child, as teaching and education are a sacred responsibility, one that we do not take lightly.

United in our mission of "100% Graduation, College & Career-Ready," our teachers, custodians and bus drivers – literally, every employee – understand that we all play a role in student success. It is our hope that the small fires we light individually will spark some measure of creativity, curiosity and a drive in our students to become their best selves.

I hope you enjoy this 2024-25 Annual Report. I am so pleased by the many achievements of our talented students and staff. I think you will agree that we have an abundance of blessings and much to be thankful for.

From Union's Indoor Drumline earning a State Championship and 7th Place at the World Championships to Boys Basketball Coach Rudy Garcia capping an incredible career with a tremendous run at the 6A state title game and multiple "Coach of the Year" accolades; to the expansion of academy classes for Construction, Aerospace, HVAC, Medical and Future Educators, Union continues to blaze new trails and break records.

We appreciate your support as we continue to light the way for our amazing students.

Sincerely,

John Federline, Ed.D., Superintendent

2024-2025 BOARD OF EDUCATION



John Federline, Ed.D.
Superintendent



Joey Reyes
District #1 2021-2026



Dr. Chris McNeil
District #2 2022-2027



Heather McAdams
District #3 2023-2028



Stacey Roemerman
District #4 2024-2029



Steve Nguyen
District #5 2024-2025

2024-2025 PRINCIPALS

Andersen Elementary ..... Bethany Harper
Boevers Elementary ..... Dr. Leedy Smith
Cedar Ridge Elementary ..... Michele Spencer
Clark Elementary ..... Alicia Ewing
Darnaby Elementary ..... Chris Reynolds
Grove Elementary ..... Randi Aubertine
Jarman Elementary ..... Shawna Graham
Jefferson Elementary ..... Teresa Besses
McAuliffe Elementary ..... Jennifer McKnight
Moore Elementary ..... Becky King
Ochoa Elementary ..... Shana Harris
Peters Elementary ..... Tracy Weese
Rosa Parks Elementary ..... Heather Federline
Rosa Parks ECEC ..... Alycia Pennington
6th Grade Center ..... Tammy Ward
7th Grade Center ..... Crystal Pounds
8th Grade Center ..... Michelle Cundy
Freshman Academy ..... Briane Grass
High School - Principal ..... Beau Brannon
High School - Associate Principal ..... John Chargois
Alternative School ..... Chris Ducker

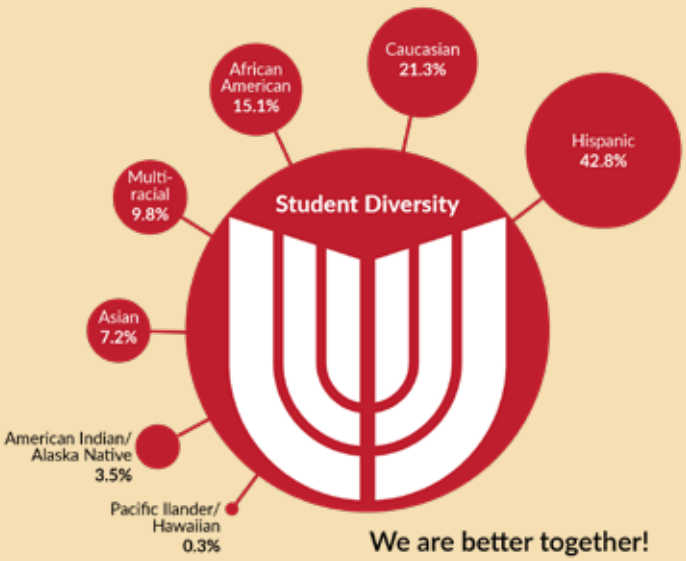
2024-2025 ADMINISTRATORS

Superintendent	Dr. John Federline
Chief Financial Officer/Treasurer	Dr. Trish Williams
Associate Superintendent	Charlie Bushyhead
Associate Superintendent	Sandi Calvin
Chief Communications Officer	Chris Payne
Senior Executive Director of Research, Design and Assessment	Dr. Todd Nelson
Executive Director of Technology	Todd Borland
Executive Director of Instructional Technology	Gart Morris
Executive Director of Human Resources	Jay Loegering
Executive Director of Elementary Education	Theresa Kiger
Executive Director of Secondary Education	Dr. Kenneth Moore
Executive Director of Special Services	Dr. Lindsay Smith
Director of Enrollment Services	Kelly Brassfield
Director of Professional Learning	Chasity Gray
Director of English Learners Program	Amy Smith
Director of Fine Arts	Dr. Matthew McCready
Director of Bands	Charles Pisarra
Director of Athletics	Emily Barkley
Director of Hope/Guidance/SEL	Scott Pennington
Director of Human Resources	Melissa Brock
Director of Federal Programs	Christine Gonzales
Director of Accounting	Lindsey Yandell
Director of Financial Reporting/Treasury	Jessica Wright
Director of Payroll	Christine Andrews
Director of Purchasing and Supply Management	Kurt Frentzel
Director of Construction Services	Fred Isaacs
Director of Safety and Security	Ty Wardlow
Director of Transportation	Robert Harris
Director of Child Nutrition	Bradyn Powell
Director of Operations	Dr. Josh Robinson
Director of College and Career Center	Dr. Marla Robinson
Director of Union Adult Learning Center	Dr. Amy McCready



STUDENT STATISTICS

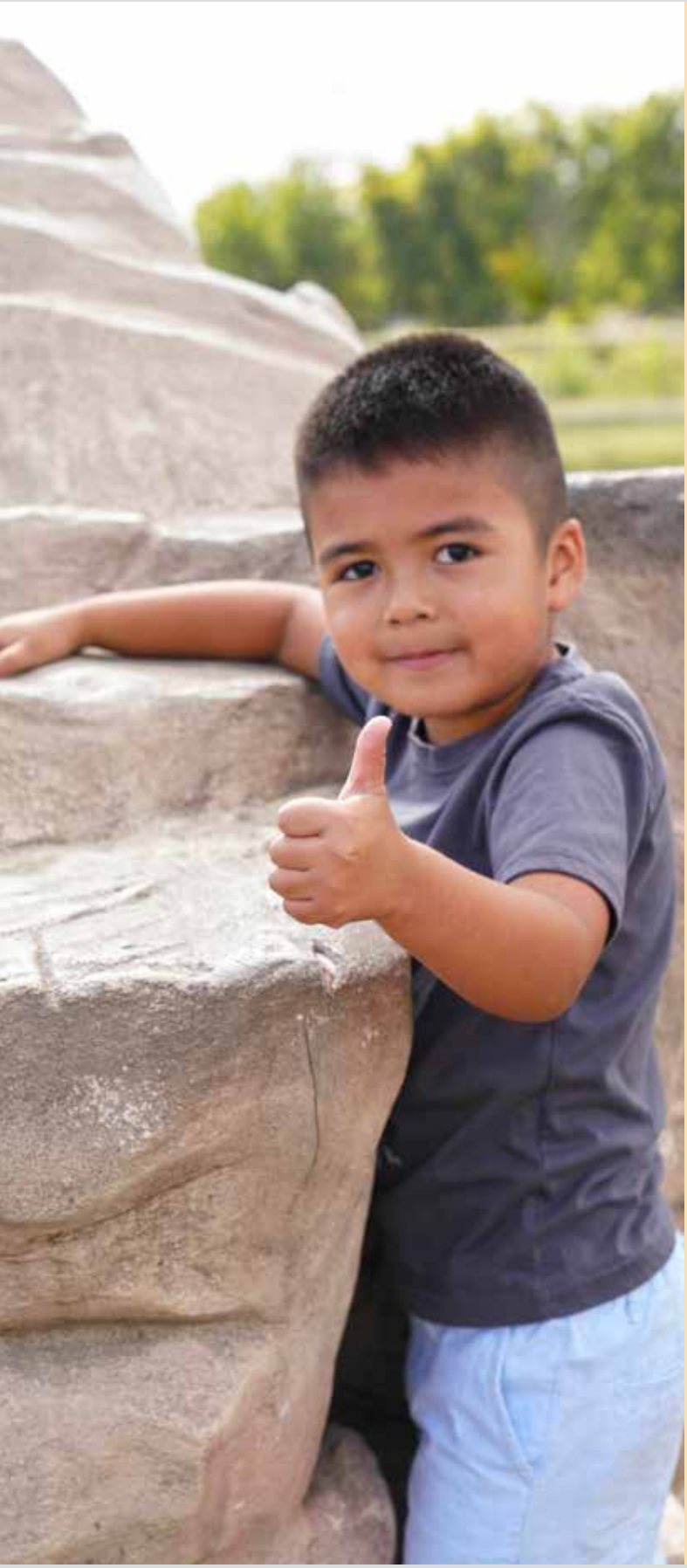
- In 2024-25, Union's enrollment decreased by 29 students (0.2%) over the previous year. In total, Union served 14,950 students – 6,916 at the elementary level and 8,034 in grades 6-12.
- District-wide, 7,432 students (49.7%) were female and 7,521 (50.3%) male.
- In terms of racial origin, 3.5% were American Indian/ Alaska Native, 15.1% African American, 9.8% multi-racial, 0.3% Pacific Islander/Hawaiian, 7.2% Asian, 21.3% Caucasian and 42.8% of Hispanic ethnicity.
- There were 3,114 identified gifted students in grades Pre-K-12, served by a variety of courses, programs and enrichment services.



