



IN THE DISTRICT COURT OF TULSA COUNTY

STATE OF OKLAHOMA

DR. JENNETTIE MARSHALL, in her capacity as )  
School Board Member )

E'LENA ASHLEY, in her capacity as School Board )  
Member )

and )

AARON GRIFFITH )

Plaintiffs )

v. )

**CV-2024-00120**  
Case No.

INDEPENDENT SCHOOL DISTRICT NO. 1 OF )  
TULSA COUNTY, aka TULSA PUBLIC )  
SCHOOLS )

**Doug Drummond**

STACEY WOOLLEY, in her official capacity as )  
Board President and her individual capacity )

JOHN CROISANT, in his official capacity as )  
Board Vice President and his individual capacity )

**DISTRICT COURT  
FILED**

DIAMOND MARSHALL, in her official capacity as )  
School Board Member and her individual capacity )

**JAN 18 2024**

SUSAN LAMKIN, in her official capacity as )  
School Board Member and her individual capacity )

**DON NEWBERRY, Court Clerk  
STATE OF OKLA. TULSA COUNTY**

DR. EBONY JOHNSON, in her official capacity )  
as Superintendent and her individual capacity )

and )

DR. DEBORAH DEFENDANT GIST, in her )  
individual capacity )

**JAN 18 2024  
DON NEWBERRY  
COURT CLERK  
STATE OF OKLA. TULSA COUNTY**

**VERIFIED PETITION FOR A DECLATORY ORDER  
AND INJUNCTIVE RELIEF**

COME NOW, the Plaintiffs, DR. JENNETTIE MARSHALL and E'LENA ASHLEY (jointly referred to as "Minority Members"), and AARON GRIFFITH (together referred to as "Plaintiffs") and hereby file this Verified Petition against Defendants, INDEPENDENT SCHOOL DISTRICT NO. 1 OF TULSA COUNTY, aka TULSA PUBLIC SCHOOLS (hereinafter referred to as either "TPS" or "Defendant District"), STACEY WOOLLEY, JOHN CROISANT, DIAMOND MARSHALL, and SUSAN LAMKIN (the four board members to be jointly referred to as "Majority Members"), DR. EBONY JOHNSON ("Defendant Johnson") and DR. DEBORAH A. GIST (jointly referred to as "Defendants"), respectfully requesting that the Court find that

- i. Majority Members' vote was accomplished through Defendants' President Woolley and Gist's intentional violation of the Oklahoma Open Meetings Act ("OOMA");
- ii. Defendants Majority Members by their votes abused their governmental discretion by violating Board Policies; and
- iii. Defendants' Majority Members conspired with Defendants' President Woolley and Gist to arbitrarily and capriciously manipulate Board meetings and agendas; including the vote to retroactively suspend any contrary board policy.

The OOMA opens with a statement of its purpose--"*to encourage and facilitate an informed citizenry's understanding of the governmental processes and governmental problems.*" Okla. Stat. tit. 25 §302, emphasis added. The OOMA was enacted as a demonstration of our democratic ideal of government. Its significance is further underscored by how it closes with provisions for penalties, fines and even criminalization for willful violation of its requirements. Defendants President Woolley and Gist's actions as described in this Petition were willful violations and the reasons for their violations was a betrayal of these democratic ideals of openness and transparency. They did what they did in order to circumvent the OOMA's sacred purpose.

The Defendants Majority Members ratified the actions resulting from the abusive discretion of Defendants President Woolley and Gist when they approved the separation agreement with Defendant Gist and when they approved Defendant Johnson, first, as the interim superintendent, and, next, as the permanent superintendent. These actions were “taken in willful violation of this act” and are therefore invalid. Okla. Stat. tit. 25 §313. Further, the Defendants should be ordered to follow Board Policy, including Policy 1401 regarding the superintendent search, and to comply with the spirit and the letter of the Open Meetings Act to ensure future transparency and access to public meetings relating to a lawful superintendent search. Finally, any subsequent personnel hires, promotions and demotions, and terminations that are subject to the superintendent authority of Defendant Johnson should be subject to a permanent injunction until the Board has selected a superintendent and personnel changes have been posted as per legal requirement and selections made consistent with the Board Policies.

#### **I. PARTIES**

1. Plaintiff Dr. Jennette Marshall is a duly elected member of the TPS Board of Education representing Board District No. 3 and whose elected responsibility to represent her electorate on important issues relating to the hiring of Defendant District’s superintendent during such time as TPS risks loss of its accreditation is being significantly diminished by the conduct of Defendants President Woolley and Gist, as well as other Majority Members conspiring with other Defendants, in violating the Opens Meeting Act and the Board’s own policies. Plaintiff Marshall is, upon information and belief, a resident and domiciled within her Board District No. 3 in Tulsa County, Oklahoma.

2. Plaintiff E’Lena Ashley is a duly elected member of the TPS Board of Education representing Board District No. 4 and whose elected responsibility to represent her electorate on important issues relating to the hiring of Defendant District’s superintendent during such time as

TPS risks loss of its accreditation is being significantly diminished by the conduct of Defendants President Woolley and Gist, as well as other Majority Members conspiring with other Defendants, in violating the Open Meeting Act and the Board's own policies. Plaintiff Ashley is, upon information and belief, a resident and domiciled within her Board District No. 4 in Tulsa County, Oklahoma.

3. Plaintiff Aaron Griffith is a citizen of the Muscogee(Creek) nation who resides and is a registered voter within the district boundaries of Tulsa Public Schools on the Muscogee(Creek) nation reservation in Tulsa, Oklahoma. Mr Griffith is the parent of a student who is also Muscogee(Creek) nation citizen attending a TPS authorized charter school. Mr. Griffith has previously served as an officer on both of the Tulsa-Indian Education Title VI, 20 U.S.C. §7401 et seq., and Johnson O' Malley Parent Committees (see 25 U.S.C. § 5346).

4. Defendant, Independent School District No. 1 of Tulsa County, aka Tulsa Public Schools (TPS), is a duly organized school district of the State of Oklahoma and is a proper party pursuant to 70 OK Stat §§70-5-101, 102, and 105.

5. Defendants Stacey Woolley, John Croisant, Diamond Marshall, and Susan Lamkin (together Defendants "Majority Members") are elected members of the TPS Board of Education representing Board Districts No. 1, No. 2, No. 5. and No. 7 respectively and upon information and belief each are a resident and domiciled within their respective Board District located in Tulsa County, Oklahoma.

6. Defendant Ebony Johnson is currently serving as Superintendent of Defendant District and upon information and belief is a resident and domiciled within the TPS District, in Tulsa County, Oklahoma.

7. Defendant Deborah A. Gist was the former Superintendent of Defendant District and upon information and belief is a resident and domiciled within the TPS District, in Tulsa County, Oklahoma.

## II. JURISDICTION AND VENUE

8. This action arises under the authority vested in this Court by virtue of 12 O.S. §2004(F) and affirmed by O.A.C. 210:10-1-7.

9. Venue is proper in this Court pursuant to 12 O.S. §§131, 133 and 1653 in that (a) this is an action against public officers for acts performed by such public body, or failed to perform, under color of the public office, and Plaintiffs' cause of action arose in Tulsa County, Oklahoma and (b) all Defendants are located or reside in Tulsa County, Oklahoma.

## III. FACTUAL BACKGROUND

### *A. Context for TPS Academic Crisis and Fiscal Mismanagement*

10. TPS is the largest school district in Oklahoma with about 33,000 students and a budget of about \$750 million, or about \$22,000 per pupil expenditure.

11. The United States is increasingly falling behind other OECD countries in K-12 education.<sup>1</sup> Oklahoma usually ranks below 45 in state rankings of K-12 education and TPS ranks near the very bottom of Oklahoma. The failures of K-12 education over the last half century have contributed to political division between school administrations and parents across school boards over the country, and particularly within the TPS community. The failure of TPS to provide a quality education to Tulsa's kids is not only devastating to the future of these kids, but has adverse

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<sup>1</sup> The US ranks 13<sup>th</sup>, behind 4 places behind Slovenia. *Education Rankings by Country*, <https://www.datapandas.org/ranking/education-rankings-by-country#:~:text=The%20United%20States%20ranks%2013th,Education%20Index%20score%20of%200.883>. See also *U.S. Education Rankings Are Falling Behind the Rest of the World*, <https://www.thebalancemoney.com/the-u-s-is-losing-its-competitive-advantage-3306225>

rippling effects in law enforcement, economic development, civic engagement, property values and tax burden.

12. The **Oklahoma State Department of Education** publishes the *Oklahoma State Report Card* (OSRC). The OSRC provides an assessment of every school in every public school district in Oklahoma. Parents are confronted with a public school choice that is failing to educate their children, as shown by the OSRC table below.

**Academic Composite of English, Math, and Science:  
% of Students – 2022-2023<sup>2</sup>**

COMPOSITE	ADVANCED	PROFICIENT	ADVANCED + PROFICIENT	BASIC	BELOW BASIC	BASIC+ BELOW BASIC
All	2%	10%	12%	28%	61%	89%
American Indian	7%	26%	33%	37%	28%	85%
Black	2%	12%	14%	35%	51%	86%
Economically Disadvantaged	1%	7%	8%	30%	62%	92%
English Learner	1%	8%	9%	24%	67%	91%
Hispanic	4%	26%	30%	39%	30%	89%
Students with Disabilities	0%	3%	3%	13%	83%	96%
Two or More Races	8%	29%	37%	38%	25%	63%
White	12%	34%	46%	35%	19%	54%

13. By way of comparison, the following table compares TPS to other nearby school districts:

**Academic Composite Scores - 2021-2022<sup>3</sup>**

<b>Highest Possible Score</b>	<b>15</b>
<b>TPS</b>	<b>1</b>
Oklahoma City	1
Union	7
Sand Springs	7
Broken Arrow	9
Glenpool	9
Jenks	12
Owasso	13

<sup>2</sup> <https://oklaschools.com/district/721001/academic-achievement>

<sup>3</sup> <https://oklaschools.com/state/>

14. The following table is a demonstration of “Chronic Absenteeism” of TPS compared to other school districts:

<b>Chronic Absenteeism</b>	<b>% Attending</b>	<b>Score of 10</b>
Sand Springs	92	8
Jenks	88	7
Owasso	85	6
OK State	81	5
Broken Arrow	80	5
Union	77	4
Glenpool	71	3
OKC	60	0
<b>Tulsa</b>	<b>55</b>	<b>0</b>

15. The conclusion that TPS under the current Board leadership is woefully failing our children is objectively a fact based on the data in the OSRC.

16. In addition to the academic failure, TPS has recently been under scrutiny for fiscal mismanagement because of embezzlement charges against its Chief Learning and Talent Officer who admitted to conspiring with a second person to create fraudulent invoices to defraud TPS. It appears that over \$600,000 was embezzled. While a guilty plea has been entered, the case is still under investigation.<sup>4</sup>

17. Meanwhile, The State Auditor and Inspector’s Office is still in the process of conducting a controversial forensic audit as requested by Governor Kevin Stitt.<sup>5</sup>

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<sup>4</sup> See, Killman, Curtis, *Former Tulsa Public Schools Exec Pleads Guilty to Wire Fraud Conspiracy*, TULSA WORLD, Oct. 30, 2023, Updated Dec. 12, 2023, [https://tulsa-world.com/news/local/crime-courts/former-tulsa-public-schools-exec-pleads-guilty-to-wire-fraud-conspiracy/article\\_738098e0-7730-11ee-8b6d-2b821fe63f21.html#:~:text=A%20former%20Tulsa%20Public%20Schools,%24603%2C992%20between%202018%20and%202022](https://tulsa-world.com/news/local/crime-courts/former-tulsa-public-schools-exec-pleads-guilty-to-wire-fraud-conspiracy/article_738098e0-7730-11ee-8b6d-2b821fe63f21.html#:~:text=A%20former%20Tulsa%20Public%20Schools,%24603%2C992%20between%202018%20and%202022).

<sup>5</sup> See Governor’s letter to State Auditor Cyndy Bird; and Plaintiffs Marshall and Ashley’s letter to Governor, supporting need for the audit are all included in Exhibit A1 - 2 attached and made a part hereof by reference. located at <https://oklahoma.gov/content/dam/ok/en/governor/documents/220707%20Stitt%20LTR%20to%20Byrd%20%20re%20TPS%20Audit.pdf>.

18. Finally, TPS is also the subject of complaints at the **Oklahoma State Department of Education** for violating Title I Parents Right to Know disclosure requirements (34 CFR §200.61, et. seq.) and Title VI Parental involvement and tribal consultation requirements (25 U.S.C. §5346). This would not be the first time TPS has been subject to complaints alleging failure of TPS Indian Education to meet the standard of meaningful consultation with the local tribes about program reorganizations.

**B. *The Politicization of TPS Academic Failure and Administrative Financial Corruption***

19. TPS is governed by an elected seven-member Board of Education (“Board”), with each member representing the electorate residing in its geographic board district. The Board is responsible for “developing and adopting effective policies for the operation of the school(s), which must include those policies required by statute. The staff, students, and community shall be involved in the development of the policies which relate to them.” Okla. Admin. Code §210:35-3-48. TPS Board Policies that are relevant to this matter and cited in this Petition are included in numerical order in *Exhibit B TPS Board Policies* attached and made a part hereof by reference.

