MINUTES OF THE REGULAR MEETING
BOARD OF EDUCATION
UNION SCHOOL DISTRICT
Tulsa, Oklahoma
September 14, 2026

The Union Board of Education met in regular session on Monday, September 14, 2026, at 7:00 p.m. in the Board Room of the Union Education Service Center pursuant to written notice given to the County Clerk of Tulsa County by the fifteenth day of December 2025 as required by Title 25, Oklahoma Statutes, 301-314. The time, place and agenda of this meeting were posted in prominent public view at the location of this meeting at least 24 hours in advance excluding Saturdays, Sundays, and holidays.

CALL TO ORDER The meeting was called to order at 7:00 p.m. by Heather McAdams, vice president.

FLAG SALUTE The flag salute was led by Heather McAdams, vice president.

MEMBERS PRESENT Mr. Joey Reyes, Ms. Heather McAdams, Ms. Stacey Roemerman, Mr. Steve Nguyen

MEMBERS ABSENT Dr. Chris McNeil

OTHERS PRESENT Superintendent Dr. John Federline, Chief Financial Officer Jeff Landes, Associate Superintendent Charlie Bushyhead, Chief Communications Officer Chris Payne, Executive Director of Human Resources Jay Loegering, Director of Finance Jessica Wright, Executive Director of Special Services Dr. Lindsay Smith, Director of Accounting Lindsey Yandell, and others.

ADOPTION OF THE AGENDA Ms. Roemerman moved the Board approve the agenda. Mr. Reyes seconded the motion.

Vote: Joey Reyes – aye, Heather McAdams – aye, Steve Nguyen – aye, Stacey Roemerman - aye.

All voted aye – motion carried.

The agenda was adopted as posted.

CONSENT AGENDA Ms. Roemerman moved for approval of items on the consent agenda as follows:

- Minutes of the August 10, 2026, regular board meeting;
- Out-of-state travel requests for:
  - Speech & Debate Team to Addison, TX – Sept. 18-21, 2026;
  - Union High School Students to University of Arkansas, Fayetteville, AR – Oct. 13, 2026;
  - Speech & Debate Team to Dallas, TX – Oct. 16-18, 2026;

    - Union High School Renegade Regiment to St. Louis, MO – Oct. 23-25, 2026;
    - Speech & Debate Team to Kansas City, KS – Oct. 30-Nov. 1, 2026;
    - Union High School Renegade Regiment to Indianapolis, IN – Nov. 12-15, 2026;
    - Speech & Debate Team to Austin, TX – Dec. 4-6, 2026;
- Approval of members of the Gifted Local Advisory Committee (GLAC) for the 2026-2027 school year;
- Master Memorandum of Understanding with Georgetown University and Participating Addendum to conduct research with Union students and authorize the Board President, Superintendent or designee to execute the agreement;
- License Agreement with Choose Aerospace, Inc. for Aviation Maintenance STEM curriculum for the Aviation program and authorize the Board President, Superintendent or designee to execute the agreement.;
- Master Memorandum of Understanding with Odyssey Teams for Community Schools and authorize the Board President, Superintendent or designee to execute the agreements;
- Master Memoranda of Understanding with KEE Physical Therapy, First Baptist Church Broken Arrow and Iglesia Hispana Victory for Career Connect Programs and authorize the Board President, Superintendent or designee to execute the agreements;
- Master Memorandum of Understanding with Saint Francis Hospital, Inc. to provide job shadowing and internship opportunities through the Career Connect Programs and authorize the Director of College and Career Center to execute the agreement;
- Clinical Rotation Agreement with The University of Tulsa, School of Nursing for clinical experience for their nursing students during the 2026-2029 school years and authorize the Executive Director of Special Services to execute the agreement;
- Clinical Rotation Agreement with The University of Tulsa Oxley College of Health Sciences for speech and hearing practicum students and authorize the Board President, Superintendent or designee to execute the agreement;
- Contract with Oklahoma Department of Rehabilitation Services (DRS) for a Work Adjustment Training Program and authorize the Executive Director of Special Services to execute the agreement;