- Union students take four standardized tests related to college preparation and admission. The participation numbers and results are in the table below.

Test	No. of students	Best score for the year (averaged)
PreACT	1,170	Comp. Score 15.85
ACT	1,254	Comp. Score 17.0
PSAT	181	Total Score 1099
SAT	55	Total Score 1242

- 2,164 students were enrolled in special education.
- English Learner (EL) services were provided to 2,807 elementary and 1,899 secondary students; of these students, 182 became English-proficient and exited the program. Our diverse population spoke more than 60 different languages. Approximately 29% of Union students were English Learners.
- For more than 30 years, Union Public Schools has served the community with an adult basic education program to assist adults through GED/HiSET Preparation classes and/or English language learning for non-native English speakers. During the 2024-25 school year, Union's Adult Basic Education (ABE) program enrolled approximately 1,500 students in these classes.



- Through partnerships with local community agencies, the Union Adult Learning Center (UALC) embraces the opportunity to serve students not only in Tulsa, but also in the neighboring communities of Claremore, Muskogee and Pryor. Partnerships include, but are not limited to, Community Action Project of Tulsa (CAP), Tulsa Technology Center, Rogers State University, Northeast Technology Center - Pryor and Tulsa Community College.

- The Pearson Vue Testing Center housed at the Union Adult Learning Center provided certification testing for individuals in a variety of areas, including Teacher Certification testing and high school equivalency (HSE) testing. Nearly 2,500 HiSet, GED and/or Pearson tests were given during the school year, with approximately 200 individuals earning High School Equivalency diplomas.

- Union's Extended Day Program (EDP) served 657 students at 15 sites.

- Among the children's favorite activities in EDP were outdoor play, center activities and gym games. STEM and STEAM activities including arts and craft shows, making snow globes and silhouettes, door decorating, crochet, flying kites, daily weather forecasting, paper mâché masks, creating dino habitats and a "robotic" arm, raising butterflies and ladybugs, making cards for veterans, a visit from the fire department and making grilled cheese sandwiches. An array of parties included "car wash" foam, bubbles, glow and splash parties and January birthdays for all students. They stayed busy, challenged and happy!

- Our EDP Resource Room provided supplies to make all these
activities happen.

- Students receiving tribal assistance continued to grow. This year we had the opportunity to offer all 15 sites Cherokee Nation childcare assistance. Eleven sites received Muscogee (Creek) assistance. The tribes require that parents first request childcare assistance through their agency before an agreement is extended. We also accept DHS childcare assistance at all sites for those families that qualify.

- Fall and Spring Break camps were a success this year, serving 198 students. We visited Livesay Orchard, the Will Rogers Museum, Philbrook Museum, Incredible Pizza and the Tulsa Zoo.

- Summer camp was full all summer with a waiting list. We served 221 students and stayed busy with STEAM projects daily, as well as swimming, field trips and special visitors.

EMPLOYEE STATISTICS & ACHIEVEMENT

- Dr. John Federline was named Superintendent of Union Public Schools. He assumed his new role on July 1, 2024, and was named in "People to Watch in 2025" by the *Tulsa World*.
- Union employed 1,015 teachers, 913 support personnel and 81 administrators. Of the district's administrators, 89% had a master's degree or higher. Of the teaching and administrative staff, 40.8% held graduate-level degrees – 422 with master's degrees and 19 with doctorates.
- The district welcomed 140 new teachers for the 2024-25 school year.
- The ethnic diversity among the staff was 8% African American, 6% American Indian, 19% Hispanic, 3% Asian and 64% Caucasian/other. Four hundred and forty-seven were male and 1,562 were female.
- Union Public Schools received the Glenn Snider Human Relations Award by the Oklahoma Education Association. This award is presented to the school district, individual or organization best exemplifying the practice of effective human relations and concerns for human rights.
- Christine Gonzales, director of federal programs, and Chasity Gray, director of professional learning, were recognized as "Difference Makers" at the 2025 CCOSA Conference.
- Billy Roe, Union District Network Administrator, was 2024-25 Support Employee of the Year.
- Cory Allen, Andersen Elementary Fifth Grade Teacher, was named District Teacher of the Year.







- Coach Kirk Fridrich resigned as head football coach after 18 years in the position. He led the team to win five 6A state championships in 2008, 2009, 2010, 2011 and 2016. In 2011, he was named Tulsa World State Coach of the Year and Tulsa World Metro Coach of the Year in 2008. He was a four-time winner of the Oklahoma Region 7 Coach of the Year and an 11-time winner of District Coach of the Year. Fridrich was inducted into the Oklahoma Coaches' Association Hall of Fame in 2024.

- Antonio Graham returned to Union as the new head football coach for Union Public Schools on Dec. 11, 2024. A Union graduate (Class of 2005) and former coach, Graham started his coaching career as an assistant to Kirk Fridrich. As a Bill Blankenship-coached Union linebacker, Graham won championship rings in 2002 and 2004. Graham collected additional rings as a Union assistant in 2009, 2010 and 2016; and as a Blankenship assistant at Owasso in 2017 and 2019. Most recently, he was head football coach at Owasso High School.

- Scott Norris was named the new Head Boys Basketball Coach on April 21, 2025, following the retirement of legendary coach Rudy Garcia, who led the program for 30 years. Most recently, Coach Norris served as the Head Boys Basketball Coach at Edmond North High School and helped them capture back-to-back 6A State Championships in 2022 and 2023, a State Runner-Up finish in 2024 and a State Semi Finalist appearance in 2021.

COACH HONORS

Stephanie Blackwell, CMAA, Athletics Coordinator
Oklahoma and Section 6 Selection – Frank Kovaleski Professional Development Award

Dan Newman, Athletic Trainer
Promoted to Associate Athletic Director of Sports Medicine and Performance

Emily Barkley, CMAA, Athletic Director
National Federation of State High School Associatios (NFHS) Citation Award

Joe Redmond, Associate Athletic Director
OIAAA Newcomer Athletic Director of the Year - East





TEACHING & LEARNING

EARLY CHILDHOOD EDUCATION

- One hundred and ninety children participated in the three-year-old program at Rosa Parks Early Childhood Education Center. District-wide, 646 four-year-olds enrolled in Pre-K classes.

- State spending for preschool programs was $187,024,576, a decrease of $10,092,999 (5%), adjusted for inflation. State spending per child enrolled was $4,798 in 2022-23. Oklahoma met 9 of 10 quality standards benchmarks and has achieved universal preschool for four-year-olds. Oklahoma served 67% of the state's 4-year-olds and 6% of 3-year-olds in state-funded preschool, for a total enrollment of 38,982 (a decrease of 258 from the prior year).