20. Consistent with TPS Board Policy 1102 (*Exhibit B*), the Board elected a president, Defendant Woolley, and a vice-president, Defendant Croisant. The Board president has more power than any other member of the Board by virtue of exclusive control of the Board’s meeting agendas. TPS Board Policy 1301 (*Exhibit B*) authorizes Defendant President Woolley, as board president, (or, in her absence, Defendant Croisant as vice-president) to control what items will be placed on a board’s meeting agenda for the Board to discuss and vote.

21. Nothing can be brought up at the Board meeting without Defendant President Woolley having first listed the matter on a meeting agenda and published the agenda before the

respective meeting. If another Board member desires to have an item of business put on the agenda, it can only be done with the permission of Defendant President Woolley. The flip side of this authority is that if she does not want something to be publicly discussed, she merely does not list it.

22. TPS meeting agendas from August 7, 2023 through December 11, 2023, are listed in the index printed from TPS Website attached as *Exhibit C TPS Archived Agendas for School Board Meetings* and made a part hereof by reference. The index from TPS Website may be found at <https://www.tulsaschools.org/about/board-of-education> (click on “Board Meeting Agendas from March 2020”) and will allow access to any archived agenda during that period. Relevant Meeting Agendas cited in this Petition are included in their entirety in *Exhibit C* organized in chronological order. Plaintiff could not explore Board Meeting minutes as possible evidence because no minutes have been posted by the TPS Board since July 2023. See PDF of the TPS webpage indexing minutes attached as *Exhibit D Index of Archived Board Meeting Minutes* and made a part hereof by reference. Plaintiffs will need to rely on discovery to review Board Meeting minutes after July 2023.

23. Defendant Gist was approved to be the superintendent for Defendant District in July 2015. During her leadership for the past eight years, the academic performance of TPS schools experienced no significant improvement. As of this past school year, 77% of TPS schools received a D or an F and the District received “Accredited with Deficiencies” by the Oklahoma State Board of Education. Calculations:

<b>Tulsa School Level</b>	<b>D or F</b>	<b># of schools</b>	<b>Percent D or F</b>
<b>High School</b>	7	9	78%
<b>Middle</b>	9	12	75%
<b>Elementary</b>	39	50	78%
<b>Total</b>	55	71	77%

Ultimately, the State School Board placed TPS on *Accreditation with Warning* and demanded TPS present a radical plan to reverse students' academic performance or lose its accreditation. Much of the blame for the schools' performances was projected by the OSDE and State Superintendent Ryan Walters at then Superintendent Defendant Gist.

24. TPS academic crisis, especially when reviewed in addition to the fiscal mismanagement by TPS school executive administrator, has evolved into a highly political turf war between the State School Board and Defendants for local control. Where the focus should be on correcting academic failure for the sake of TPS children, TPS Board leadership, specifically Defendants President Woolley and Gist, have attempted to use the authority of the superintendent's office and that of the board president to defend the status quo of their political power impervious to the academic failure and embezzlement. They have been under significant political pressure and media scrutiny. An informed citizenry, a purpose of the OOMA, would not be supportive of maintaining the status quo of Defendants Gist and President Woolley. Consequently, it served their interest to mitigate public involvement by the unlawful means of their discretionary authority and the violation of law, particularly OOMA, as demonstrated in the facts below.

***C. Facts Leading to Separation Agreement with Defendant Gist and Appointment of Interim Superintendent***

25. Defendant Gist ultimately determined it was time to step down and informed Defendant President Woolley around August 8, 2023, of her intent to resign from TPS. This started a series of backroom strategy discussions between Defendant President Woolley and Defendant Gist regarding next steps.

The backroom discussions were not transparent to the Board as a whole, let alone to the public, and the tactics were only understandable and obvious from hindsight. The Regular Meeting on at 04:42:49 (Loaded: 19.51%). marked the tipping point for Defendants' backroom plan. Plaintiff

Marshall spoke to a detailed chronological timeline of manufactured events starting from Defendant Gist's resignation. The Defendant District Video of the December 11<sup>th</sup> Board meeting is located at <https://tpstv.viebit.com/player.php?hash=SsbPtatjvOBOWzns>. The portion of the video relevant to this Petition starts at 04:42:49 (Loaded: 19.51%) on the recording when introducing Item L on the Agenda, followed by Plaintiff Marshall discussion of the timeline of events relating to the present matters. This Statement of Facts relies on her recitation and other Board members responses to her recitation.

26. While Defendant President Woolley and Defendant Gist strategized, it appears that there 'Gist's resignation before they received a notice on August 21<sup>st</sup> that there would be a special meeting on August 23<sup>rd</sup>. A special meeting was scheduled for August 15<sup>th</sup> and a regular meeting was scheduled for August 21<sup>st</sup> but the agendas posted for these meetings did not include any announcement or notice of Defendant Gist's resignation. (See *Exhibit C: TPS Archived Agendas for School Board Meetings*).

27. Plaintiff Marshall describes in her timeline how she remembered that she received a notice for the special meeting on August 23<sup>rd</sup> from the Board Clerk but it did not include the subject matter of the special meeting and so she called the Board Clerk to inquire as to why the special meeting was scheduled. The Board Clerk told her that she did not know, which is indicative of Defendants Gist and President Woolley's tight control regarding the purpose of the meeting since it would have been expected that the Board Clerk would have generally been told the purpose so it could be included in the agenda as required by the OOMA. A copy of the August 23<sup>rd</sup> Meeting notice is attached as *Exhibit E Non-Compliant E-Mail Notice Of August 23 Special Meeting* and made a part hereof by reference.

28. It appears that this notice may be the only document issued announcing the special meeting and that no copy of an agenda in the template form of others was made publicly available before the August 23 Special Meeting. In addition, the Agenda Index in *Exhibit C TPS Archived Agendas for School Board Meetings* does not have a listing for the August 23<sup>rd</sup> Special Meeting Agenda.

29. The next day, August 22<sup>nd</sup>, Plaintiff Marshall talked to Defendant Gist regarding the special meeting, at which time Defendant Gist informed her of her resignation and of her recommendation that Defendant Johnson be named as Interim Superintendent effective September 15, 2023. That same afternoon, Defendant Gist released a letter to the press announcing her departure. The first statement in that letter announced, “that I am in discussions *with our school board* to leave my position as superintendent.” See Defendant Gist Departure Letter, attached as *Exhibit F Defendant Gist’s Public Departure Letter* and made a part hereof by reference. However, Defendant Gist was not in discussion with the “school board.” She deceived the media and the public to cloak her and Defendant President Woolley’s backroom strategy.

30. Plaintiff Ashley and Board member Griffin did not find out about Defendant Gist’s intent to leave until the news reports broke the story that afternoon. Even before they became aware of the reports, Defendant Gist had to have already been working with Defendant President Woolley and a team of attorneys on a separation agreement that was finalized and completed before the August 23<sup>rd</sup> Special Meeting. The agreement itself included an acknowledgement that both Defendant Gist and Defendant District were represented by attorneys in connection with the negotiations and executions of the agreement. However, there was no pre-deliberation with the full board regarding whether Defendant Gist’s resignation would be converted to a mutually agreeable separation before the vote on August 23, 2023.

31. The second closeted strategy being orchestrated by Defendant Gist and Defendant President Woolley was the appointment of Defendant Johnson as the Interim Superintendent. The terms of her interim employment contract were fully negotiated before the Board came together for the August 23<sup>rd</sup> Special Meeting. To the best of Plaintiffs Marshall and Ashely's memory, Dr. Johnson's appointment was not noticed as a matter on any agenda prior to the August 23<sup>rd</sup> meeting and neither was it noticed on the non-existent August 23<sup>rd</sup> Agenda. The public only knew of these events because of news reporting. These matters were rolled out in an executive session by Defendant President Woolley with the expectation that they would be rubberstamped by a public vote of the Board.

32. No explanation was ever given by Defendants President Woolley or Gist as to why they kept Defendant Gist's resignation so secret from other Board members when Defendant Gist told Defendant President Woolley weeks before (subject to discovery of a broader conspiracy), especially when this knowledge had significant implications for the Defendant District in a battle with the State School Board to keep local control and prevent a takeover of the TPS by the State. A State School Board meeting was scheduled the day after the special meeting, at which meeting the Defendant District would need to report on the progress of its academic strategy. The Board needed a superintendent to represent the District at that meeting.

33. Plaintiffs Marshall and Ashley felt that exigencies left them no option but to affirm Defendant President Woolley's choice, as Plaintiff Marshall stated in the December timeline. Had the complete Board been alerted in early August, more purposeful deliberations could have occurred. *See* District Video at *supra* ¶25.

34. Pre-arrangement of Defendant Johnson as Interim Superintendent ignored TPS' own Board Policy 1401 (Exhibit B). Deliberation of a search process should have been the first step required after Superintendent Defendant Gist resigned as required by Policy 1401:

Upon the declaration of a vacancy in the office of Superintendent of Schools, the Board *shall deliberate* concerning an appropriate search process consistent with its recruitment desires and objectives.

(emphasis added). Board Policy 1401 continued to be ignored. The steamrolling events that occurred at the August 23<sup>rd</sup> Meeting appeared to have one major goal for moving forward—Defendant Johnson's interim appointment, not Policy 1401. In fact, none of the agendas for meetings after August 23, 2023, ever reference any agenda item for discussion relating to any candidate search nor to Defendant Johnson, contrary to the OOMA: "No public body may go into an executive session unless otherwise specifically provided in this section." Okla. Stat. tit. 25 §307". These items were never raised in any agenda publicly posted for 2 ½ months until the special meeting scheduled for November 14, 2023.

***D. Facts Leading to Appointment and Employment of Defendant Johnson as Permanent Superintendent***

35. A notice for a special meeting to be held on November 14, 2023, posted three agenda items. The first stated that there would be a discussion regarding the "search process for the position of Superintendent of Schools." Again, the item did not specify Board Policy 1401. Defendant President Woolley, as the school official responsible for drafting agendas, avoids the cross reference to a precise policy number to also avoid being held to its specific requirements regarding the search process and superintendent qualifications.

36. The second agenda item was for the Board to go into an executive meeting for the purpose of discussing the permanent employment of Defendant Johnson as Superintendent. The

third item was to take “any action determined to be appropriate by the Board regarding the employment of Dr. Ebony Johnson as Superintendent of Schools.” It should not be missed that the order of these three agenda items was not inadvertent or random. The first item, had it carried, would have made the next two items moot. It appears that the agenda was ordered with the expectation that the first item would not be approved, and that Defendant Johnson would have a clear path to the position.

37. It was later reported that it had been decided at the executive meeting to table Defendant Johnson’s employment until January 2024. However, it is difficult to imagine that this decision was reached without a discussion regarding conducting a candidate search, yet a candidate search is not a permissible topic for an executive meeting under the OOMA.

38. Board member Griffin boycotted the executive meeting because he told news reporters that he thought that Defendant Johnson should be hired as the permanent superintendent. When the Board returned to the Special Meeting after the executive meeting, the Board voted unanimously to issue a resolution stating its confidence in and support of Interim School Superintendent Dr. Ebony Johnson, rather than offering her a contract beyond the current school year.

39. However, it appears that Defendant President Woolley unilaterally decided not to table the discussion of the search and to push the Board to a hiring decision instead of the resolution by using the cover of an ad hoc committee to proceed. There was no public information available on the formation or operation of an ad hoc committee until Plaintiff Marshall’s timeline was recorded. See At the December 11<sup>th</sup> Meeting, Plaintiff Marshall produced a timeline that focused heavily on the role of the ad hoc committee which activities appear to have gone unnoticed or unquestioned procedurally in November until the December 11<sup>th</sup> Meeting. The ad hoc committee

was not the outcome of Board deliberations, including any discussion regarding which Board Members would serve on it.

40. In Board members' discussion of Plaintiff Marshall's timeline in the video, Defendant President Woolley admitted it was her decision to use an ad hoc committee because each time in the past they had tried to move forward in public discussions, nothing actually happened. In other words, she wanted to avoid the public having access to their deliberations as would be required under OOMA. By keeping the committee membership down to three board members, less than a quorum, no pre-publication of the agenda and no public record or minutes of the meeting content would presumptively be required.

41. It appears that discussion of the ad hoc committee in the December 11<sup>th</sup> meeting might have been the first time several of the Board members were even aware of its existence, including Plaintiff Ashley. That discussion could easily lead to the conclusion that Defendant President Woolley had intended to stack the ad hoc committee with mostly Majority Members -- herself, Defendant Vice President Croisant, and Defendant Susan Lamkin; however, Defendant Vice President Croisant refused and, instead, suggested Plaintiff Marshall. At some point, it appears that Board Member Griffin, who had supported Defendant Johnson's permanent appointment, was invited, but he was apparently confused regarding what the invitation was to and so indicated that he was not interested. Clearly, Defendant President Woolley had initially attempted to be sure friendly votes would constitute the ad hoc meeting. Plaintiff Marshall became the third member but was not aware that other members did not know of the committee's existence.