- Professional Services Engagement Agreement with GrayLopez Strategic Solutions, LLC for accounting and consulting services for the annual financial audit in the amount of $20,000.00 from general funds and authorize the Board President, Superintendent or designee to execute the agreement;
- Addendum for School Food Authorities to Participate in the Child and Adult Care Food At-Risk Afterschool Meals Program (CACFP) in lieu of the full CACFP Application for Participation and authorize the Superintendent or designee to execute the agreement;
- Agreement with The Oklahoma Department of Agriculture, Food, and Forestry for the Oklahoma Local Food for Schools Program (OKLFS) and authorize the Superintendent or designee to execute the agreement;
- Memorandum of Understanding with the Board of Regents of the University of Oklahoma on behalf of the Jeannine Rainbolt College of Education for student intern teachers and authorize the Executive Director of Human Resources to execute the agreement;
- Renewal of Agreement with Meltwater News US Inc. in the amount of $4,033.00 from general funds and authorize the Chief Communications Officer to secure the agreement;
- Updated School-Based Family Specialist Service Contract with Oklahoma Department of Human Services for three school-based family specialists and authorize the Director of Hope to execute the agreement;
- Master Memorandum of Understanding with A New Leaf for Special Services and authorize the Board President, Superintendent or designee to execute the agreement;
- Proposed Facilities Rental Rates for District Venues used by outside clients and booster clubs;
- Retiree Medicare Program Services & Performance Standards Agreements with Barclay Health & Wealth, LLC for retiree services beginning September 15, 2026, through December 31, 2027, and authorize the Director of Human Resources to execute the contracts and any associated documents related to the service;
- Renewal Contract with U.S. OMNI & TSACG Compliance Services, Inc. as the District's third party administrator (TPA) for its 403(b) and 457 plans and to approve the continuation of 403(b) through Aspire and 457 through TIAA and authorize the Executive Director of Human Resources to execute the TPA contract and any associated agreements with selected vendors, (as well as information-sharing agreements with de-selected vendors, as necessary) and make payments under the approved agreements;

- Memorandum of Understanding with ImpactTulsa and authorize the Board President, Superintendent or designee to execute the agreement;
- Memorandum of Agreement with Embry-Riddle Aeronautical University (ERAU) for High School and authorize the Board President, Superintendent or designee to execute the agreement;
- Personnel resignations and terminations for the 2024-2025, 2025-2026 and 2026-2027 school years;
- Employment of certified and/or support staff, employment changes, and other payments for the 2025-2026 and 2026-2027 school years;
- Payment of the State-required, State-funded stipend for special education and alternative education teachers;
- Authorization of payment, after services are rendered, of a stipend to selected retired teacher(s)/administrator(s) for Credit Recovery Outreach Services;
- Authorization of payment, after services are rendered to certified employees for attendance, presentation, and/or preparation for/at District-Sponsored professional development events at rates on the provisional pay table when the event and/or work preparing for the event occurs outside of the regular workday;
- Payment of a flat stipend of $100.00 for attendance at the New Teacher Induction;
- Monetary donations;
- Declaration of equipment as surplus and authorize disposal of same through donation, approved organizations, or surplus auction;
- Requests for Transfer of Funds within the School Activity Fund Sub-Accounts for fiscal year 2026-2027;
- Name Change of a School Activity Fund Sub-Account and its associated revenues and expenditures for our district school sites;
- New Activity Fund Sub-Accounts and their associated revenues and expenditures for Union High School and Special Ed Student Services;
- Change Orders for Construction Projects and authorize the Board President, Superintendent or designee to execute the agreements;
- Crowdfunding donations;
- Resolution authorizing the Chief Financial Officer/Director of Finance and Director of Accounting to issue, transfer and purchase non-payable warrants and/or investments as necessary during the 2026-2027 fiscal year to pay the District's current obligations, including payroll, on a timely basis and to purchase said warrants as investments from other District funds and investments;

- Approval of district financial statements and approval to issue, revise, pay, and close encumbrances and claims, PO list #22701606 through #22702177 in the amount of $3,758,075.84 and the release of payroll encumbrances;

Mr. Reyes seconded the motion.

Vote: Joey Reyes – aye, Heather McAdams – aye, Steve Nguyen – aye, Stacey Roemerman - aye.

All voted aye – motion carried.