- Union's new employee childcare program, The Nest, opened its doors in Aug. 2023 at Rosa Parks Early Childhood Education Center with 44 children enrolled. In 2024-25, 52 children were served.

SCHOOLS

- Union Schools launched the "Be Present to Win" campaign to combat chronic absenteeism, with a goal of reducing it by 7%. Significant progress was made, with 200 fewer students chronically absent during the 2024-25 school year – a decrease of 1.35% district-wide.

- Rocket the Redhawk was revealed as the new costumed mascot for Union High School at the fall pep assembly.

- The Union Teacher Empowerment Program launched in February 2025, made possible by the passing of SB 1256 during the Legislative Session in May 2024. The bill empowers Oklahoma educators by establishing advanced, lead and master teacher certifications, coupled with significant stipends ranging from $3,000 to $10,000.

- Sixty-two Union 8th Grade students were selected to participate in the next cohort of the EDGE Program. This program enables students to obtain a two-year associates degree through Tulsa Community College at the same time they complete their high school degree.









- Union's Native American Program was honored as the Fiscal Year 25 Exemplary Program by Muscogee Nation's Johnson-O'Malley office.

- High School Counselor Sarah Forbes was named a top five finalist for Oklahoma School Counselor of the Year.

- The Redhawk R.I.S.E. (Ready, Independent, Skilled, Empowered) gained momentum during its second academic year, helping individuals with disabilities to transition into adulthood. The program was made possible by the passage of a new Oklahoma law that allows special needs students to stay in school, working on transition skills, until the age of 22.

- Union Virtual served 100 students in grades 5-12 during the 2024-25 school year, with another 1,200 students participating in the blended virtual program at Union High School. Coursework was provided through Flexpoint, Edgenuity and Edynamics.

- Scott Pennington and Jessica Hogaboom of the district's Hope Department are leading an effort to prioritize hope as a way of improving students' overall wellbeing. Union's partner and guide in the effort is University of Oklahoma professor Dr. Chan Hellman, Director of the Hope Research Center at OU-Tulsa.

- Union Special Services hosted the 4th Annual "Choose to Include" event for more than 600 students and their families at Union Tuttle Stadium in May. Choose to Include is a special day for students with significant cognitive and adaptive needs. This year's theme was "Everyone Deserves a Chance to Fly." Students played a variety of activities, including bocce ball, bowling, stomp rocket launchers, the parachute ball game and other fun activities.

- Senior Madeline Bacon was awarded the first Mr. G. Scholarship, in honor of the late Nick Griffith, a teacher who loved and inspired so many students during his time at the Union 6th/7th Grade Center.

- The teachers at Rosa Parks Early Childhood Education Center were selected as the elementary recipients of the "Possibilities in Action" partner award from Union's psychology team.

- Leadership Tulsa toured Darnaby Elementary and the Union Innovation STEM Lab in April to learn more about the school's STEM offerings and Project Lead The Way.

- Seven EDP staff development opportunities were provided at school sites by the University of Oklahoma Center for Early Childhood Professional Development (CECPD). Topics included Guaranteeing a Safe Environment; Building Professionalism in Out-of-School-Time Staff; Planning for Out-of-School-Time Programs; Building Team Spirit; Trauma-Sensitive Practices; Employee Self-Care; and Vector Safety training.

- In-person CPR/First Aid training was offered in small groups. All training was approved for credit through the CECPD. Each staff member is required to take 20-30 hours of training annually.

COMMUNITY SCHOOLS

- During the 2024-2025 school year, Union's ten full-service community schools partnered with over 100 community organizations to meet the diverse needs of students and families. These partnerships provide a range of essential wraparound services, programs, and resources at the school building, ensuring students and families feel safe, supported and engaged.

- Dr. Kenneth Moore, Executive Director of Secondary Schools, talked to visitors from Tahlequah Public Schools about the classes and offerings Union provides at the Union Innovation Lab and toured Ellen Ochoa Elementary to gather information about Community Schools.





Out-of-School-Time (OST) Programs

In collaboration with community partners and teachers, Union offered a variety of academic and enrichment programs for students. Program categories include STEM, Health & Fitness, Fine Arts, Youth Development & Leadership and Academic Support. These programs are offered throughout the school year and summer, with students receiving healthy snacks, access to programs, and transportation. By connecting students with enriching experiences, caring mentors, and opportunities beyond the school day, Union ensures every child is prepared to succeed, supporting the district's mission of "100% graduation, college and career-ready."

During the 2024-2025 school year:

- 2,727 students participated in OST programs at the 6th Grade Center, 7th Grade Center, Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ochoa and Rosa Parks.
- 100% participated at no cost to the family
- Daily average attendance was 89%

The following types of programs were offered:

- 68 STEM programs
- 64 academic and tutoring
- 77 health and wellness
- 52 youth development/leadership
- 63 fine arts



Impact of afterschool programs

The SAYO-Y (Survey of Academic and Youth Outcomes – Youth) survey was administered to students at the end of programs. Overall, students value their afterschool programs as a positive and supportive environment. They enjoy attending programs, feel respected by peers and adults and see the program as a place where they can try new things and grow.

- *Positive Experiences and Belonging*- A strong majority of students, 94%, reported they enjoy coming to the program. Similarly, 91% feel respected by peers. These results suggest the program is fostering a welcoming and inclusive environment.







- *Adult Support and Care*- Students consistently expressed adults play an important role in making the program supportive with 91% reporting adults care about what they think and 79% felt adults listen to their ideas for new activities. Additionally, 88% of students said there is someone at the program who helps support them in reaching their goals. These responses highlight the meaningful connections between staff and students.

- *Opportunities for Growth and Exploration*- OST programs provide a space for exploration and self-discovery as 91% of students said they got to try new things, and 86% agreed coming to programs has helped them find out what they are good at doing and what they like to do. Furthermore, 89% reported setting personal goals for themselves, and 86% said they try new things even if they look hard. These responses indicate the program is encouraging students to develop confidence, resilience, and curiosity.

- *Academic Impact*- 93% of students indicated OST participation helped them do better in school and 95% believing they will graduate, highlighting the academic and developmental value of these experiences.

Early Childhood Programs

- Tulsa City-County Library's Youth Services Department distributed 4,224 books to 495 Pre-K students at Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ochoa and Rosa Parks. This project is funded by the Krueger Charitable Foundation through the Tulsa Library Trust.

- 228 students attended Pre-K Camp, which helps incoming students get ready and excited for Pre-K. This program is supported by Union Schools Education Foundation and Potts Family Foundation.

- 279 students at Boevers, McAuliffe and Ochoa participated in an early childhood music class to increase music competence in young learners. The program was funded by the Oklahoma Arts Council and The bART Center of Music.

Parent and Family Engagement

- There were 343 combined opportunities for parent and family engagement at Union 6/7 Grade Center, Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ochoa and Rosa Parks.

- The combined participation rate for parent-teacher conferences was 91.5% at Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ochoa and Rosa Parks





Comprehensive Supports

Union is committed to connecting students and families to the resources they need.

- 1,250 Union community members were served through Community Health Connection, including two school-based health clinics at Ochoa and Rosa Parks.
- 362 students received new clothing, shoes and hygiene products from Assistance League of Tulsa's signature program, Operation School Bell.
- 276 students received food to take home on weekends through Food Bank of Eastern Oklahoma's Food for Kids Backpack Program.
- 471 individuals received emergency help with food, clothing, hygiene products, coats, etc.
- 445 families received meal assistance during the holidays.
- 818 students received holiday presents in partnership with a variety of community partners, including James Mission and district staff.
- 266 students received mentoring from various community partners.
- 522 students received behavioral and mental health support at the school.
- 4,027 students received free vision screenings through Vizavance.
- 60 students received free eye exams and glasses in partnership with MyEyeDr.
- 2,388 students received free hearing screenings through the University of Tulsa.
- 1,804 students received dental screenings from Woodland Dentistry and Braces.

Community Partner Appreciation Breakfast

Over 300 guests attended Union's annual Community Partner Appreciation breakfast.

Financial Support

Implementing the Community Schools model at Union Public Schools has been made possible by many foundations, funders and supporters.