42. An ad hoc committee meeting was held on November 30, 2023, at which the **Oklahoma State School Boards Association** (OSSBA) presented a possible process and timeframe if a superintendent search was commenced at that time. It represented that the search

could be completed by May 2024. As a result of that information, Plaintiff Marshall later represented in laying out the timeline (*see* District Video at *supra* ¶25.) that the Board members had agreed to extend Defendant Johnson's interim position to October 2025, at which time the Board would evaluate her performance to determine approving her for permanent status, or, in the event she fails the evaluation, whether there should be a national search.

43. Nothing appeared to happen with this offer after the ad hoc meeting. Instead, on December 7<sup>th</sup>, Defendant President Woolsey called an ad hoc committee meeting to determine if there were any issues that needed to be addressed before the employment contract with Defendant Johnson as the permanent superintendent was added to the next meeting's agenda. Plaintiff Marshall questioned whether there had been any decision or determination to offer her the permanent position without a search. Defendant President Woolsey said *it had been decided* at the last meeting, but no record was made at the meeting, and no one was appointed to make such a record. However, Plaintiff Marshall made special note that the Board Clerk attended the December 7<sup>th</sup> meeting for purposes of making a business record relative to the superintendent vote.

44. The next agenda referencing the superintendent position was for the school board meeting set for December 11, 2023. It included two agenda items: (1) Item L: Approve an emergency suspension of any requirements that may exist for posting, recruiting, and advertising the position of superintendent of schools under Board Policy 1201; and (2) Item N that noticed an executive session to discuss the employment of Defendant Johnson as permanent Superintendent, to be followed by the Board's return to the regular meeting to vote on Defendant Johnson's employment.

45. As a result of Item L, there was much discussion as to whether current circumstances arguably constituted an emergency under Board Policy 1201 (*see Exhibit B TPS*

*Board Policies*) that could justify the suspension of Board policies, specifically suspension of Board Policy 1401 regarding recruitment, selection, and evaluation of the superintendent of schools. *See Exhibit B*. It should be noted that the Agenda did not explicitly name Policy 1401, so as not to draw specific attention to the Policy itself and all its requirements. By the topic being limited to three items taken from the purpose statement of Policy 1401, but not referencing the Policy itself, the agenda item had more of a tone of catch-all and clean-up that diminished the import of the suspension.

46. The policy the Agenda item L did cite, Board Policy 1201 (*Exhibit B*), provides that Board policies can be suspended, amended, or altered “upon a majority vote of the Board” after being presented at two consecutive meetings, *except in the case of an emergency*. This raised the question by a Board member as to what the emergency was.

47. Defendant President Woolley had attempted already to remove policy obstacles to hiring Defendant Johnson at a suspect ad hoc committee meeting. Now, she tried by using her power over agenda items to establish a presumption of an emergency needed to suspend Board Policies onto the meeting agenda. Plaintiff Ashley asked about what legally constituted an emergency. An emergency need would allow the Board to vote on suspension of board policies at that very meeting, instead of the vote being carried over to the next meeting. This was a power play to short-change public consideration of school business. The attorney advising the Board, Doug Mann, told the Board that emergency was whatever the individual board member in their own discretion believed it was. Ultimately, he said, determining an emergency was above his pay level. *See District Video at supra ¶25.*

48. Defendants’ Majority Members attempted to define an emergency in the context of the Defendant District’s staffing needs after employees had quit in response to the State School

Board's finding of TPS accreditation deficiencies and recent embezzlement scandal. However, those same members did not discuss whether the Defendant President Woolley's own handling of the Defendant Gist's departure and the ad hoc committee helped to create the so-called emergency. In the end, the emergency suspension was approved 4 to 3 by Defendants Majority Members who ratified Defendant Woolley's attempt to clear the road of possible legal obstacles to the subsequent vote to hire Defendant Johnson as approved by same Defendants Majority Members.

49. After the vote on the policy suspension, the Board went into an executive meeting during which the discussions expanded to include the failed status of the previous national search discussion which was (1) not covered in the matter noticed on the December 11<sup>th</sup> Agenda (See *Exhibit C TPS Archived Agendas for School Board Meetings*) and (2) not included among the statutory purposes for an executive meeting – both reasons being in violation of the OOMA. Thus, it was illegal to have discussed these topics in the executive meeting.

50. Plaintiff Marshall deliberately attempted to say little in order to avoid being pulled into unlawful topics. Plaintiffs Marshall and Ashley believe that impermissible topics were discussed between Defendant Vice President Croisant and Board Member Griffin, with input by TPS Counsel, Bo Ridley. However, Defendant President Woolley in bad faith accused Plaintiff Marshall of having “raised the off-agenda topic during the executive session — and Woolley said she believes it was an intentional act to try to undermine the board's actions at Monday's meeting.” Krehbiel-Burton, Lenzy, *RECAP: What did the Tulsa school board do late Monday night?*, TULSA WORLD (Dec. 13, 2023).

51. The next week, Plaintiff Marshall filed a police report, which included affidavits by herself and by Plaintiff Ashley, regarding the off-agenda discussion, a misdemeanor under the

OOMA. The copy of the police reports and Plaintiffs' Marshall and Asley's affidavits supporting the police report are attached as *Exhibit G Plaintiff Marshall's Police Report & Affidavits on Defendants' OOMA Violation* and made a part hereof by reference.

52. After returning to the special meeting from the executive session, the Board then held the vote to approve an employment contract with Defendant Johnson as permanent superintendent of schools. The count was four votes to approve by the Defendant Majority Members to two votes against by Plaintiffs Minority Members, with Board Member Griffin abstaining.

53. Since the unlawful vote to approve Defendant Johnson as permanent superintendent, she has significantly reorganized many of the administrative and teaching positions within TPS and their respective salaries. The questionable validity of her own contract under the Open Meetings Act now extends to these hiring, firing, promotions and demotions. Many of these personnel changes were approved at the Board meeting January 8, 2024. *See Agenda in Exhibit C TPS Archived Agendas for School Board Meetings.* However, it appears that these changes were never posted as required by Board Policy 4101 (*Exhibit B TPS Board Policies*).

#### IV. ARGUMENTS

##### **Count 1: Defendants Intentionally Violated the Open Meeting Act.**

##### ***A. Mutual Separation Agreement with Defendant Gist and Appointment of Interim Superintendent***

55. Plaintiff realleges and incorporates by reference all preceding paragraphs as if fully alleged in this paragraph.

56. Section 304(1) of the OOMA includes a public school board as an entity required to hold meetings open to the public. Section 303 requires that the Board provide advance public

notice specifying the time and place of the meetings, as well as the subject matter or matters to be discussed at the meetings. *See Andrews v. Ind. Sch. Dist. No. 29*, 737 P.2d 929, 930 (Okla. 1987). Section 311 applies similar requirements to special meetings. In fact, it further states that “Only matters appearing on the posted agenda may be considered at the special meeting.” Okla. Stat. tit. 25 §311(12). Because OOMA is a procedural statute, it might be easy to discount the OOMA as merely technical requirements, where one needs to be sure to dot one’s “i’s” and cross one t’s, which technical violations should be easily resolved. However, a violation of the OOMA is a serious violation of democratic protocol as well as statute.

57. The Dissent in the Supreme Court case, *Hirschfeld v. Okla. Tpk. Auth.*, 2023 OK 59 (Okla. 2023), would have found that the Oklahoma Turnpike Authority, the public body in that case, had violated the OOMA. It wrote:

The OMA is one of the most consequential statutory enactments our state has adopted in an effort to promote the public’s right to know what its government is doing and for what purpose public funds are expended. Our state constitution declares that all political power in this state is vested in the people. The objective of the OMA protects this guaranteed, constitutional right.

*Hirschfeld v. Okla. Tpk. Auth.*, 2023 OK 59, ¶10 (Okla. 2023). The Dissent further wrote that the policy of the OOMA “is defeated if the required notice is deceptively worded or materially obscures the stated purpose of the meeting,” *Id.*, citing *Fraternal Ord. of Police, Bratcher/Miner Mem’l Lodge, Lodge No. 122 v. City of Norman*, 2021 OK 20, ¶ 9, 489 P.3d 20, 24. While the majority opinion and the dissent disagreed as to whether the wording of the Agenda notice was sufficient to meet the public’s right to know, *they did not disagree to the significance of the OOMA to Oklahoma’s democratic process*. While the Court found no violation of OOMA in *Hirschfeld*, at least in that case, the agenda included some descriptive phrase for the topic for the Court to

review. In the present matter, the Board Clerk had included no language at all in the Special Meeting Notice, let alone deceptive wording.

58. In *Haworth Bd. of Ed., Etc. v. Havens*, 637 P.2d 902, (Okla. Civ. App. 1981), the Court had similar concerns regarding the intent of the public agency. It quoted the *Oklahoma Bar Journal's* discussion regarding the purpose of the OOMA to

maintain the faith of the public in government agencies. Regardless of their good intentions, the specific boards and commissions, *through devious ways*, should not be allowed to deprive the public of its inalienable right to be present and heard at all deliberations wherein decisions affecting the public are being made.

*Id.*, at 904, citing 49 O.B.A.J. 1515 (1978), quoting from *Board of Public Instruction v. Doran*, Fla., 224 So.2d 693 (1969), (emphasis added). The Oklahoma legislature understood the temptation of government officials to want to make their lives easier by minimizing their public exposure, and so they passed a law that attempts to deter public officials from shutting the public door of access. It is an important check in a democratic check and balance system.

59. In *Haworth*, the Court found that a lame duck school board attempted to hide its real intent to approve hiring a superintendent that it believed would be controversial to the incoming board. Rather than being upfront in its agenda by including an item that the board meeting would discuss hiring a superintendent, the board posted that it would be discussing negotiating and hiring “administrators” at the board meeting. The court called out the school board for disguising its real agenda: “We note in this case the School Board had all the appearance of being a ‘lame duck’ board trying to arbitrarily impose its will over a newly elected board.” *Id.* Defendant President Woolley was experiencing similar pressure as a school board election season had started and three seats were up for election in April 2024. She was facing the risk of losing a majority on her board and not accomplishing her and Defendant Gist’s goal if she didn’t lock up the vote on Defendant Johnson before the campaigning started.

60. Did the *Haworth* Board have the right to contract with the superintendent? Yes, but the *Haworth* Court still invalidated the contract. Just because you can do something, doesn't mean you should do something – especially if you have to lie about it in order to get it done. This is what the instant case is about – deception and lying, even if lying by omission, to get what they wanted politically done. Defendants' deception, just as in *Haworth*, violates the OOMA. The deception and lying by a few corrupt the whole, and the unlawful acts by the few cannot allow the Board's vote to stand.

61. Section 313 of the OOMA provides “**Any action taken in willful violation of this act shall be invalid.**” (emphasis added). The Court held in *Haworth* that the Board's deception in the posted notice constituted willfulness and for their willful violation, they forfeited their ill-gotten vote. The Court held the superintendent's contract invalid. It didn't matter that the actual Board meeting corrected any misperception propagated by the meeting's agenda and that each member's vote was publicly recorded regarding hiring of the superintendent. The damage to the public interest in the Board meeting was done and couldn't be undone, and so the only remedy available under the law is nullification of the Board's acts during that meeting. The same should hold here.

62. In the present matter, there was no way that Defendant President Woolley could use deceptive language that would hide or downplay the significance of Defendant Gist's departure as superintendent or the hiring of Defendant Johnson as an interim superintendent once Defendant Gist's departure was known. They understood there could be a public movement for a national search. The only means to achieve the outcome she and Defendant Gist wanted was to keep the news under her control without public involvement until the specifics were a *fait accompli*. That required that the public not be told the real purpose of the special meeting. Defendant President

Woolley had to keep the Board Clerk in the dark and to have the Clerk omit the otherwise required information from the notice and not post an agenda at all. Meanwhile, she could pretend ignorance and deceive the public and Board opposition for as long as possible.

63. Consequently, she purposely–willfully–violated Okla. Stat. tit. 25 §311 that limits deliberations at special meetings to “only matters appearing on the posted agenda.” There was no publicly posted agenda and the only notice to the meeting omitted the meeting’s topic. Yet, the special meeting included deliberations and a vote on Defendant Gist’s mutual separation agreement and Defendant Johnson’s interim superintendent appointment at the special meeting. Clearly, she was attempting to deceive the public under the OOMA. This was not an inadvertent mistake, but a willful act of deception.

64. Further, no subsequent vote by the entire board with full knowledge of the OOMA violation taken at the August 23<sup>rd</sup> meeting can serve to overcome and remedy the willfulness of an OOMA violation. Rather, the willfulness of Defendant President Woolley, once exposed, taints the Board votes that followed. There were two actions voted on at the August 23<sup>rd</sup> meeting that were not posted on an advanced notice: the approval of the Mutual Separation Agreement between the Defendant District and Defendant Gist and the Interim Superintendent Employment Agreement between the Defendant District and Defendant Johnson. The Board does not get to choose whether to validate these actions, but neither does the Court have any choice. “Any action taken in willful violation of this act *shall be* invalid.” Okla. Stat. tit. 25 §313 (emphasis added). The Court must hold that these contracts are invalid under the law.