USPA REPORT None

UCTA REPORT UCTA President Kerri Gunter reported that this month has been quieter. UCTA has been working behind the scenes to support its members by verifying memberships and continuing recruitment efforts. Membership has increased this year. Representatives and officers have also been assisting members with questions and concerns as they arise. Ms. Gunter expressed appreciation for the Board Members' and stated that UCTA looks forward to working with the Board throughout the year.

HEARINGS AND CORRESPONDENCE None

COMMUNICATIONS None

COMMENTS FROM THE AUDIENCE REGARDING THE AGENDA None

BUSINESS AGENDA

OKLAHOMA TEACHER EMPOWERMENT PROGRAM Ms. Calvin recommended the Board approve the Union Public Schools' participation in the Oklahoma Teacher Empowerment Program for the 2026-2027 school year.

Ms. Roemerman moved for approval. Mr. Reyes seconded the motion.

Vote: Joey Reyes – aye, Steve Nguyen – aye, Heather McAdams – aye, Stacey Roemerman - aye.

All voted aye – motion carried.

SOFTWARE RENEWAL Ms. Smith recommended that the Board approve the purchase of the Ellevation Platform and Strategies software 2-year subscription and the Family Communication feature of the Ellevation software subscription for the district from Curriculum Associates, LLC in the amount of $275,893.13 from bond funds.

Mr. Nguyen moved for approval. Mr. Reyes seconded the motion.

Vote: Joey Reyes – aye, Heather McAdams – aye, Steve Nguyen – aye, Ms. Roemerman – aye.

All voted aye – motion carried.

PROFESSIONAL DEVELOPMENT BUDGET & PLAN

Ms. Gray recommended the Board approve the 2026-2027 Professional Development Budget and Plan.

Mr. Nguyen moved for approval. Mr. Reyes seconded the motion.

Vote: Joey Reyes – aye, Steve Nguyen – aye, Stacey Roemerman – aye, Heather McAdams – aye.

All voted aye – motion carried.

CAPACITY LEVELS

Dr. Nelson recommended the Board approve the capacity levels and the calculated open transfer capacity amounts as recommended.

Ms. Roemerman moved for approval. Mr. Nguyen seconded the motion.

Vote: Joey Reyes – aye, Steve Nguyen – aye, Stacey Roemerman – aye, Heather McAdams – aye.

All voted aye – motion carried.

INSURANCE MANAGEMENT SERVICES

Mr. Loegering recommended the Board approve an agreement for insurance management services with HUB International Midwest Limited dba HUB Mid-America for employee benefit consulting services beginning January 1, 2027, through December 31, 2027, and authorize the Executive Director of Human Resources to execute the agreement and authorize payments pursuant to the agreement.

Mr. Nguyen moved for approval. Ms. Roemerman seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Steve Nguyen – aye, Heather McAdams – aye.

All voted aye – motion carried.

UNION PPO EMPLOYEES CLINIC SERVICES

Mr. Loegering recommended the Board approve the ninth renewal agreement with CareATC to provide national shared site clinic services to Union PPO employees and authorize the Executive Director of Human Resources to execute the agreements and to forward any payments due under the agreements.

Ms. Roemerman moved for approval. Mr. Nguyen seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Steve Nguyen – aye, Heather McAdams – aye.

All voted aye – motion carried.

EMPLOYEE HEALTH PLAN

Mr. Loegering recommended the Board approve the administrative services agreement with United Health Care (UMR) to remain the health plan third party administrator, approval of the monthly premium rates for employee/retiree, Board members, and COBRA participants for the District's self-insured PPO Medical Indemnity Plans and to approve the plans, plan changes, other coverages, and administrative services, including all associated agreements/contracts, effective January 1, 2027 and authorize the Executive Director of Human Resources, as the Superintendent's designee, to sign the associated contracts and authorize the issuance of P.O.'s and payment thereof.

Mr. Nguyen moved for approval. Ms. Roemerman seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Steve Nguyen – aye, Heather McAdams – aye.

All voted aye – motion carried.

APPOINTMENT OF ADJUNCT TEACHER

Mr. Loegering recommended the Board approve Oliver Pate as a Certified Adjunct Teacher in English for the 2026-2027 school year.