Asbury Church
Battlecreek Church
Christian Chapel
Church 3434
Church on the Move
Emerson
Explorer Pipeline
Flint Family Foundation
First Baptist
Foundations Church
Gaining Ground
Gelvin Foundation
Global Gardens
M&M Lumber Company
MPW Engineering
NSU College of Education
Paragon Films
Phoenix Financial
Potts Family Foundation
QuikTrip
Rotary Club of Southeast Tulsa
Stan Rickner
Supercado Morelos
SWEP
The Opp
The Park Church
Tulsa Changemakers
Tulsa Debate League
Route 66 Kicks for Kids
Union Schools Education Foundation

STEM (SCIENCE, TECHNOLOGY, ENGINEERING, MATH) CURRICULUM

- Pre-K-5th grade: Project Lead The Way launch modules provide exposure for all three STEM pathways: biomedical, computer science and engineering. Each module offers opportunities for students to solve real-world problems by studying the problem and designing and testing their own solutions.

- Afterschool programming with a STEM focus continues to expand for elementary and middle school students.

- Grades 6-8: Elective classes for students to explore biomedical, computer science and engineering pathways more in depth.

- Grades 9-12: Specialized class offerings for students in the STEM pathway of their choice (20 science, 24 technology, 11 engineering and 15 math).

- Union High School's newly created aerospace program, "Redhawks Take Flight," is helping students realize future college and career pathways in aviation/aerospace. Beginning in the 9th grade, students have the option to take courses in aviation technology, flight systems for aircraft and drones, powerplants, flight instruments, aviation maintenance and flight planning. Graduates have direct-to-employment and transfer credit opportunities, with pathways to further FAA certification.

- Union continues to expand its Construction Academy offerings. In September 2024, Union partnered with OSUIT to add coursework on electrical construction and air conditioning/refrigeration. Students in both programs can earn up to 15 of the 88 college credit hours required to earn an applied associate's degree from OSUIT in Okmulgee, as well as industry-recognized credentials. Courses are taught on campus at Union's Innovation Lab by qualified instructors from OSUIT. The courses and related textbooks, tools and materials are provided at no cost to Union students, thanks to the generous support of the Hardesty Family Foundation.

- Robotics programs are offered for all ages at Union, beginning with several FIRST Lego League groups at the elementary level. The Bazinga Project and Project Agnizab for grades 8-12 are aimed primarily at middle school students, creating our FIRST Tech Challenge robotics team. Both compete to solve real-world problems using STEM and problem-solving skills, learning to work together as a team. Ubotics (Union's High School's Robotics Team for grades 9-12) comes together to design, program and build a robot that meets specific criteria to accomplish tasks in FIRST Robotics Competitions.

- The Darnaby Robotics Team was named State Champions at the VEX IQ State Competition in March of 2025. Team Wall-E took home 1st place in the Robot Skills Challenge, proving their mastery in both driving skills and autonomous coding. Team Roz won the Excellence Award for best overall performance across all categories.





COLLEGE/CAREER READINESS

- 1,047 students graduated in the Class of 2025.
- 2025 Seniors of the Year were Kelis Robinson and Owen Grass.
- For the 13th year in a row, Union Public Schools was recognized by the Oklahoma State Regents for Higher Education as the Oklahoma's Promise 2025 State 6A Champion; 143 seniors from the class of 2024 qualified for the Oklahoma's Promise Scholarship.
- Five high school seniors were named National Merit Finalists (2024-25): Davinia Devaraj, Ava Kinney, Benjamin Tran, Christina Tran and Elisha Tyshchuk.
- Six high school seniors were named National Merit Semifinalists (2024-25): Davinia Devaraj, Red Khanal, Ava Kinney, Benjamin Tran, Christina Tran and Elisha Tyshchuk.
- Seniors Neil Parekh and Esther Sammader were recognized as Commended Students as part of the 2025 National Merit Scholarship Program.
- Eight Class of 2025 students completed more than 200 hours of community service during their four years of high school, earning them the distinction of being recognized as Community Service Graduates: Zanib Ali, Davinia Devaraj, Leah Hemm, Ariba Iqbal, Sanlun Khup, Sholape Osifeso, Oluwajoba Oyedele and Sebastian Resendiz Perez.
- The following 2025 seniors were named Distinguished Graduates for their outstanding academic achievements and service to school and community: Ademide Akran, Zanib Ali, Aleena Ashraf, Emma Baggett, Yasmar Bailon-Aguayo, John Carlson, Josue Del Rio Salas, Davinia Devaraj, Christopher Dickens, Reagan Duntley, Ike Etumudor, Yara Fakhoury, Dalena Huynh, Ariba Iqbal, Abraham Kannard, Sanlun Khup, Ruby Ledezma Chavez, Aniesha Lor, Alyssa Martin, Cecilia Nguyen, Sophia Nguyen, Ajarat Oduborisa, Sholape Osifeso, Neil Parekh, Sebastian Resendiz Perez, Kelis Robinson, Eshter Samadder, Elizabeth Thralls, Benjamin Tran, Christina Tran, Tan Tran, Emily Wadman, Wuraola Yinusa, Xuwen Zhao and Samuel Zhu.
- Twenty-three seniors earned Valedictorian status by earning a 5.0 or higher GPA. Twenty-nine seniors were named Salutatorians by earning a GPA of 4.8 – 4.99.
- Union High School senior Sebastian Resendiz Perez was awarded a full four-year scholarship to Stanford University through the QuestBridge National College Match. The highly competitive program connects high-achieving high school seniors from low-income backgrounds with full four-year scholarships to 48 of the nation's best colleges.
- Since its inception in 2014, Union Career Connect has garnered more than 3,872 nationally recognized certifications for 549 students in fields which include, but are not limited to: manufacturing, automotive, information technology, culinary, early childhood education, law enforcement and construction.
- In 2024-25, nineteen Advanced Placement (AP) courses were provided, and 355 students took a total of 676 exams. Two hundred sixty-two students (74%) earned a score of "3" or higher. One hundred and two students received AP Scholar recognition, with an average score of 3.53. Fifty-eight of the 102 earned the designation of AP Scholar with an average score of 3.07 and eleven











earned AP Scholar with Honors with an average score of 3.62. Of the 102 AP scholars, 33 students earned the AP Scholar with Distinction recognition, with an average test score of 4.10 on five or more exams.

- Students attending college classes offered at the Union Collegiate Academy (UCA) through a dual-credit partnership with Tulsa Community College have earned 26,337 credits since the program began in 2010.

EDGE (Earn a Degree, Graduate Early) program, in partnership with Tulsa Community College

- During the 2024-25 school year, 204 students were enrolled in EDGE. Each student enrolled in EDGE can earn an associate degree by the time they graduate from high school. In the first five years of the program, 137 students have earned an associate degree.
- In 2024-25, 40 seniors earned 40-64 hours of college credit; 47 juniors earned up to 31 hours; 55 sophomores earned up to 12 hours; and 62 freshmen who learned what it takes to be a college student in high school.
- Forty seniors from Union's Class of 2025 graduated as the fifth cohort of the EDGE program. Thirty-one of the students graduated with both an associate degree and their high school diploma.
- Senior Sanlun Khup was selected for the Bank of America Student Leader Internship program, which has a national acceptance rate between 5-8%.
- The 6th Annual Beyond U Senior Conference was held in October at Oklahoma State University-Tulsa. The one-day event gives seniors the opportunity to attend breakout sessions on a variety of topics related to college, careers and successful "adulting."
- In June, the Union College and Career Center hosted many Union freshmen and sophomores at "918 Kickstart," a college-readiness camp at the University of Oklahoma – Tulsa Campus. The two-day event had 107 Union students and hosted 18 students from Rogers. For many of our rising 9th and 10th graders who attended, this camp is the first time they experienced a college campus and was their introduction to all things college!
- In April 2025, 62 eighth grade students were selected to participate in the ninth cohort of the EDGE program.
- Fifty-two Union seniors were admitted into The University of Tulsa.