***B. Appointment and Employment of Defendant Johnson as Permanent Superintendent***

65. Plaintiff realleges and incorporates by reference all preceding paragraphs as if fully alleged in this paragraph.

66. The superintendent hiring process is the type of significant public business that should be subject to the transparency standard to which public citizenry is entitled under the OOMA. While on the surface, at least, most public bodies appear to comply with OOMA requirements when public officials make formal votes at public meetings, its transparency goal extends to more than a public recording of the yea/nay vote of a public official. The express purpose of the OOMA is to "encourage and facilitate an informed citizenry's understanding of the governmental processes and governmental problems." 25 O.S. §302. Consequently, the conduct of public business is intended to include discussion of those governmental processes and their deliberations regarding resolutions of governmental challenges and problems.

67. Contrary to the public interest advanced by the OOMA, Defendant President Woolley shortchanges the OOMA procedures by cutting out four of the School Board members from deliberations on school business so that decisions can be made by less than a quorum behind closed doors, while manipulating the agenda of Board meetings to get the Board to ratify without deliberation on the agenda outcomes. Defendant President Woolley's unlawful intent regarding the ad hoc committee can be discerned when comparing policy precedent for the role of an ad hoc committee in Board Policy 8102-R (*Exhibit B TPS Board Policies*) that is required when Defendant District was naming or renaming facilities. The ad hoc committee is to reflect the diversity of the population. Members include the superintendent, principal, teachers, parents, board members, and even two individuals outside of the school community who have been engaged in the school's mission. Board Policy 8102-R appears to infer that the Board believed naming a facility was so important to the TPS community as to be sure to provide for community buy-in by extending the committee to include community representatives.

68. Yet the selection of the **most important position for the largest school district in Oklahoma**, Defendant President Woolley attempts to restrain the ad hoc membership to a few Board members to avoid public scrutiny. This comparison only helps underscore how Defendant President Woolley was attempting to distract the public and even other board members from a superintendent search by forming the ad hoc committee. While this is more evidence of Defendant President Woolley's abuse of discretion, the threshold legal question is still whether she succeeded in her manipulation without triggering an OOMA violation.

69. As the Court explained in *Monkey Island Development Authority v. Staten*, 76 P.3d 84, 87 (Okla. Civ. App. 2003)

"Meeting" means the conduct of business of a public body *by a majority of its members* being personally together or, as authorized by Section 307.1 of this title, together pursuant to a teleconference." (Emphasis added.) Applying this definition, it is not a violation of the Open Meeting Act for *less* than a majority of a public body to meet.

On the surface, it does appear that she was successful. At the December 11, 2023, special meeting, she gained the vote that was her and Defendant Gist's original strategic goal--to have Defendant Johnson hired as the permanent superintendent and to avoid a national search. However, the public interest deserves a closer legal review of the ad hoc committee meetings that preceded that vote.

70. Defendant Marshall called out Defendant President Woolley for how the ad hoc committee was used to segment the Board's vote into less than quorum numbers that allegedly allow deliberations and determination to shift from a public meeting to a private meeting outside the public purview. However, the segmentation of the Board into a sub-entity does not protect the ad hoc committee from the OOMA merely because its full number represents less than the Board quorum.

71. First, the OOMA's definition of public body subject to the OOMA "shall include all committees or subcommittees of any public body" Okla. Stat. tit. 25 §304. Next, in determining whether the ad hoc committee is subject to the OOMA, the Court should follow the analysis in *Sanders v Benton*:

Where a parent-entity, coming within the purview of §201 as a matter of law, establishes a subordinate entity and such subordinate entity's authority is derived solely through its parent-entity, the question of whether the subordinate entity may also come within the purview of §201 depends on *the purpose for which it was established and the responsibilities it exercises*. If the subordinate entity in the performance of its assigned duties and responsibilities exercises *actual or de facto decision-making authority, it must comply with the open meetings law*.

579 P.2d 815, 820 (Okla. 1978) (emphasis added).

72. The purpose of the ad hoc committee is reflected in the committee meeting that occurred on November 30, 2023, at which the OSSBA presented a possible process and timeframe for a superintendent search. It appeared that the presentation was about persuading and getting committee members to commit to the Board vote before the Board meeting. The Board meeting would be more for show of ratifying what Defendant President Woolley had already set in motion.

73. According to Plaintiff Marshall's recorded timeline, (*see* District Video at supra ¶25), the Board's ad hoc members, on the basis of that information, determined that the Board would be willing to continue Defendant Johnson's interim contract until October 2025. Was the OSSBA's presentation merely fact gathering or was this intended to influence deliberation by Board members who make up the committee membership? 100% of the ad hoc committee members were deliberating regarding the structure of Defendant Johnson's contract. The national search would be postponed possibly permanently. Under these circumstances, the ad hoc committee itself was a "public body" whose quorum is determined on its own membership, as

opposed to the Board's membership, and therefore, *its meeting with the OSSBA should have been publicly noticed consistent with the OOMA.*

74. To ensure the finality of the ad hoc committee's previous decision to make Defendant Johnson a permanent offer, according to Plaintiff Marshall's timeline, Defendant President Woolley called a second ad hoc committee for the sole purpose of whether there were any issues before Defendant President Woolley had the employment contract with Defendant Johnson as the permanent superintendent added to the next Board meeting's agenda. She had arranged for the Board Clerk to be present to take minutes.

75. In *Andrews v. Ind. Sch. Dist. No. 29*, the Court held that in construing the OOMA

subordinate entities are subject to the open meeting laws if the subordinate entity has decision-making authority, either actual or de facto. If the purpose of the committee is purely factfinding, informational, recommendatory, or advisory with no decision-making authority, the committee is not required to hold open meetings.

737 P.2d 929, 931 (Okla. 1987). Because of the deception by Defendant President Woolley, it is difficult to assess the purpose of the ad hoc committee. She admits it was to keep deliberations out of the public view. Only Board members were included on the committee; there was no public representation. She controlled the invitations to belong. Finally, she attempted to manipulate the last vote of the committee to be recorded as if she intended to use it for purpose of the upcoming special meeting. The public interest under the OOMA demands that the Court should interpret the action of Defendant President Woolley and the ad hoc committee as being rendered on behalf of the Board in a willful attempt to deceive the public of the true content of members' deliberation, thereby violating the purpose of the OOMA.

76. Notwithstanding the oppositional stand by Plaintiff Minority Members, the vote by Defendant Majority Members was intended merely to ratify the decisions made during the

deceptive ad hoc committee. Consequently, the deception and bad faith conduct rendered by Board officers and others invalidate the Board's action at the December 11, 2023, meeting, including the Defendant Majority Members' vote to approve Defendant Johnson's hiring as permanent superintendent and any suspension of Policy 1401 and other policies' relating to a superintendent search. The only remedy for the injury to the public interest, which the OOMA protects, is to require the Board to conduct a national search for a superintendent pursuant to Policy 1401.

**Count 2: Defendants Abused their Discretion and Such Action was Arbitrary and Capricious.**

**A. Abuse of Discretionary Appointment of Defendant Johnson as Superintendent**

77. Plaintiff realleges and incorporates by reference all preceding paragraphs as if fully alleged in this paragraph.

78. It is well-accepted law that

[w]here boards of education in independent school districts act within the limits of the power conferred upon them, their discretion cannot be interfered with by injunction, unless *their action is so clearly unreasonable as to amount to an oppressive and manifest abuse of discretion*; and this general rule applies, although the discretion may be widely exercised.

*Joachim v. Board of Education of Walters*, 249 P.2d 129, 251 (Okla. 1952) (emphasis added), citing *Brooks v. Shannon*, 184 Okla. 255, 256 (Okla. 1939). In *Joachim*, the public entity had the authority to sell certain property to the highest bidder. The Court found that the entity lawfully exercised the discretion it had within its authority to sell when the entity allowed a bidder to clarify its bid that the entity found to be confusing. In *Brooks*, the Court likewise found that the board exercised its discretion in choosing which school to close. The Court found:

The testimony is voluminous and cannot be quoted here. It contains diversity of thought and opinion. It would be but natural that some of the children attending the Washington School will suffer some inconvenience by this change. There is nothing in the record that convinces this court that the board of education abused its discretion in closing Washington School,

or that they did other than what they thought was for the best interest of the school system and all concerned, and such authority and discretion should not be interfered with by injunction.

*Id.*, at 258.

79. However, in the present case, there is no testimony, let alone voluminous, for the court to review, because there were no deliberations. These cases do not support the Court taking a non-interventionist response in this case where the fraud and deception went so far that Defendants could violate their own policy and violate the public interest protected by the OOMA. Defendants President Woolley, Vice President Croisant, and the Majority Members did not just violate a fundamental statute for Oklahoma democracy, but they violated their own rules. Discretion is not to be exercised *carte blanche* to excuse government for doing whatever its leadership wants when they find themselves in an inconvenient situation where they can't live by their own rules.

80. The Oklahoma legislature has granted school boards discretion to adopt their own set of rules by which each pledges to govern, a promise made to the public that make up its constituency:

- A. The board of education of each school district shall have power to . . .
2. Make rules, not inconsistent with the law or rules of the State Board of Education, governing the board and the school system of the district,

Okla. Stat. tit. 70 §5-117(A)(2). However, once a board exercises its discretion to adopt a policy, to ignore that policy without compelling reasons is an abuse of that discretion and a violation of reasoned decision making. The Board's policies are board members' own select democratic guardrails to keep the board within their self-imposed discretion when political self-preservation or convenience screams to jump the guardrails.

81. Defendant District adopted Board Policy 1401 (*Exhibit B TPS Board Policies*) that specifically addresses what the Board is supposed to do in the event a vacancy occurs for the superintendent position:

To prescribe the processes for recruitment, appointment, selection, and evaluation of the Superintendent of Schools; to publish qualifications for the position; to define the Board's intent relative to an employment agreement with the Superintendent; to specify the term of employment; to describe general duties and responsibilities; and to encourage continuing professional development of the incumbent.

Yet the Defendant District has had no board meeting that called for Policy 1401 to be followed in response to Defendant Gist's departure. The fact that August 23<sup>rd</sup> Meeting ignored Policy 1401 is clearly an arbitrary and capricious decision by Defendant President Woolley when the Policy itself was kept off the Agenda.

82. Even when Defendant President Woolley finally put the superintendent search on an Agenda, (see the November 14<sup>th</sup> Agenda), she did not reference the Board Policy 1401 and all or its specificity. She wanted to avoid even reminding the public that they were not following their own rules. Defendant President Woolley has used her authority over meeting agendas to deceive or at least mislead the public in the same way and for the same purpose as the *Haworth* Court found was a violation of the OOMA. *See* 637 P.2d at 902.

83. Policy 1401 requires that "*Upon the declaration of a vacancy in the office of Superintendent of Schools, the Board shall deliberate* concerning an appropriate search process consistent with its recruitment desires and objectives." (Emphasis added) (*Exhibit B TPS Board Policies*). There is no discretionary verb in this statement, only the obligatory "shall." Further, to deliberate means for the Board to be very specific in considering a candidate search. The Webster's definition of deliberate means "to think about with formal discussion before reaching a decision." ([https://www.merriam-webster.com/dictionary/deliberate.](https://www.merriam-webster.com/dictionary/deliberate)) Consequently, by jumping directly to

consideration of only Defendant Johnson as Superintendent, Defendants District and Majority Members violated their own Board Policy 1401.

84. Board Policy 1401 further provides baseline qualifications for a superintendent. In addition to the appropriate certification from the State Board of Education,

the Superintendent *must have a record* of recent success in relevant assignments with a demonstrable record of increasingly responsible duties and responsibilities *consistent with those identified by the Board in its deliberations*.

(emphasis added) (*Exhibit B TPS Board Policies*). Again, the statement is obligatory, “must have a record.” Further, the obligation regarding the superintendent’s record is supposed to be linked directly to the earlier Board’s obligation to deliberate on a search process. While the Board has discretion as to what successes are relevant and how a candidate’s duties and responsibilities relate to recruitment goals, because of the Board’s Policy 1401, there are public expectations that there would at least be public deliberations. To fail the public’s expectations is arbitrary and capricious.

85. Because Defendant President Woolley never placed Policy 1401 on a meeting’s agenda upon Defendant Gist’s resignation, the Minority Members and the public were deprived of the opportunity to explore the background of Defendant Johnson and how Board Policy 1401 required her background be linked to the identified needs of TPS, especially while its accreditation was being scrutinized by the State School Board. Whatever her recent successes, as required by Policy 1401, Defendants did not explain the relationship of Defendant Johnson’s past TPS jobs to TPS’ academic failures and its accreditation threat. To not have her previous role as TPS’ Chief Learning Officer over so many failing schools be a part of mandatory deliberations but, rather to use the ad hoc committee and executive sessions as a means to obscure Defendants’ bad faith selection of Defendant Johnson without a superintendent search is the very absence of reasoned decision making.

86. While Defendant Johnson avoided competition with help from Defendant President Woolley's closed application process, that same competition could have included many good candidates that were shut out of the application process. Open recruitment is a standard process for a government candidate searches to ensure a diverse, talented workforce. TPS has a highly diverse student body. To not address these students' diverse needs and what they mean to Board Policy 1401 deliberations is arbitrary and capricious conduct on the part of Defendants Majority Members.