Mr. Reyes moved for approval. Mr. Nguyen seconded the motion.

Vote: Joey Reyes – aye, Heather McAdams – aye, Steve Nguyen - aye, Stacey Roemerman – aye.

All voted aye – motion carried.

APPOINTMENT OF ADJUNCT TEACHER

Mr. Loegering recommended the Board approve Cynthia Almaraz as a Certified Adjunct Teacher in High School Language Arts for the 2026-2027 school year.

Ms. Roemerman moved for approval. Mr. Reyes seconded the motion.

Vote: Joey Reyes – aye, Heather McAdams – aye, Steve Nguyen - aye, Stacey Roemerman – aye.

All voted aye – motion carried.

JOB ORDER CONTRACT

Dr. Robinson recommended the Board accept future purchases using the current Job Order Contract (JOC), previously approved, with BT Builders, LLC in the amount of $500,000.00 from various funds.

Ms. Roemerman moved for approval. Mr. Nguyen seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Heather McAdams – aye, Steve Nguyen – aye

All voted aye – motion carried.

ESTIMATE OF NEEDS

Mr. Landes recommended the Board approve the Financial Statement for fiscal year 2026, the Estimate of Needs for fiscal year 2027 and its accompanying Publication Sheet and authorize all Board members in attendance to sign the documents, as appropriate.

Mr. Nguyen moved for approval. Ms. Roemerman seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Steve Nguyen– aye, Heather McAdams – aye.

All voted aye – motion carried.

OPERATIONAL BUDGETS

Mr. Landes recommended the Board approve the 2026-2027 Annual Budget Proposal for General, Building and Child Nutrition Fund operational budgets.

Mr. Nguyen moved for approval. Ms. Roemerman seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Steve Nguyen – aye, Heather McAdams – aye.

All voted aye – motion carried.

KRONOS TIME CLOCK PURCHASE

Mr**.** Landes recommended the Board approve the purchase of 60 Kronos/UKG InTouch DX G2 time clocks from Kronos SaaShr, Inc. in the amount of $134,850.00 from bond funds and authorize the Board President, Superintendent or designee to sign the quote.

Ms. Roemerman moved for approval. Mr. Nguyen seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Steve Nguyen – aye, Heather McAdams – aye.

All voted aye – motion carried.

NEW BUSINESS

None

COMMENTS FROM THE AUDIENCE AND BOARD MEMBERS

Dr. Federline stated that many of these presentations are very polished and only last a couple of minutes, but they represent a tremendous amount of work. He specifically wanted to mention two of them.

First, he recognized the work involved in selecting the district's new insurance consultants. He noted that this effort required a great deal of work by the Finance Department, the Human Resources Department, and the Benefits Team, and he expressed appreciation for their efforts. He added that Union Public Schools is the only district in the state with its own employee-funded insurance program, which provides a significant benefit to employees. Referencing the cost comparisons presented between the district's plan and the state plan, he stated the program is an incredible benefit and requires a great deal of work to maintain each year.

He also highlighted the Teacher Empowerment Program. Dr. Federline stated that the district wants its teachers to receive any state funding available to them and has provided an equitable and transparent process for teachers to apply for those funds. He noted that the program represents a tremendous amount of work by the Teaching and Learning team and thanked everyone involved for their efforts.

Ms. McAdams then added that, while the presentation on insurance and the budget was brief, a two-hour subcommittee meeting had been held to review the information in detail. She noted that the minutes of the meeting are available to any board members who were not part of that subcommittee. Although the presentation appeared quick, she emphasized that extensive information regarding the new programs and the budget had been thoroughly reviewed before the board's vote that evening.

ADJOURNMENT

Ms. Roemerman moved to adjourn the meeting. Mr. Nguyen seconded the motion.

Vote: Joey Reyes – aye, Stacey Roemerman – aye, Heather McAdams – aye, Steve Nguyen - aye.

All voted aye – motion carried.

The meeting adjourned at 7:42 p.m.

Michelle Hinkle, Board Secretary

Regular Meeting
Board of Education
Union Public Schools

Minutes of the **September 14, 2026,** regular meeting were approved by a majority vote of the Union Board of Education on **October 12, 2026.**

Stacey Roemerman, Clerk
Union Board of Education