STUDENT ENGAGEMENT

CO-CURRICULAR ACTIVITIES

- Seniors Owen Grass and Elizabeth Thralls were named Mr. and Miss Union for Union High School. Being named Mr. and Miss Union is considered the highest honor a student can receive at Union High School.
- In March 2025, Union hosted 11 schools and 38 teams at an elementary robotics competition called Redhawks Robotics Rumble at the Union 6th and 7th Grade Center. Darnaby's STEM Strategist Mackensie Mathison spearheaded the event as both elementary and middle schools teams competed to qualify for the state championship.
- In May, Athletics introduced the Inaugural Hawkys Awards (an ESPY-themed awards event) with red carpet, nominees and student emcees.
- Union Career Connect hosted a career fair in April at the UMAC. Participating businesses had the opportunity to recruit Union students for current and future openings at their companies.
- Union's Career Connect program received the Mentorship Matters Award of Excellence from the Junior League of Tulsa in March.









FINE ARTS ACHIEVEMENTS

Vocal Music

- The YouthArts Honor Choir comprised of students from every elementary school returned to the Union Performing Arts Center. There was a full day of rehearsals with a guest clinician followed by a standing room-only performance in the evening for parents and family.
- Numerous students qualified via their solos or small ensembles to participate in the OSSAA State Solo and Ensemble Festival held at Oklahoma State University in April.
- Several middle and high school bands, choirs, and orchestras took performance trips to Branson, Kansas City and St. Louis, MO; Dallas, TX; and numerous locations in Oklahoma.

Winter Guard

- Union Winter Guard won several Winter Guard and Percussion Oklahoma (WGPO) shows during their competitive season, as well as hosting the State Championship at the Union Freshman Academy in April 2025.
- The Varsity Winter Guard won 2nd Place at the WGPO State Championship in April.

Speech and Debate

- Union High School speech and debate team member Chiedza Naomi Mahuni won second place in the Next Narrative Monologue National Competition held in New York City in May.
- Numerous speech and debate students qualified to compete in the National Tournament hosted in June 2025 in Des Moines, Iowa.

FINE ARTS PARTICIPATION

Every K-5 student participating in fine arts (2024-25)

Music and Art (all K-5)	6,593
Visual Art (grades 6-12)	2,087
Band (grades 6-12)	1,050
Drama (grades 6-12)	857
Orchestra (grades 6-12)	527
Speech/Debate (grades 7-12)	95
Vocal Music (grades 6-12)	577
Total Fine Arts participation	**11,786**

Visual Arts

- The YouthArts Visual Art Show took place in April featuring thousands of works of art created by students in all Union buildings, grades K-12.
- Junior visual artist Kaitlin Madalone had her artwork featured as a finalist for the ARTEFFECT Unsung Hero Project.
- Eight visual art students received awards from the Scholastics Art and Writing Competition.
- Ten visual art students were recognized by OAEA as Young Talent All-State award winners.

Orchestra/Bands

- The Union Indoor Percussion Ensemble won a WGPO State Championship and returned to the Winter Guard International (WGI) Championships in Dayton, OH, earning 7th place overall and a coveted position in Finals Competition.
- Union continued its partnership with Tulsa Symphony Orchestra to provide musical interactions for students at Rosa Parks Early Childhood Center.
- Carnegie Hall Link Up Program served all 4th grade students. An in-person concert was performed in March at the Union Performing Arts Center by Tulsa Symphony Orchestra for this initiative.
- The Renegade Regiment, Unions' marching band, returned to competition at the Bands of America St. Louis Super Regional, earning 7th place in class 4A and 11th place overall in the final's competition. The group also returned to BOA Nationals in Indianapolis, IN, earning a spot in the Semi-Finals Competition.
- The Renegade Regiment won 5th Place at the Oklahoma Bandmasters Association state championship competition.

Theatre

- The cast of the all-school musical *Footloose* performed three nights of retro-1980s themed fun for very receptive audiences in February 2025.
- Middle school musical *The Lightning Thief* performed two shows to sold-out audiences in November 2024.
- The Theatre of Professionals (grades 9-10) presented *The Physicists* in the fall and *The Odd Couple* in the spring.
- The fall production for Repertory Theatre (grades 11-12) was Radium Girls, followed by Our Town in the spring.
- Repertory Theatre (grades 11-12) hosted and won many individual and group awards at the Oklahoma One-Act Play Competition in October performing *Radium Girls.*
- The spring production of *Murder on the 518* was performed by Select Theatre (eighth grade).







ATHLETIC ACHIEVEMENT

UNION SCHOLAR-ATHLETES

Valedictorians

Vann Dickens, Track & Field
Avery Fore, Golf
Teagan Wilson, Swim

Salutatorians

Grant Faulkner, Swim
Mia Greer, Pom
MiDori Phelps, Athletic Training
Elisha Tyshchuk, Track & Field
Wura Yinusa, Wrestling

Baseball

Regional Runner-Up

Fourteen Players Academic All-Conference

All-World Honorable Mention by *Tulsa World*

Eduardo Perez and Nate Gregg

Boys Basketball

Area Champions & State Runner-Up

All-District Coach of the Year, OCA Region 7 Coach of the Year and Tulsa World Coach of the Year
Coach Rudy Garcia

1st Team All-District
Miles Flemons, Korbin Gunn and Triston Driver

3rd Team All-District

Justin Chappelle

Girls Basketball

Three big wins over Top 5-ranked teams in Oklahoma, according to MaxPreps

Area Champions

1st Team All-District
Esme Smith and Bella McSwain

3rd Team
Vanessa Coleman

Five other Redhawks received Honorable Mention

All-District Defensive Player of the Year
Bella McSwain

OCA All Stars
Esme Smith and Vanessa Coleman

OGBCA All-State

Esme Smith

Cheer/STUNT

OCA All-State
Niveah Prideaux and Olivia Maher

OCCA Academic All-State
Hannah Giles and Kaylee Floor

OCA Scholar Athlete Scholarship
Kaylee Foor

STUNT team made it to State Quarterfinals

Football

Co-District Offensive MVP
Shaker Reisig

Co-Offensive Lineman of the Year
Jesse Jones, Jr.

OCA All-State
JT Fridrich and Jesse Jones, Jr.

Sixteen Players named Academic All-Conference

Twelve Players named All-District

Boys Golf

Individual State Qualifiers
Samuel Bonaobra, Nathan Brown and Kooper Williams

Top 6 State Finish and OCA All-State
Samuel Bonaobra

Nine Members Academic All-Conference

Girls Golf

Team recognized with OSSAA Distinguished Academic Plaque

Seven members Academic All-Conference

Entire Team Qualified for State

Top 10 Finish at State

Five members named All-World

Honorable Mention by *Tulsa World*

Highsteppers

1st at Regionals, Runner-Up at State in Kick Category

1st in Hip Hop, Runner-Up in Jazz and received Crowd Pleasure award for Kick

OSDTDA Coach of the Year East Region K-8th Grade
JH Coach Miranda Morrison

Eleven members named Academic All-Conference

Served the community at Gathering Place and Choose to Include

Pom

Top 5 Finish at DTU Regionals

Top 10 Finish at Nationals

Finals Appearance at OSSAA Game Day

Served the community at Choose to Include, Cedar Ridge Back to School Bash, Bethany Church Night and Race for the Cure









Soccer

District Champions

OSCA Coach of the Year
Boys Head Coach Aaron Ugbah

OSCA All-State
Berkley Kornegay, Sophia Trevino, Reeve Franca, Edwin Paredes and Jacob Sevilla

Honorable Mention
Parker Treseder

Seven players named OSCA All-District

Over 90 student-athletes (boys and girls) performed more than 2,700 hours of community service

Softball

OHSFSCA 1st Team All-District Outfielder and OSSAA All-Regional 14 Large East Outfielder
Kat Gipson

Six players named OHSFSCA District Honorable Mention

More than 36 hours of community service at Jarman Field Day, Choose to Include, Jefferson Kids Camp and supported various teachers

Girls Tennis

Varsity Regional Runner-Up

Top 5 Finish at State

State Runner-Up #2 Doubles
Lara Dehya and Veena Ramasamy

#1 Doubles, placed 6th at OSSAA State
Anneston Tempest and Kennedy Alexander

State Qualifiers
Nicole Mendoza and Brianna Hernandez

Six members named Academic All-Conference

Junior High teams took 1st in seven tournaments this season

Performed more than 1,295 community service hours with community/teacher car wash, Blackbox Run Against Global Hunger, Anthem Thanksgiving, Union Angel Tree, Little Lighthouse, etc.