87. This is particularly true regarding students who are citizens of federally recognized tribes and students who are Certificate Degree of Indian Birth (CDIB) cardholders. School districts participating in Title I and Title VI Indian Education Formula grants have to qualify as LEAs. Affected LEA's, like Tulsa Public Schools, are required to participate in ongoing meaningful tribal consultation under the "Every Student Succeeds Act." Under this federal law, TPS implements education services to more than 3,000 Native American students representing 68 tribes. Sixty five percent of Native students already fail to achieve proficiency in standardized scoring and academic progress in the 2022-23 Composite Academic Indicator issued by the **Oklahoma Department of Education** (see supra footnote 2).

88. While the Act does not specifically require Defendant District to consult with the Native American community on hiring a new superintendent, the lack of notification and consultation to alert local area tribes of potential district accreditation downgrade or potential loss of accreditation status, as well as Board's actions to declare an emergency and suspend Board policies applicable to Defendants' candidate search for the superintendent position regarding this matter represents a willful breach and violation of this statutory compliance obligation. Defendants had a good faith obligation to provide reasonable notification and ongoing meaningful

consultation on how these operational decisions and district procedural responses may impact the academic performance of Native American students enrolled in the Defendant District,

89. The fact that Defendant Johnson, as the Interim Superintendent, failed to meet with the TPS Indian Education Program's Parent Committee, despite its numerous repeated requests for a meeting prior to these actions being taken by TPS, indicates another level of willful intent on the part of Defendants President Woolley and Johnson to further suppress or avoid engaging in required reasonable tribal notification and meaningful ongoing consultation on these matters as provided and required by Title I Parents Right to Know disclosure requirements (20 U.S.C. §6312) and Title VI Parental involvement and tribal consultation requirements (20 U.S.C. §7918) as defined in accordance with all applicable terms and conditions for an LEA or affected LEA under ESSEA Sections 6114(b)(7) ( 20 U.S.C. 7424) and 8538 (20 U.S.C. 7918).

90. The public deserved a thorough "deliberation" on the Defendant District's recruitment desires and objectives and Defendant Johnson's "demonstrable record of success of relevant assignments." Board members owed the TPS community a comprehensive airing of how her experience meets the recruitment needs of the Defendant District, especially in the context of the Defendant District's current accreditation struggle with the State School Board. Finally, other interested candidates deserve consideration by the Board or, at least, a public explanation as to why they should not be allowed to apply and compete.

91. The State Superintendent has been vocal regarding expectations of the next superintendent. Again, deliberations relating to the recruitment objectives should address these circumstances, as well as the failed academic state of many TPS on-site schools. How are the actions of Defendants not arbitrary and capricious? At a minimum, Defendants abused the Board's self-imposed limitations of Policy 1401 because Defendants Majority Members effectively

blocked any deliberations under Policy 1401 from occurring, including the December 11<sup>th</sup> vote to suspend any policy that would have otherwise been contrary to Defendant Johnson's hire.

92. Perhaps one of the most important responsibilities of a school board is the choosing of a superintendent. Oklahoma law states that one of the most important responsibilities of the board of education is "*a complete and comprehensive set of written policies* giving the framework of authority assigned to its executive officer, the superintendent of schools." Okla. Admin. Code §210:10-1-7(B). If establishing written policies that will serve as a framework for the superintendent's authority is the most important responsibility of the Board, then a written policy serving as a framework for a superintendent's hire should at least be second. When the Defendant Majority Members interpret Policy 1401 as allowing such broad discretion as to throw out *any and all* deliberation requirements, their actions based on such a bad faith reading constitute abuse of discretion that surely justifies the Court's intervention results in a hiring decision that can only be described as arbitrary and capricious.

**B. The Majority Defendants Abused the Discretionary Suspension of Board Policies Without Emergency Cause.**

93. Plaintiff realleges and incorporates by reference all preceding paragraphs as if fully alleged in this paragraph.

94. Policy 1201 allows the policies of the Board to be suspended upon a majority vote of the Board at a regular or special meeting.

The proposed suspension, amendment, or alteration shall appear before the Board for two consecutive meetings prior to adoption; once for information and once for action *except that, in the case of an emergency, the Board may waive this rule and take immediate action following proper public notification.*

(emphasis added). The Agenda for December 11<sup>th</sup> Meeting (*Exhibit C TPS Archived Agendas for School Board Meetings*) posted an item to approve an emergency suspension under Policy 1201

of any requirement that may exist for posting, recruiting, and advertising, the posting of superintendent of school. Without naming Policy 1401, the intent was to suspend the requirements of Policy 1401 retroactively to give Defendant Majority Members political cover for violation of Policy 1401 that they are now afraid could be a vulnerability in their strategy. Policy 1201 says nothing about retroactive suspension of board policies.

95. Policy 1201 also does not indicate whether the Majority Members can declare an emergency, when the so-called emergency circumstances were of the Board's own making and not by force majeure events as indicated in the OOMA that defines "Emergency" for purposes of an Emergency Meeting. The definition of "emergency" in the OOMA is relevant as it provides a meaningful justification for the waiver of public notice requirement under OOMA:

For purposes of the Oklahoma Open Meeting Act, an emergency is defined as a situation involving injury to persons or injury and damage to public or personal property or immediate financial loss when the time requirements for public notice of a special meeting would make such procedure impractical and increase the likelihood of injury or damage or immediate financial loss;

Okla. Stat. tit. 25 §304. The significance of OOMA's §304 definition of emergency underscores OOMA's role in defending the right of the citizenry to be informed. It answers the question of what exigencies justify not giving the public notice of a government meeting in which they have an interest.

96. Board Policy 1301 does include a definition of "Emergency" that aligns with the OOMA definition of "Emergency:"

"Emergency" is defined as a situation involving injury or imminent threat of injury to persons or injury or imminent threat of injury or damage to public or personal property or immediate financial loss, and the requirements for public notice of a special meeting would make such procedure impractical and increase the likelihood of injury, damage, or immediate financial loss.

97. Policy 1301's definition provides a protection of public interest similar to the OOMA. The public has an interest in board policies and therefore, before they are suspended, the public deserves to hear Board deliberations as to the need for suspension that departs from the orderly process of Board business, to have an opportunity to weigh in after Board deliberations and before the Board approves their suspension. An emergency should be just that—an emergency that justifies shortchanging the public interest by circumventing the notice requirements.

98. However, the only facts raised to support an allegation of an emergency was the need to fill certain senior positions right away. However, what the Board did not discuss was whether those circumstances justified disregarding Policy 1201's requirement for two consecutive meetings prior to voting on the suspension -- once for information and once to take action -- to one. kjm

99. There were arguably political exigencies for getting the necessary votes to establish Defendant Johnson as the superintendent before the possibility of a new majority on the TPS Board as a result of the current school board race. It also provides political cover that suspension would give Defendant Vice President Croisant who faces a challenger in the upcoming school board election in April 2024. As the Court took note in *Haworth*, 637 P.2d, at 904, it was an abuse of discretion for a lame duck board to use deception to protect their legacy contract. Mostly, however, it resulted in one less opportunity for the public to protest Defendants' failure to conduct a candidate search and allows Defendants to finalize the permanent appointment of Defendant Johnson with less public input.

100. Defendant Johnson's unlawful appointment as the permanent superintendent has allowed Defendant Johnson to use her questionable new authority to reorganize TPS personnel and restructure salaries, again, outside of Board Policy, this time Policy 4101 (*Exhibit B TPS Board*

*Policies*). Restructuring was significant, as indicated by the fact that the personnel changes warranted news reporting.<sup>6</sup> The positions affected were approved by the Board at the January 8<sup>th</sup> meeting as posted on its Agenda included in *Exhibit C TPS Archived Agendas for School Board Meetings*.

101. However, with Defendants' same cavalier attitude toward Policy 1401 regarding a superintendent's search, Defendants failed to comply with Board Policy 4101 and 4101-R Posting Vacancies (Exhibit B TPS Board Policies) that requires:

[a]ny vacancy in promotional positions, including but not limited to cabinet, executive directors, directors, coordinators, principals, assistant principals, and teachers on special assignment will be posted and/or advertised for at least 20 calendar days, exclusive of holidays, or as required by negotiated agreement.

This Board Policy covers many of the positions listed on the December 11<sup>th</sup> Agenda, Item 7 (*Exhibit C TPS Archived Agendas for School Board Meetings*) and, therefore, are required to be posted for at least 20 calendar days. Defendants abused their discretion when ignoring their own rules regarding these positions, just like they ignored their own rules in appointing Defendant Johnson. It illustrates a systemic corruption in which Defendants' leadership capriciously ignores inconvenient rules and law.

#### **IV. PRAYER FOR RELIEF**

The above Statement of Facts and Arguments demonstrate a culture at TPS nurtured by Defendants, especially TPS leadership, Defendants President Woolley, former superintendent, Gist and her heir apparent, Defendant Johnson, who determine which rules and laws are worthy of compliance based on the matter of political convenience. The pattern of Defendants' violations of

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<sup>6</sup> Krehbiel-Burton, Lenzy, TPS announces midyear campus leadership changes, (Jan. 5, 2024), [HTTPS://TULSAWORLD.COM/NEWS/LOCAL/EDUCATION/TPS-ANNOUNCES-MIDYEAR-CAMPUS-LEADERSHIP-CHANGES/ARTICLE\\_15E46D5C-A9C0-11EE-ADC5-9F6971E2ED8B.HTML](https://tulsa-world.com/news/local/education/tps-announces-midyear-campus-leadership-changes/article_15e46d5c-a9c0-11ee-adc5-9f6971e2ed8b.html)

the OOMA and abuse of their discretion and authority demonstrate the need for the Court to intervene in Defendants' operations and school business as identified in this Petition. Lines need to be drawn that enough is enough, but they can only be drawn by this Court if Defendants are to achieve compliance with the rule of law.

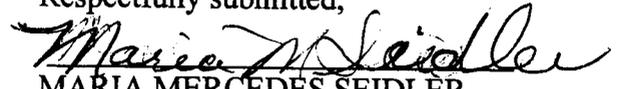
WHEREFORE, Plaintiffs respectfully pray that the Court issue the following Declaratory Orders and Orders for Preliminary and Permanent Injunctive and/or Mandamus Relief as allowed under Okla. Stat. tit. 25 §314(B):

- (1) declare actions relevant to the Defendant Gist contract and employment of Defendant Johnson as interim superintendent taken in the Special Meeting dated August 23, 2023, invalid under Okla. Stat. tit. 25 §313 for Defendants' violation of the OOMA;
- (2) declare actions relevant to the employment of Defendant Johnson as permanent superintendent taken by Defendants at the December 11<sup>th</sup> Meeting invalid under Okla. Stat. tit. 25 §313 for violation of the OOMA and for Defendants' deceit, fraud and abuse of discretion under cover of the ad hoc committee;
- (3) declare that Defendants unlawfully abused the Board's discretion by its intentional failure to follow the search procedure under its own Board Policy 1401, thereby nullifying the Board's approval of Defendants' Mutually Separation Agreement and the two employment agreements to hire Defendant Johnson as, first, interim Superintendent, and second, as the permanent superintendent for Defendant District;
- (4) declare Defendants' retroactive suspension of Board policies regarding conducting a candidate search for superintendent is invalid as an unlawful abuse of discretion by the Board;
- (5) order restitution of any and all payments made under invalid contracts due to unlawful Board actions;
- (6) declare that the Board's vote to approve personnel changes at the January 8, 2024 Board meeting was arbitrary and capricious and an abuse of discretion when the personnel changes violated Policy 4101 and order a permanent injunction against implementation of those changes;
- (7) order that the selection of a superintendent must (i) comply with Policy 1401; (ii) be decided and voted on in a board meeting that complies with the OOMA; and (iii) be deliberated in consultation with the local tribes in compliance with Title I and Title VI Indian Education's regulations;
- (8) order that the January 8, 2024, personnel changes shall be reconsidered after the process is revised to comply with Policy 4101 and the local tribes are consulted about proposed changes in compliance with Title I and Title VI Indian Education's regulations;
- (9) to the extent that the Court finds that the violations of the OOMA as identified in this Petition are willful under Okla. Stat. tit. 25 §313, request a criminal investigation into

Defendants Gist, President Woolley and any other Defendant or party found to have engaged in unlawful conduct that contributed to the violation of the OOMA under Okla. Stat. tit. 25 §314(A); and

- (10) award Plaintiffs' their reasonable attorneys' fees, costs of litigation, and other appropriate costs, damages and relief allowed by law and deemed by this Court as just and proper in this action.