Boys Tennis

Regional Runner-Up

Top 3 OSSAA State Finish
Adolfo Andrade

Top 10 OSSAA State Finish
Adham Dehya

Track & Field

OCA Region 7 Junior High Coach of the Year
James Granger

OCA Bob R. Williams Scholarship
Jarek Watie

OSSAA State Runner-Up – Girls Team

OSSAA State Champion – Discus (138-3)
Lexi Atteberry

OSSAA State Champion – 400M Run (48.0)
Jarek Watie

OSSAA State Champion and broke school record – Pole Vault (16')
Kaden Berry

OSSAA State Champions – Boys 4x100M Relay Team (40.86)
Reyon Williams, Gary Heckard, Boston Carrasco and Jarek Watie

OSSAA State Champions and broke state meet record – Girls 4x400M Relay Team (3:48.18)
Daijah Daijah, Alyssa Little, Grace Blacet and Hasammie Suah

Three State Runner-Ups at OSSAA State

Six silver medals at OSSAA State

Broke school record (at State Meet) Girls 4x200 Relay Team (1:39.23)
Daijah Gaines, Alyssa Little, Grace Blacet and Hasammie Suah

Broke Kansas HS Relays Meet Record in 4x100M Relay
Jarek Watie, Boston Carrasco, Gary Heckard and Reyon Williams

More than 44 hours of community service

Girls Wrestling

Seven Junior High/High School State Champions
Ki'Morah Cathey, Corey Harris, Kylee Tran, Kelice Luker, Mckenna Wilson, Terrilan Banner and Azreal Smith

Eight Junior High/High School State Placers

Boys Wrestling

OCA Region 7 Male Athlete of the Year
Wura Yinusa

OCA All-State
Zebediah Tibbles and Thomas Toteh

State Runner-Ups
Thomas Toteh and Wura Yinusa

6 State Qualifiers

Six NWCA Scholar All-Americans

Six Academic All-Conference

NWCA Character and Leadership Athlete Award
Thomas Toteh and Wura Yinusa

First Team All-Conference
Thomas Toteh, Wura Yinusa and Jessy Miramontes

NHSCA All-American
Wura Yinusa

Junior High State Champion
Rayvon McClellan

Volleyball

All-Conference Players
Aaliyah Carter, Alianna Thompson and **1st Team** Caidence Christopher













COLLEGIATE SIGNINGS

Baseball
Isaac Arrieche
Northwest Oklahoma State University
Devin Blackwell
Rose State College
Armando Gomez
Seminole State College
Nate Gregg
Southwestern College

Basketball
Vanessa Coleman
Emporia State University
Korbin Gunn
McPherson College
Esme' Smith
Coffeyville Community College
JaMiya Woodard
Louisiana State University Eunice

Cheer
Hannah Giles
Oklahoma Baptist University
Aleah Nichols
Southwestern Christian University

Football
Boston Carrasco
Iowa Western Community College
Ashton Cunningham
Boston College
Jackson Franklin
United States Air Force Academy
Josiah Hammond
University of Kansas
Jesse Jones, Jr.
Coffeyville Community College
Kris Mendenhall
Coffeyville Community College
Shaker Reisig
Boston College
Jordan Schelling
Northeastern State University
Larry Sirmons
Coffeyville Community College
Syrell Smith
Sterling College
DJ Strother
Independence Community College
Josh Tiehi
Southeastern Oklahoma State University

Golf
Avery Fore
Lyon College

Pom
Sophia Nguyen
University of Tulsa

Softball
Kat Gipson
Eastern Oklahoma State College
Danytza Perez
Fort Scott Community College

Soccer
Juan Guzman
Southwestern College
Sophia Trevino
Oral Roberts University

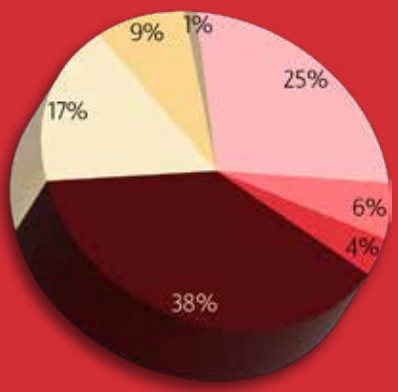
Track & Field
Lexy Atteberry
Southern Nazarene University
Kaden Berry
Cowley College
Grace Blacet
Pittsburgh State University
Carly Borgelt
United States Military Academy
Samari Carter
Northwestern Oklahoma State University
Kennedy Johnson
University of Tulsa
Gracie Kempenich
Oklahoma Christian University
Jarek Watie
University of Kansas

Wrestling
Josh Henderson
Fort Hays Tech Northwest
Azreal Smith
Indian Hills Community College
Wuraola Yinusa
University of Central Oklahoma
Zebidiah Tibbles
Northeastern Oklahoma A&M College

UNION REDHAWKS

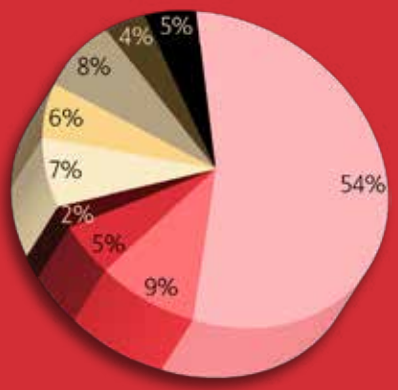
FINANCE

GENERAL FUND FY25 REVENUE BY SOURCE



	$	%
Taxes Levied/Assessed	38,776,394	25
Local	8,953,885	6
Intermediate	5,510,623	4
State Aid	59,815,289	38
State	27,127,403	17
Federal	14,272,002	9
Interfund Transfers & Other	1,263,959	1

GENERAL FUND FY25 EXPENDITURES BY FUNCTION



	$	%
Instruction	82,444,419	54
Student Support	13,816,007	9
Instructional Support	7,875,364	5
General Administration	3,283,633	2
School Administration	10,957,020	7
Business	9,401,791	6
Operations & Maintenance	12,523,843	8
Student Transportation	6,776,319	4
Non-Instructional Service & Other	7,055,988	5

FY 2024-25 DISTRICT FINANCIAL HIGHLIGHTS

- For FY 2024-25, the General Fund (the District's main operating fund), reported revenues of $155,719,555 and expenditures of $154,134,383.
- Foundation (Formula) State Aid, the district's single largest source of operating revenue, was $59,815,289.
- 2024-25 Ad Valorem revenues of $38,776,394 were received in the General Fund based on the district's NAV (Net Assessed Valuation) of $1,094,662,621.
- Total bonded indebtedness as of June 30, 2025, was $105,188,750 (principal and interest). Union maintains an excellent bond rating of AA+ from Standard & Poor's.

THE FINANCIAL REPORTING DEPARTMENT

The Certificate of Achievement for Excellence in Financial Reporting, the top recognition in governmental accounting and financial reporting, was awarded to the Finance Division by the Government Finance Officers Association (GFOA) of the United States and Canada. The district has received the award every year since 1992.

Union also earned the Certificate of Excellence in Financial Reporting from the Association of School Business Officials International (ASBO), the highest recognition for a school district offered by ASBO. The district has received the award every year since 1991.

The district was also recognized by ASBO for excellence in budget presentation with the Meritorious Budget Award (MBA). The district has received the award every year since 2021.

The Human Resources Department:

- Participated in 11 job fairs and recruited teachers and staff through 50 colleges and universities in Oklahoma and surrounding states.
- Provided 52 sign-on bonuses to new hires through the City of Tulsa's Vision 2025 program.
- Provided tuition assistance to over 71 staff members working on undergraduate or graduate degrees.
- Hosted 94 student teachers across the district, helping them develop their skills and complete their college requirements.

The Payroll Department processed the following:

Average number of employees paid per payroll	2,306
Average total gross pay per payroll	$4,392,018
Total W-2 Forms for tax year 2023	2,793
Total checks printed	624
Total direct deposits	55,243
Total net amount direct deposited	$78,328,432
Total participants in Oklahoma Teacher's Retirement	2,002

The Federal Programs Department reported the following:

Total Federal spent in FY21	$18,872,197.22
Total Federal spent in FY22	$17,972,243.67
Total Federal spent in FY23	$20,325,047.48
ESSER outside of IDEA spent in FY24	$18,565,224.92
ESSER IDEA spent in FY24	$191,824.82
Total ESSER of all grants spent in FY24	$7,814,081.51
Mini-grant expenditures FY24	$3,119,078.08

The Accounting Department:

Purchase Orders	5,986
Purchase Orders totaled	$81,633,393.21
Paper/EFT (electronic funds transfer) payments made	6,618
Paper/EFT payments totaled	$55,273,530.90

The Accounts Payable team worked extremely hard in FY25, completing their first full year under new leadership. They continued their efforts converting district vendors to electronic payments and reached an all-time high, ending the fiscal year at 67% of payments made by electronic funds transfer. Accounts Payable management also worked closely alongside the Purchasing and Supply Management team in testing and adding Amazon to our growing list of suppliers, a move that has been very positively received by the district.



The Purchasing and Supply Management Department

In 2024-25, the Union Purchasing and Supply Management Department consisted of four employees: a director, specialist, buyer and food procurement manager for child nutrition. The Purchasing Director also supervises and leads the district's distribution center. The department is responsible for purchasing, sourcing, contracting, procurement compliance, disposal of surplus and distribution services.

The Union Distribution Center is the central hub for the receiving, warehousing and distribution of equipment and materials including food, custodial supplies, paper, computers, interactive boards, textbooks, school supplies and equipment. The Distribution Center has four full-time child nutrition-funded employees for receiving, storing and distribution of food and cafeteria supplies, four full-time employees who handle receiving, warehousing, delivery, surplus pickup and disposal, record storage, interschool mail service, e-waste recycling and disposal, and equipment and material relocation services and one (1) warehouse coordinator that overseas all warehouse day-to-day operations.

During 2024-2025, the district Purchasing Department fully implemented the ability to use Amazon as a supplier, expanding the district's purchasing catalog to include an array of options while saving the district money. In addition, the Purchasing Department introduced an AI initiative. This initiative has helped increase purchasing procedural efficiencies while reducing errors.

Purchasing Department

Sourcing transactions	601
Contracts reviewed	317
E-Procurement solicitations	29

Supply Management/Distribution Services

Distribution Center deliveries	5,525
Surplus work orders & moves	312
Items distributed	157,964
Items moved & picked up for surplus	6,523
Total items moved, picked up and delivered	164,488
Interschool mail deliveries	6,607
E-Waste recycling (lbs.)	2,290
Surplus auctions	147









OPERATIONS

CHILD NUTRITION

- The department served 1,570,529 lunches, 112,992 supper meals, 921,391 breakfasts and over 800,000 fresh fruit and vegetable snacks during the 2024-25 school year.
- Child Nutrition trained about 150 employees in culinary arts and safe food handling. The district has one chef and four dietitians.
- The percentage of students qualifying for free/reduced price meals for the 2024-25 school year was 76.91%.
- The district purchased fresh vegetables and fruits and grass-fed beef from five local farms. Local products are served on school menus at least once a week, and these offerings are continued each month. Child Nutrition purchases have enabled farmers to increase their revenue, stabilize their livelihood and hire additional farm help.
- All thirteen elementary schools participated in the USDA Fresh Fruit and Vegetable Program, which provided $497,261.02 to purchase fresh produce for snacks every day in the classroom.
- District dietitians taught 207 nutrition education classes across the district, including classes with the Youth Medical Mentorship program. Three schools enjoyed “Blender Bike” classes that reached all students during specials time and two schools participated in the Farm-to-Student event where students rotate stations to taste fresh foods and learn about nutrition and how food grows.
- Seventeen Union schools participated in the after-school supper meal program. The program reduces hunger among students who otherwise might not get a good, healthy afternoon meal and encourages participation in afterschool programs that tend to drive class attendance and performance.



- Child Nutrition partnered with the Redhawks R.I.S.E. program to provide hands-on experience in food service for a student at the Freshman Academy kitchen.
- The 8th Grade Cafeteria kitchen and serving area renovations were completed, providing greater food choice and variety to students.
- In the summer of 2025, the walk-in freezer and cooler at Moore Elementary was replaced.



TRANSPORTATION

- More than 10,132 students rode the bus on a regular basis during the 2024-25 school year. Our route buses completed 360 routes per day, transporting students to and from school.
- The district maintained a fleet of 100 school buses and 96 support vehicles and ran 19 daily shuttles to Tulsa Tech.
- We provided transportation for students in the following programs: McKinney-Vento foster care, hearing- or sight-impaired students, special needs students and newcomers. We shuttled students at midday for athletics, band, Career Connect, TCC and Innovation Lab programs, utilizing 45 buses. The transportation trip miles totaled 98,042 and the route miles totaled 827,092.
- The district purchased 157,000 gallons of diesel fuel and 52,358 gallons of unleaded fuel for a combined cost of $484,674.35.



CUSTODIAL DEPARTMENT

- Employs 112 full-time custodians, a district custodial coordinator and a district building engineer.
- Over 3.5 million square feet of floor space is cleaned nightly. On average, each full-time custodian cleans more than 35,000 square feet on a nightly basis. This includes over 1,000 individual classrooms.
- Custodians staff nearly 1,500 district and community events across the district.
- Larger custodial projects include the stripping and refinishing of tile and terrazzo surfaces across the district and the refinishing of wood floor gymnasiums.
- Daily custodial checklists have been updated to place a higher emphasis on surface disinfection.
- Every custodian has been provided with an electrostatic ionizing backpack sprayer, enabling them to deep clean and disinfect large areas in a short period of time. This is especially important in the event of widespread illnesses at schools.
- Every elementary school has been provided with new vacuum equipment, replacing aging and obsolete machines.
- Monthly lead custodian training and crew meetings have been implemented to ensure all staff are trained and adhere to district cleaning and safety protocols.
- All of this has been accomplished while facing a severe staff shortage. The custodial staff has gone above and beyond to maintain the cleanliness of the district the “Union Way.





GROUNDS DIVISION

- The Grounds Division employs 12 full-time groundskeepers and equipment operators, one small-engine mechanic and one district grounds foreman. They maintain over 450 acres of land. During peak mowing season, each grounds man is responsible for maintaining over 40 acres of land. Grounds is responsible for mowing, edging, blowing, fertilizing and treating all district grass and naturally surfaced athletic fields. All landscaping design and maintenance are handled in-house. This includes all district flowerbeds and trees. Grounds is also responsible for:
- The laydown and removal of large event set-ups across the district, including the portable basketball floor at the UMAC.
- Inspecting and maintaining all playground equipment across the district.
- Plowing, clearing and sanding the entire district during severe winter weather events.
- Resealing and repairing smaller sections of our asphalt parking lots in-house. This increases the longevity of the lot and reduces the cost of resurfacing.
- Providing signage and painting for all district parking lots and bus loops across the district.
- Assisting with painting, plumbing, and power-washing projects across the district.
- Major projects this year included resealing the Grove Elementary playground lot, assisting with large underground plumbing repairs and assisting with furniture moving for large remodel projects across the district.