Respectfully submitted,



MARIA MERCEDES SEIDLER

LEGAL OVERWATCH FOR

PARENTS' SCHOOL RIGHTS

OBA # 12348

7057 E. 52<sup>nd</sup> Street

Tulsa, OK 74145

918-861-5337

[mseidler@legaloverwatch.org](mailto:mseidler@legaloverwatch.org)

*Attorney for Plaintiff*

## **Exhibit A**

**Exhibit A-1 Governor Stitt's Letter to State Auditor Requesting Audit of TPS**

**Exhibit A-2 Defendants Marshall and Ashley Letter to Governor Stitt Requesting Audit of TPS**



J. Kevin Stitt  
Office of the Governor  
State of Oklahoma

July 7, 2022

Via FedEx Delivery

The Honorable Cindy Byrd  
Oklahoma State Auditor & Inspector  
2300 North Lincoln Boulevard, Room 123  
Oklahoma City, Oklahoma 73105

**RE:** Audit request of Tulsa Public Schools

Dear Auditor Byrd:

In response to a threefold series of troubling events described in more detail below, I hereby respectfully request a special audit of Tulsa Public Schools (TPS) pursuant to the powers vested in me by Sections 212 and 213(C) of Title 74 of the Oklahoma Statutes.

*First*, in a letter dated July 1, 2022, Tulsa School Board Members for Districts 3 and 4 disclosed to me that most board members were left “in the dark” while the TPS Superintendent conducted an internal investigation into what one *Tulsa World* article described as “almost \$20,000 in irregularities tied to a vendor contract within the district’s Talent Management Department.” According to Tulsa School Board Members, there is “substantiating evidence” that this mishandling of public funds “is not a one-time situation but a pattern of operation.”

*Second*, pursuant to federal law passed in response to the coronavirus pandemic, TPS has been allocated three rounds of Elementary and Secondary School Emergency Relief (ESSER) funds, totaling a little more than \$205 million. Although ESSER funds were intended to minimize disruption from the COVID-19 pandemic and support the well-being of students, TPS stayed closed over 300 days—longer than any other school district.

*Third* and finally, sources have publicly indicated TPS may have conducted a training in contravention of House Bill 1775 and the administrative rules adopted in response to the legislation, which banned the teaching of critical race theory.

A “special audit”—defined by 74 O.S. § 213(C)(3)—includes but is not limited to “a compliance audit,” which is “designed to review items for management’s compliance with statutes, rules, policies and internal control procedures.” Such an audit is, therefore, the appropriate response to this troubling series of events.

I look forward to reviewing the findings of this special audit and appreciate the State Auditor & Inspector's assistance with enforcing the rule of law and safeguarding taxpayers' hard-earned dollars.

Sincerely,

A handwritten signature in black ink, appearing to read "Kevin Stitt". The signature is stylized with a large "K" and "S".

J. Kevin Stitt  
Governor



July 1, 2022

The Honorable J. Kevin Stitt  
Governor of the State of Oklahoma  
2300 N. Lincoln Blvd, Suite 212  
Oklahoma City, OK 73105

Dear Governor Stitt,

In a recent article published in the Tulsa World, *Discovery of Tulsa Public Schools Contract Irregularity was Announced*, the Superintendent of Tulsa Public Schools disclosed troubling information which is the impetus for the following request to call for a special audit of Tulsa Public Schools and the mishandling of public funds. There is significant concern and substantiating evidence that processes and state contract laws may have been violated, and that this is not a one-time situation but a pattern of operation.

Unknown to those of us who are members of the Tulsa School Board until Thursday afternoon, an internal investigation was conducted into financial losses possibly at the hands of a District employee. Without further elaboration from Superintendent Gist, we believe most of the board members are in the dark.

We understand that the State Auditor's Office may commence a special audit at the direction of the Governor, and we would like to have that happen per Oklahoma State Statute 74 O.S. 213, subsection C:

*The State Auditor and Inspector shall perform a special audit on elementary, independent, and technology center school districts upon receiving a written request to do so by any of the following: the Governor, Attorney General, President Pro Tempore of the Senate, Speaker of the House of Representatives, State Board of Education, or the elementary, independent, or technology center school district board of education. (74 O.S. 213, Examination of Public Institutions - Quality Control Reviews - Special Audits)*

With grave concern for the public trust and the children of Tulsa Public Schools, we, the school board members of Tulsa Public Schools, humbly ask that your office make a request for a special/ forensic audit of Tulsa Public Schools by the Oklahoma State Auditor & Inspector Cindy Byrd.

Sincerely,

  
E'Leda Ashley  
Board Member District 4  
Tulsa Public Schools

  
Dr. Jennette Marshall  
Board Member District 3  
Tulsa Public Schools

## **Exhibit B**

### **TPS Board Policies**

**(Organized according to Policy Number in numerical order)**

**Board Policy No. 1102**

**Board Policy No. 1201**

**Board Policy No. 1301**

**Board Policy No. 1401**

**Board Policy No. 4101 and 4101-R**

**Board Policy No. 8102**

**BOARD OF EDUCATION**

**PURPOSE:** To define elections and organization of the Board of Education and to outline requirements, duties, responsibilities, authority, and compensation for Board members.

**Legal Status**

State law provides public schools will be maintained and operated by local boards of education. Therefore, local school boards are legal instruments of the state and derive their powers from the Oklahoma Legislature. They have responsibilities to the local citizenry they serve, and by whom they are elected. Independent School District Number One, Tulsa County, Oklahoma, has seven school board members. Each Board member is chosen by the electorate of a designated portion of the District to a four-year term of office.

**Powers and Responsibilities**

Members of the Board will exercise and retain full legislative authority and control over the schools. This jurisdiction will be in accordance with the policies established by the Board, the constitution and laws of the state of Oklahoma.

In exercising rights and responsibilities affecting the governance of the District, the Board will adopt policies serving as guidelines for the organization and administration of schools. Administrative authority, and the power to delegate such authority, will be given to the Superintendent. The Superintendent serves as Chief Executive Officer of the District in carrying out the policies of the Board. The Board may exercise its powers only when convened in a legally constituted meeting.

**School Board Elections Candidates**

Candidates vying for office as a member of the Board of Education for TPS will file written declarations of candidacy at the Tulsa County Election Board. Candidates seeking election to a local school board are also required to file a statement of organization, a report of contributions and expenditures, and a statement of financial interests with the Clerk of the Board of Education. These statements must comply with all the procedural requirements established and enforced by the Oklahoma Ethics Commission and will be public records. The records will be maintained for 4 years by the Board Clerk and may be posted on the District's website. The filing period will begin at 8:00 a.m. on the first Monday in December through 5:00 p.m. on the following Wednesday.

### Eligibility and Election

The election process and schedule of school board members is described by state law. As provided by law, to be eligible as a candidate for member of the Board of Education, a person must have been a registered voter with the Tulsa County Election Board, residing within the geographical boundaries of the election district for which the person desires to become a candidate for six months preceding the first day of the filing period. No person will be eligible as a candidate for, or elected to be, a member of the Board unless the person has been awarded a high school diploma or certificate of high school equivalency. No person will be eligible as a candidate for, or to serve on, the Board if currently employed by the District or related within the second degree by affinity or consanguinity to any other member of the Board or to any employee of the District. These prohibitions will not apply to members who were serving on September 1, 1992. A person who has been convicted of a misdemeanor involving embezzlement or a felony under the laws of Oklahoma or of the United States, or has entered a plea of guilty or nolo contendere to a misdemeanor involving embezzlement or a felony, or has been convicted of a crime in another state that would have been a misdemeanor involving embezzlement or a felony under the laws of Oklahoma, or has entered a plea of guilty or nolo contendere to such crime, will not be eligible as a candidate for, or be elected as a member of the Board for a period of 15 years following completion the sentence, or during the pendency of an appeal of such conviction or plea, unless the person has received a pardon.

### Term of Office

The term of each member, except for members appointed to fill a vacancy, will be four years commencing on the first regular, special, or emergency Board meeting after the member has been certified as elected. Persons appointed to fill vacancies in the first half of the term of office for the board position shall serve only until the next succeeding election, at which time the office which they hold shall be placed on the ballot for the balance of the unexpired term. Vacancies filled by appointment following the delivery of the resolution calling for regular elections to the Secretary of the Tulsa County Election Board will be filled until the next regular elections the following year. Persons appointed to fill such vacancies after the first half of the term of office for the board position shall serve for the balance of the unexpired term. Persons elected to fill an unexpired term will begin the term of office at the next regular meeting of the Board following the election. If the Board does not fill the vacancy by appointment within 60 days of the date the Board declared the seat vacant, the Board will call a special election to fill the vacancy for the unexpired term. Notwithstanding the preceding language, in the event there is an open position on a board of education and no candidate has filed, the vacancy shall be filled by appointment by the board according to state law. Such persons appointed to fill vacancies as provided for in this subsection shall serve for the balance of the term.

### School Board Member Oath of Office

Each member of the Board will take and subscribe to the following oath:

"I, (name), hereby declare under oath, that I will faithfully perform the duties of member of the Board of Education of Independent School District Number One, Tulsa County, Oklahoma, to the best of my ability and that I will faithfully discharge all of the duties pertaining to said office and obey the Constitution and laws of the United States and Oklahoma."

#### School Board Member Code of Ethics

The Board desires its members to adhere to all laws regarding conflict of interest and to avoid actions that might embarrass themselves and the Board. Therefore, the Board will adhere to the following code of ethics:

As a member of my local Board of Education, I will strive to improve public education and I will: Attend all regularly scheduled Board meetings insofar as possible and become informed concerning the issues to be considered at those meetings.

Recognize that I should endeavor to make policy decisions only after full discussion at public Board meetings.

Render all decisions based on the available facts and my independent judgment and refuse to surrender that judgment to individuals or special interest groups.

Encourage the free expression of opinion by all Board members and seek systematic communications between the Board and students, employees, and all elements of the community.

Work with other Board members to establish effective Board policies.

Communicate to other Board members and the Superintendent expressions of public reaction to Board policies and school programs.

Inform myself about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by my state and national school boards' association.

Support the employment of those persons best qualified to serve as school employees and insist on a regular and impartial evaluation of all employees.

Avoid being placed in a position of conflict of interest and refrain from using my Board position for personal or partisan gain.

Take no private action that will compromise the Board or administration and respect the confidentiality of information that is privileged under applicable law.

Remember always that my first and greatest concern must be the educational welfare of the students attending the public schools.

Refrain from activities and involvements that interfere with, or appear to impair, the board member's independent judgment in the best interests of the District.

### Contracts with Board Members or Entities in Which Board Members Have a Financial Interest

District School Board members are expected to maintain the highest ethical standards in the conduct of District affairs and shall not use the District affiliation for private or personal advantage.

The District will not enter into any contract with a Board member or any company, individual, business concern, or other entity in which any Board member has a financial interest, except as otherwise provided by Oklahoma law. The Board Clerk will request each new Board member to provide a statement of companies, individuals, business concerns, or other entities in which the new Board member has a financial interest. In addition, the Board Clerk will annually request a similar statement from each incumbent Board member. These statements will be provided to the District's purchasing office. Any listed entity will be placed on a "no bid" list as long as the Board member continues on the Board or until the Board member notifies the Board Clerk that the affiliation no longer exists. Actual Conflict of a Board Member:

No Board member may have an interest that violates Oklahoma law regarding conflicts of interest. In particular, the district may not contract directly with a Board member. Nor shall the District contract with any organization that employs the Board member or the Board member's spouse if either individual owns more than a five percent (5%) interest in such employer. All contracts made in violation of state law shall be wholly void. The exceptions in state statute regarding conflicts and the making of a contract shall apply equally to this policy.

### Appearances of Conflict:

To avoid the appearance of a conflict of interest, Board members shall abstain from voting on whether to approve a contract when the following facts are present:

- the entity that employs the Board member, the Board member's spouse or anyone living in the Board member's household is a party to the proposed agreement
- the entity that employs the Board member, the Board member's spouse or anyone living in the Board member's household will receive a financial benefit from the proposed agreement (illustrative examples: the Board member's employer would be a subcontractor used in the performance of the contract; the Board member's employer would be the supplier of materials to the party contracting with the district).
- the Board member, the Board member's spouse, or anyone living in the Board member's household has an ownership interest of more than 3% in an entity that is a party to the proposed agreement

### Gifts and Favors

A Board member shall not seek any gift, payment, fee, service, rebate, valuable privilege,

hospitality, meal, entertainment, admission tickets, flowers, discount, travel, sporting event (including golf and other social athletic events), vacation, use of vacation property, loan (other than a conventional loan from a lending institution) or other favor from any person or business organization that does, or seeks to do business, with the District. No Board member shall accept or convert anything of value in exchange for referral of third parties to any such person or business organization.

A Board member shall not accept gifts or favors (including those described above) from any person or business organization where these might tend, or appear to tend, in any way to impair independent judgment concerning District operations. Board members MAY accept common courtesies, gifts, or meals of a nominal value (\$125 or less) usually associated with accepted business practices for themselves. Care should be taken to avoid accepting frequent common courtesies or gifts from the same person or business organization that does, or seeks to do business, with the District. Additionally, promotional and advertising novelties and tickets specifically used for advertising purposes are allowable. If an unsolicited gift of more than nominal value is offered or received, it must be declined or returned.

An offer of a gift or favor shall be reported promptly, in writing, to the Board President. Under NO circumstances is it permissible to accept a gift of cash or cash equivalents (for example: gift certificates, stocks or other forms of marketable securities).

#### Travel

Board members will not accept or participate in travel that is paid or provided by a vendor or prospective vendor, even if the travel is deemed to benefit the District. Vendors or prospective vendors who extend travel opportunities to Board members will be advised of this policy.