MAINTENANCE DIVISION

- The Maintenance Division employs 12 skilled tradesmen, 24 building engineers and one district maintenance coordinator. Our tradesmen include five HVAC technicians, two electricians, one plumber, one kitchen technician, two carpenters and one locksmith. Our 24 building engineers are responsible for maintaining the mechanical systems of their respective sites. They also are responsible for minor repairs. In addition:
- Our HVAC technicians and electricians work diligently to reduce energy consumption during PSO peak events, resulting in tens of thousands of dollars returned to the district in the way of rebates.
- Our maintenance staff closes nearly 10,000 repair and preventative maintenance work orders every year.
- Larger projects include lighting upgrades, HVAC unit replacements, major water leak repairs, shelving fabrication, small roof replacements and other large repairs.
- Implementing a building engineer training and license test preparation program has been a goal of the division. The purpose is to prepare future building engineer candidates from the ranks of our custodial and grounds staff, as well as ensuring all building engineers obtain a minimum 3rd class stationary engineers license or boiler operator license.

SAFETY AND SECURITY

- The district employed a director of security and a security coordinator, as well as 13 full-time security officers at secondary schools, two at elementary school sites and 22 part-time officers for athletic and special events. One Broken Arrow school resource officer was on call daily, in addition to 15 off-duty Tulsa Police Department officers on a rotating schedule, allowing one to patrol the district each day.
- District employees completed more than 26,720 assigned training courses with a completion rate of 80 percent. The security coordinator met with students at elementary sites weekly and performed routine safety walks at all sites, with follow-ups that included the site administrator.







UNION MULTIPURPOSE ACTIVITY CENTER (UMAC)

Facility scheduling not only encompasses the actual event, but all related communications, operations and maintenance required to prepare, set up, run and clean up every event. Two employees coordinated 47,699 internal events and 2,242 external rentals involving scheduling, contracts, scheduling conflict resolution, staffing and set-up and tear-down for fiscal year 2024-25. The Facilities Department also schedules, stocks and operates UMAC concessions, serving 37 UMAC events last year.

CONSTRUCTION/FACILITIES

Completed Projects

- High School generator replacement
- High School storm water and sewer line replacement
- High School choir room flooring replacement
- High School RTU replacement
- Backstage renovation at Performing Arts Center
- Fire alarm system replacement at Jefferson Elementary
- Freezer/cooler replacement at Moore Elementary
- Exterior painting project at Moore Elementary
- Office and kitchen HVAC replacement at Andersen Elementary
- Pavement improvements at Alternative Education
- Redhawks R.I.S.E. renovation
- Exterior improvements at Baseball/Softball Complex
- Districtwide roofing enhancements
- Exterior improvements at the Warehouse
- Building improvements at Operations
- VAV replacement at Freshman Academy
- Locker room flooring upgrade at Freshman Academy
- AHU replacement at 8th Grade Center
- Playground improvements at Cedar Ridge Elementary
- Flooring replacement at Peters Elementary
- Districtwide kitchen fire suppression system retrofit
- Districtwide RTU replacement 2024
- Innovation Lab Phase III renovation

Ongoing and Planned Projects

- 6th/7th Grade Center improvements
- High School HVAC improvements
- Roof replacement at Jarman Elementary
- Roof replacement at High School sections 6, 7, and 8
- Boiler replacement at High School
- Unit ventilator replacements at Freshman Academy
- Fascia replacement at Alternative Education

Projects Planned or In Design

- PAC sound curtains and dimming control upgrades
- Districtwide pavement improvements
- Window replacement at Education Service Center
- Tennis court resurfacing at Freshman Academy
- 8th Grade Center fire alarm system upgrade
- High School PAC roof replacement
- High School fire riser north wing replacement
- UMAC elevator replacement
- Luxe Cheer building renovation

COMMUNITY SUPPORT

- Steve Nguyen won election to Zone 5 on the Board of Education.
- The Union PTA Council hosted a Multicultural Night in February at the Freshman Academy, a Home, Health and Safety Fair at the UMAC in March, a districtwide chess tournament in the Grand Hall at Union High School and a movie night at the Union Stadium in March.
- Andersen Elementary, Boevers Elementary, UHS Freshman Academy and Union High School were named 2024-25 Star Units by the Oklahoma PTA.
- Youth Medical Mentorship, Inc. hosted its first Fall Medical Summit, spearheaded by Dr. Chris McNeil, a member of Union Schools Board of Education. Two hundred students from Union, Tulsa Public Schools and Jenks attended the all-day conference at the UMAC.
- The Union Schools Education Foundation awarded 165 educational grants in Fall 2024 totaling more than $156,000. Funded projects ranged from $70 to $5,000 and supported innovative learning experiences across every Union school site and the Education Service Center, impacting students from early childhood through high school.
- In addition to classroom grants, the Foundation's Board of Trustees and its partners were committed to investing in a wide range of districtwide initiatives for the 2024-25 academic year. This included continued support for impactful programs such as Union High School's College & Career Center, Pre-K Camp, Project Lead the Way (PLTW), REACH, Union High School Leadership, New Teacher Induction, BizTown, For The Girls, Union's Special Olympics Team, Redhawks R.I.S.E., Teacher and Support Person of the Year and the Graduation Celebration. With help from community and corporate partners, the Union Foundation pledged over $1,178,909 in program support to elevate learning and engagement across the district.
- Union's teachers, administrators, and staff once again demonstrated their unwavering commitment to student success, pledging $74,668 during the 2024-25 Month of Giving. These staff contributions directly fund USEF educational grants and speak to the strong culture of giving within Union.
- The Foundation's annual dinner and auction fundraiser brought the community together once again for an unforgettable evening on May 3, 2025, at River Spirit Resort. This year's theme, the "Red, White & Black Masquerade," set the stage for a lively and elegant celebration attended by more than 500 guests. The event raised a record-breaking $606,687, with an additional $24,290 raised through the accompanying online auction. Altogether, an unprecedented $630,997 was raised, with proceeds supporting educational programs that benefit Union students and teachers across the district.



BUSINESS/TECHNOLOGY HIGHLIGHTS

- Transitioned to a new student single sign-on and rostering tool, Classlink.
- Piloted AI data analysis within the Canvas learning management system at the district, site and class level.
- Increased Union Virtual success rate at over 80%.
- Replaced 700 iPads across the district.
- Canvas has grown as the district's 6-12 Learning Management System, with most of our curriculum vendors integrating directly into Canvas for textbooks and assignments. TalkingPoints has grown in popularity among parents, with the district sending and receiving over 4 million messages during the school year.
- Onboarded TalkingPoints attendance automation for parent messages.
- Implemented a "no-touch" erase to restore systems for all student iPads, freeing up valuable time for the IT Department.

OUR MISSION

To graduate 100% of our students college and career ready.

CORE VALUES

These core values serve to guide our strategic focus and actions in accomplishing our mission.

Commitment to Excellence

Pursue the highest measure of quality in all we do.

Collegiality

Demonstrate respect and ability to work as team members.

Honesty, Integrity and Transparency

Do what's right and aboveboard.

Innovation

Embrace new, effective thinking and programs.

Inclusiveness

Cultivate an organizational culture of accepting children, families, and employees for who they are rather than categorizing them by income, ethnicity, or ability.

Empowerment

Help people reach their full potential.

Accountability

Accept responsibility for achieving results.

Thoughtful Planning

Use data and district values in planning and decision-making.

UNION PUBLIC SCHOOLS

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STRATEGIC GOALS

These strategic goals in the following focus areas provide guidance for leadership policy decisions, development of initiatives, programs, and strategies to achieve our mission.

Teaching/Learning

Through Union's Learning Model, ensure all students have access to a high-quality instructional and supportive learning environment.

Close achievement gaps for all learners.

Ensure curriculum, instruction, technology, and assessment are designed and delivered with a focus on content rigor, student engagement, and continuous improvement.

Partnerships

Promote greater awareness, partnerships, and engagement among school stakeholders to enhance support of our mission and increase human and organizational capital.

Human Capital

Enhance student and organizational performance by attracting, supporting, and developing a world-class workforce.

Business/Operations

Provide quality technology and business services to optimize operations, communications, and academic results.

Ensure the operating and capital budgets reflect our priorities as well as areas of focus to improve student achievement and fiscal responsibility.

Promote operational/organizational safety and high-quality infrastructure to ensure effective and efficient learning and working environments.

Culture

Provide a physically and emotionally safe learning and work environment in support of continuous student improvement.

Maintain a caring, professional, and ethical organization.

Foster an atmosphere of respect and effective communication.