#### Unlawful or Unethical Payments

A Board member shall not give, or promise to give, any property, gift, business favor, or anything of value to another person or entity if the giving of such items is, or appears to be, improper or unethical.

It is in the best interest of the District to avoid even the appearance of impropriety. The District's concern is not only whether activity is technically legal or customary, but also whether or not the public might reasonably view such an act as improper or unethical if all the circumstances were

fairly disclosed. The District intends to follow a uniform practice in all areas of its operation consistent with its basic policy.

#### Competition

Representation of the District in transactions in which the Board member or any close relative has a substantial interest is prohibited. Competition with the District, directly or indirectly, in the purchase or sale of property or interests in property is prohibited.

### Governing Team Norms

Board members, together with the Superintendent, shall:

- Act in alignment with the Board's adopted goals and guardrails
- Keep members of the leadership committee apprised of significant concerns and events regarding the District, except when doing so is not feasible or when it would violate legal or ethical obligations
- Approach interactions with each other with the assumption that each is acting from and motivated by a positive intent
- Base their actions and decisions on accurate information, seeking facts from original sources whenever possible
- Elevate Tulsa Public Schools through their words and actions
- Hold themselves accountable for their actions, commitments, and communications

### New School Board Member Orientation

The Board and Superintendent, to the best of their ability, will assist each newly elected or appointed member to understand the Board's functions, policies, and administrative regulations. In discussions with new members, the Board President and/or Superintendent will clarify procedures involving:

- How a community member (parent/guardian, teacher, student, business representative, etc.) may make a request of the Board and what appropriate responses/actions of an individual Board member should be when a request is presented directly to the Board member.
- How Board members make arrangements to visit schools and the protocol associated with such visits.
- How Board members assigned a specific task may request information or services of the staff. How the Board receives and examines complaints relating to personnel.

Each newly elected or appointed member of the Board will be given selected materials for Board members and other pertinent District documents and data.

### Organization of the School Board

There are five basic statements dealing with the organization of the Board. These are: At the first regular, special or emergency Board meeting after the annual school election and certification of election of new members, the Board will elect officers and organize for the ensuing year. The Board may reorganize at any other time in which circumstances may require.

- Officers of the Board will consist of the President, Vice President, Treasurer, Director of Treasury Services, Encumbrance Clerk, Clerk and Deputy Clerk. Only

the President and Vice President are required to be elected members of the Board. The President and Vice President shall serve a term of one year and until a successor is elected and qualified. The Treasurer, Director of Treasury Services, Encumbrance Clerk, Clerk and Deputy Clerk will hold office during the pleasure of the Board.

- Election of officers will be by nomination and voice vote unless the majority of the Board members request a vote by ballot. A majority vote of the members present and voting is required for election.
- All standing committees will be appointed by the Board President.
- By law, the Superintendent is chief executive officer of the Board.

### School Board Officers

#### President and Vice President

- The Board President, in addition to the duties prescribed by law, will exercise such powers as properly pertain to the office. In carrying out responsibilities, the President will:
  - Preside at Board meetings.
  - Bring before the Board such matters that may require the attention of the Board. Make certain that the policies of the Board are properly enforced.
  - Appoint or provide the election of any Board committee desired or required by decision of the Board.
  - Sign contracts and warrants authorizing school expenditures.
  - Perform other duties as may be required by the Board. In the absence of the President, the Vice President will have the powers of the President and perform such duties. When a quorum of the Board has convened, and neither the President nor the Vice President is present, and no other Board member has been designated by the President to chair the meeting, the members will select a member to serve as chairperson for that meeting.

#### Treasurer and Director of Treasury Services

In addition to the duties and obligations imposed by state law, the Treasurer will perform other duties as may be required by the Superintendent. In the absence of the Treasurer, the Director of Treasury Services will have the powers of the Treasurer and perform the duties.

#### Clerk and Deputy Clerk

The Clerk will be present at all public meetings of the Board, keep an accurate journal of its proceedings, take charge of its books and documents, countersign all warrants drawn upon the Treasurer by order of the Board, maintain all required school board election related filings for a period of four (4) years, and perform other duties prescribed by law or required by the Board. The Deputy Clerk will serve in the absence of the Clerk and will have these responsibilities when serving in that capacity.

### School Board – Superintendent Relationship

The Board recognizes one of its greatest responsibilities is to establish a good working relationship with the Superintendent. Failure to meet this responsibility results in disruption of the educational process and poor community attitudes concerning the schools. Unless harmony that is based on mutual trust and understanding exists, the children of the community become the losers. The Board delegates to the Superintendent primary responsibility for all matters of decision and administration that come within the scope as chief executive officer of the District as determined by the established policies of the Board. While the Board reserves to itself the right to make ultimate decisions on all matters related to policy, it will normally proceed in these areas only after receiving recommendations from its chief executive officer.

### School Board – Staff Communication

The business of the Board is conducted with the Superintendent who is responsible for implementation of its decisions. The Superintendent usually delegates some responsibilities to subordinates but exercises general supervision of their execution. However, subordinates are responsible primarily to their immediate supervisor and the Superintendent. They are responsible only indirectly to the Board.

Recognizing this situation, Board members will generally refrain from dealing directly with staff on school matters. Exceptions are on such occasions as when employees are invited before the Board by the Superintendent to assist in interpreting some phase of the school program or when the Board is conducting a fact-finding inquiry on a school matter about which these persons possess information.

The appropriate Cabinet member will work with Board committees in an advisory capacity regarding matters related to the committees' area of responsibility.

### Continuing Education

Each Board member shall be required, within 15 months following or preceding election, to complete a two-day new school Board member workshop sponsored by the State Department of Education in cooperation with the Oklahoma State School Boards Association. Other organizations and associations may conduct workshops if they represent district boards of education. Such workshops will include study and instruction on the subjects of: school finance, Oklahoma School Code and related laws, ethics and duties, and responsibilities of district boards of education members.

A Board member may attend 12 hours of other workshops conducted by OSSBA, or upon approval of the State Board of Education, by any organization or association representing district boards of education as an alternative to the above requirement. Once a new Board member has completed certification, a minimum of 15 hours of continuing education shall be required during the term of office. A Board member may attend and receive credit for approved workshops before the time the Board member is sworn in and seated as a member of the Board.

The Board Clerk will be responsible for notifying Board members of regular and continuing education requirements. If there is a change in Board membership, the Board Clerk will also notify the State Department of Education.

### School Board Memberships

The Board will maintain memberships in the national and state school boards associations and take an active part in the activities of these groups. It may also maintain institutional memberships in other educational organizations that the Superintendent and Board find to be of benefit to members and District personnel.

The materials and services of these organizations will be available for use by the Board and the staff.

### School Board Legislative Program

The Board, as an agent of the state, must operate within the bounds of state and federal laws affecting public education. If the Board is to meet its responsibilities to the residents and students of this community, it must work vigorously for the passage of new laws designed to advance the cause of good schools and for the repeal or modification of existing laws that impede this cause.

- Recognizing this: The Board will keep itself informed of pending legislation and actively communicate its concerns and make its position known to elected representatives at the local, state and national level.
- The Board will work with legislative representatives, Oklahoma State School Boards Association, National School Boards Association and other concerned groups in developing an annual, as well as a long-range, legislative program.
- The Superintendent or designee will be the official legislative representative of the Board. The Superintendent will be authorized to speak on the Board's behalf with respect to legislation being considered by the Oklahoma State legislature or the United States Congress. In dealing with the Oklahoma legislature or Congress, the Board's representative will be guided by positions taken by the Board.

### School Board Member Conferences, Conventions, and Workshops

The Board encourages participation of its members at appropriate conferences, conventions, and workshops. Funds for these activities will be included in the District budget on an annual basis.

When a conference is not attended by the full Board, those who do participate will be encouraged to share information, recommendations, and materials acquired at the conference.

## School Board Member Compensation and Expenses

Board members will be paid \$25 for each regular, special, or adjourned meeting from the District's General Fund that they attend, not to exceed \$100 in a calendar month. All payments made to Board members are treated as employee compensation in determining applicable state and federal withholding requirements.

Expense reimbursement for Board members will be under the same guidelines in Policy 5204, "Expense Reimbursement," except that any required approval is granted by the Board President. Board members will use the same documentation for reimbursement for expenses and forms for reimbursement of travel expenses as required by Board policy for District employees.

Adopted: November 1982

Revised: January 2022

Reference: 5204, Expense Reimbursement Legal Reference: 26 O.S., 5-105 (a) 26 O.S., 13A-106

26 O.S., 13A-110

26 O.S., 13A-103

26 O.S., 13A-105

70 O.S., 5-107A-B

70 O.S., 5-117

70 O.S., 5-119

70 O.S., 5-124

70 O.S., 2-110 through 2-119 1102

## SCHOOL BOARD POLICIES

**PURPOSE:** To provide for the development, maintenance, review, and suspension of Board policies.

Adoption of new policies or revision of existing policies is solely the responsibility of the Board of Education.

Proposals for new policies or revisions to current policies may be submitted in writing by any interested citizen, District employee, or member of the Board. Proposals shall be submitted to the Superintendent for referral to the Board.

Except in the case of an emergency, policy recommendations shall appear twice before the Board; once for information followed by a second reading for adoption consideration.

The formal adoption of policies will be recorded in the minutes of the Board meeting. Only those written statements adopted and recorded in the minutes will be regarded as official policy of the Board. Policies will be effective immediately upon adoption unless a specific effective date is provided in the motion to adopt.

Policy Codification System

Effective July 1, 2005, the Board directs that its policies be organized using the following codification series:

- 1000 District Organization, Philosophy and Goals
- 2000 Student Services
- 3000 Teaching and Learning
- 4000 Human Resources Services
- 5000 Financial Management
- 6000 Information Systems Services
- 7000 Support Services
- 8000 Facilities Services
- 9000 Business, Governmental, and Community Relations

System Maintenance

The Superintendent or designee is directed to maintain the Board's policy reference files, provide for the proper coding of new policy statements, and maintain the Board's Policy Manual.

### Policy Review and Evaluation / Manual Accuracy Check

The Superintendent or designee will review all policies on an annual basis and to formally share the results of such annual review with the Board.

The Superintendent shall inform the Board of all policies that are out-of-date or in need of revision as a part of the annual review.

### Suspension of Policies

The policies of the Board are subject to suspension, amendment, or alteration upon a majority vote of the Board at a regular or special meeting. The proposed suspension, amendment, or alteration shall appear before the Board for two consecutive meetings prior to adoption; once for information and once for action except that, in the case of an emergency, the Board may waive this rule and take immediate action following proper public notification.

SCHOOL BOARD MEETINGS  
AGENDAS/MINUTES/PUBLIC COMMENTS

**PURPOSE:** To provide rules for Board of Education meetings, agendas, minutes and public comments.

**MEETINGS**

Board meetings are held to transact the business of the School District. All meetings of the Board, except for executive sessions as provided under Oklahoma School Law, will be open to the public. They will be held at the Charles C. Mason Education Service Center unless public notice indicates otherwise. .

It will be the duty of the Superintendent or designee to notify Board members of regular, special, or emergency meetings.

**Regular Meetings**

Regular meetings of the Board will normally be held on the first and third Mondays in each month unless Monday is a legal holiday. The time will be established by the Board President.

**Special Meetings**

Special meetings require 48 hours advance, public notice, and are limited in subject matter to the announced agenda. These meetings will be called for the purpose of receiving public comment as described below, student suspension hearings, employee termination hearings, and other reasons as determined by the Board President or by a written request of three Board members.

**Emergency Meetings**

An emergency meeting may be called for the purpose of dealing with emergencies. "Emergency" is defined as a situation involving injury or imminent threat of injury to persons or injury or imminent threat of injury or damage to public or personal property or immediate financial loss, and the requirements for public notice of a special meeting would make such procedure impractical and increase the likelihood of injury, damage, or immediate financial loss.

In the event of an emergency, a meeting of the Board may be held without the public notice required by the Oklahoma Open Meeting Act. Should an emergency meeting of the Board be necessary, the Superintendent or designee will give as much advance, public notice as is reasonable and possible under the circumstances existing, in person or by telephonic or electronic means. To the extent possible, notice will be given to the County Clerk of Tulsa County and the media.

### Executive Sessions

Executive sessions are permitted for the discussion of such things as personnel matters, matters under litigation, and negotiations with District negotiators. The Board may go into executive session to discuss anything allowed by law. No official or final action may be taken by the Board in an executive session. In order to act upon items considered at an executive session, the Board will convene or reconvene in open session. That such a meeting was or will be held will be recorded in the minutes of the preceding or subsequent open session of the Board. Board members and any persons attending an executive session are duty-bound not to disclose any details of the discussions held.

### Quorum

A quorum for the transaction of official business will consist of a majority of the members of the Board.

### Rules of Order

Except as provided by law, all Board meetings will be conducted in accordance with Board policy. If the presiding officer desires further direction, *Robert's Rules of Order, Newly Revised* will be consulted.

### Voting Method

All voting on resolutions and motions of the Board will be by voice vote, polling each member separately. Each member's vote will be separately recorded in the minutes. If a quorum is present, a majority vote of the members present will be sufficient for taking action unless there is a specific statute applicable to the matter under consideration that requires approval by a majority of the full Board.

## AGENDA

The Board President (or Vice President) in cooperation with the Superintendent will determine the agenda for any particular meeting, although Board Members may request or recommend any matters appropriate for Board consideration as described below. The Board President (or Vice President) shall work with the Superintendent during an agenda planning meeting to determine items that management needs to have placed on the agenda. The Board President (or Vice President) and the Superintendent will develop an agenda format for adoption by the Board. The agenda format will provide for the orderly presentation and transaction of business at Board meetings.

Board members may submit items for consideration for placement on the agenda in writing to the President. The Board President (or Vice President) shall specify on which future agenda the item shall be scheduled unless the Board President declines the request. If the president declines a request for an item to be placed on the agenda, they will provide written rationale for that action to the requesting Board member by noon on the Friday before the regular Monday board meeting.

### Agenda Preparation and Dissemination

The agenda for all Board meetings will be jointly prepared by the President of the Board (or the Vice President of the Board in the absence of the President) and the Superintendent or designee. In the event of a disagreement as to whether an item should or should not be included on the agenda, the decision of the Board President (or Vice President in the absence of the President ) will prevail.

All business items (ex: contracts, personnel actions, programming approvals, bond-related actions, etc.—namely, items that have previously been presented as “information items”) that require a board vote shall be placed on the consent agenda unless precluded by current policy or law, or otherwise deemed more appropriate for consideration as an action item. Business items requiring a board vote that are not appropriate for consent shall be placed on the agenda as an action item. Note that the board may vote at its meeting to table an action on the agenda until the next regular or special meeting if a majority determines the matter warrants a second reading/discussion or more public comment prior to the board vote.

- The board clerk shall transmit the draft agenda for regular meetings to Board members for review no later than the Friday afternoon, ten days before a Monday evening meeting. (Agendas for special meetings, emergency meetings, and executive sessions not a part of another meeting’s agenda, will be prepared and transmitted to Board members as soon as is practical.) A copy of the draft agenda shall also be placed on the district’s website so that the public may have an opportunity to review it and provide any comment to Board members in advance of the meeting. The draft agenda may be removed upon the posting of the final agenda.
- Board members’ questions and informational requests about any item appearing on a draft agenda should be communicated in writing by 6 pm Monday following distribution of said draft agenda to the superintendent or designee for response or additional information.
- The superintendent’s response to board member questions or their provision of additional information, as available, should be communicated in writing by Wednesday at 6pm to all members of the board. While this information is intended to be helpful to the board, the unavailability or perceived insufficiency of such information does not, by itself, make an item ineligible for consideration by the board.
- After reviewing the superintendent’s response/information, board members may request changes to the draft agenda—including a request that a consent item move to the action agenda—by making such a request in writing by Thursday at 6 pm prior to the Monday board meeting. This request must include a substantive rationale supporting the proposed change. The Board President shall have discretion to reject or accept the request. No additional (new) item should be placed on the board meeting agenda at this point unless the Board President determines that an urgent public necessity exists or that delay would seriously affect the operation of the District.
- In addition to the final agenda, any supporting materials (ex: presentations, data, reports) necessary to support an item on the final agenda should be placed on the district’s website as they become available.

- In order to accommodate any holiday or non-contract day that would interfere with the efficient development and communication of a particular agenda, the superintendent (in coordination with the president and vice president of the board), may alter these deadlines as necessary. In doing so, the new deadlines for that agenda should mirror to the greatest extent possible the sequence and windows for input/response described above while ensuring the posting of the agenda as required by state law.

### MINUTES

A complete record of all business transacted at each meeting will be set forth in the minute book of the Board. The minute book will be kept on file by the Clerk as a permanent record of Independent School District Number One, Tulsa County, Oklahoma, and will be available for inspection upon request by the public.

Other features of the minutes will include:

- The nature of the meeting, regular or special, the time, the place, Board members present and absent.
- A record of all motions passed or denied by the Board, together with the names of the members making and seconding the motions, and a record of the members voting "yes" and "no."
- A record of the disposition of all matters that the Board considered, but upon which they did not act.
- Summary of remarks by the public in attendance at the meeting.

The minutes will be signed by the Attorney, Superintendent, Board President and attested by the Board Clerk.

### PUBLIC COMMENTS AT SCHOOL BOARD MEETINGS

Citizens are encouraged to attend meetings of the Board of Education and are allowed to address the Board and to comment as allowed under this policy.

Public comment is allowed only at a regular meeting or at a special meeting declared to be a public hearing for that purpose. Public comment at regular meetings is allowed for two purposes—to respond to an item on the action agenda or to provide comments regarding topics not on the current agenda ("Citizen Comment"). Speakers' comments should be shorter than three minutes, but in no event shall a speaker have more than five minutes when providing comment. If an individual is providing comment on an action item and as a Citizen Comment, the time will be counted separately.

The board welcomes input from all members of the community and will have translation services available at the board meeting for the purpose of receiving public comment, as needed. If the person providing public comment uses translation services to communicate with the board, up to five additional minutes will be provided to the speaker to ensure the use of translation services does not impair the speaker's ability to provide their comments. Time will be counted separately if the person is providing both agenda-related comments and Citizen's Comments.

The Board President may interrupt and terminate any presentation not deemed to be in accordance with the guidelines set out by this policy, for example if the person providing comments uses profanity or other abusive language against board members, or if the speaker attempts to present comments regarding an issue in a pending lawsuit. The relevant guidelines are described below and outlined on the paper and electronic forms the public completes when signing up to speak. The Board President may also, after a warning, preclude an individual speaker from addressing the Board at that meeting and/or at the next regular meeting of the Board of Education for violation of the guidelines set out by this policy.

### Public Comment Guidelines

School board policies, state law, and federal law establish separate and distinct procedures and forums for the resolution of employee grievances, employee complaints, employee suspensions and terminations, complaints against individual employees, pupil suspensions and appeals, political campaigns, and litigation.

To avoid circumvention of these separate proceedings and to assure fairness to all parties concerned, no person will be allowed to speak regarding the following:

- An issue in a pending lawsuit, complaint, or investigation filed with an outside agency, wherein the District, employee(s) or the Board is a party;
- A pending grievance;
- A pending employee complaint filed with the District or an outside agency;
- A complaint against individual employee(s);
- An employee disciplinary action including suspension or termination;
- A pending pupil disciplinary action including suspension or appeal that may reach the Board.

The individual dignity of Board members, District employees, students, and members of the public must be respected by all speakers. Board members, employees, students, or members of the public will not be subjected to verbal abuse.

### Comments Concerning Items on the Action Agenda

All public comment regarding matters on the action agenda shall be received together as a separate item on the agenda prior to the consideration of the action agenda. Requests to comment must be made by submitting a completed form for that purpose. Paper forms are available from the Board Clerk before the beginning of each meeting and will be accepted up to 6:25 pm on the day of the meeting. Electronic forms will be available online and shall be submitted after the relevant agenda has posted and no later than noon on the day of the meeting. Each individual requesting to speak must personally complete the form listing their name and contact information and verify they have read the instructions regarding comments. The individual will also indicate on the form if they are speaking on their own behalf or on behalf of a group and whether or not they support or oppose the item (as applicable). Speakers are encouraged to provide the Board with a written outline of their comments to be made available to them before or at the meeting.

The total time limit will apply to each speaker regardless of the number of agenda items to which they wish to speak

The Board and staff will not dialogue with speakers. When determined to be appropriate by the Superintendent, staff will strive to provide answers or resolve any issues/concerns in a timely manner.

*“Citizen’s Comments”—Comments Concerning Items Not on an Agenda*

The agenda for the regularly scheduled meetings of the Board will include an item designated “Citizens’ Comments.” This portion of the agenda will be reserved for comments concerning issues not otherwise appearing on an agenda to provide citizens an opportunity to address the Board of Education, and it is not intended to provide a forum for commercial, political, personal or similar topics.

An individual wishing to comment during this portion of a meeting must personally sign and submit a completed request form with all supporting documents to the Clerk of the Board seven calendar days before the meeting at which the individual wishes to speak. The forms are available online or from the Clerk of the Board of Education. Each individual requesting to speak must complete the form and verify they have read instructions.

Generic topics will not be accepted. The topic listed on the request form must be brief but specific enough to satisfy posting requirements under state law. The topic should be worded so an ordinary individual would understand what the topic is about. The topic language submitted by the citizen will be reviewed and approved or disapproved by the attorney for the School District. Individuals will also indicate on the form if they are speaking on their own behalf or on behalf of a group. Speakers will be notified regarding approval or disapproval of their request. The Superintendent or designee will address speakers’ specific issues or concerns within 60 days.

The total time limit of Citizens’ Comments will apply to each speaker during a meeting regardless of the number of topics on which the individual requests to speak. Speakers are welcomed and encouraged to provide the Board with a written outline of their comments to be made available to them before or at the meeting.

Adopted: November 1982

Revised: January 2022

Legal Reference: Title 25 O.S., 301

Title 25 Oklahoma Open Meeting Act Section, 304, 305, 311 & 312

Title 70 O.S., 5-118

## SUPERINTENDENT OF SCHOOLS

**PURPOSE:** To prescribe the processes for recruitment, appointment, selection, and evaluation of the Superintendent of Schools; to publish qualifications for the position; to define the Board's intent relative to an employment agreement with the Superintendent; to specify the term of employment; to describe general duties and responsibilities; and to encourage continuing professional development of the incumbent.

**Recruitment, Appointment and Selection**

Upon the declaration of a vacancy in the office of Superintendent of Schools, the Board shall deliberate concerning an appropriate search process consistent with its recruitment desires and objectives. Community participation, consultant support and/or advice and council, timelines, search parameters (including external and internal candidacy expectations), and the specification of desirable qualifications, experience and expertise shall be the prerogative of the Board. After the completion of Board deliberations, appropriate notice and/or advertisement soliciting applicants for the position of Superintendent may be authorized.

The Board may seek the advice and counsel of an advisory committee or it may employ a consultant to assist in its deliberations. Individuals may be invited to submit their credentials for consideration upon approval of the Board. Final selection is reserved for the Board after a thorough consideration of qualified applicants.

A majority of the Board member quorum present at Board meetings for which due notice has been given of the intended action, will be required for the appointment of the Superintendent.

**Qualifications**

The Superintendent must hold or be eligible for appropriate certification and/or licensure as may be required by the laws of the state of Oklahoma and/or by the regulations of the State Board of Education. In addition, the Superintendent must have a record of recent success in relevant assignments with a demonstrable record of increasingly responsible duties and responsibilities consistent with those identified by the Board in its deliberations.

**Employment Agreement**

Upon appointment or reappointment of the Superintendent, the Board shall negotiate an employment agreement with the Superintendent that defines the authority of the position, the terms and conditions of employment including compensation and benefits, the Board's performance expectations and evaluation plan/procedure, and other such matters as may be determined to be necessary and/or appropriate by the Board during its deliberations.

### Term of Office

Consistent with state law, the term of office specified via the employment agreement will not exceed the current fiscal year plus the succeeding three fiscal years. A fiscal year represents a period of July 1 through June 30.

### Evaluation

The Superintendent will be evaluated by the Board during the contract term at such times as the Board determines and consistent with the terms of its employment agreement with the Superintendent.

### General Duties and Responsibilities

The Superintendent shall be responsible for the myriad of duties within generally accepted categories of leadership competency. Examples of these duties by category are provided below. This list is not meant to be all-inclusive nor exhaustive of the duties and responsibilities of the Superintendent. Other duties and responsibilities may be specifically identified during the course of employment consistent with the Board's employment agreement with the Superintendent.

#### Instruction

- Directs the planning of school programs directed toward both effective and efficient delivery of educational programs, services and activities.
- Provides for the development and implementation of teaching and learning strategies to include provision of special courses as may be required.
- Attends to the demands for appropriate physical accommodation for all students in safe, secure and comfortable environments.
- Keeps abreast of educational trends and makes appropriate recommendations regarding adjustments to current practice as may be appropriate.

#### Communications

Keeps the Board and public informed, using a variety of strategies on all relevant matters of significance related to the District.

#### Human Resources

- Delegate's duties and responsibilities to appropriate subordinates as may be required based upon individual technical skill and ability.
- Assigns, reassigns, and/or modifies as required the duties, responsibilities and authority of subordinates as may be necessary consistent with the demands of the organization.
- Provides oversight to the recruitment and selection process for all District employees and recommends all candidates for employment.
- Transfers, suspends, places on probation, and recommends promotion or dismissal for subordinates consistent with Oklahoma law and State Board of Education rules and regulations.

### Organizational Management

- Periodically reviews the administrative and supervisory organization of the overall District and its respective subordinate organizational entities and recommends revisions as may be appropriate.
- Works cooperatively with all legislative agencies to advance the cause and interest of public education in the state and nation.
- Exercises general supervision over individual schools and administrative units.
- Recommends the establishment and alteration of school attendance boundaries.
- Serves as the chief executive officer of the Board on all matters pertaining to the District.
- Makes recommendations regarding Board policies.
- Attends meetings of the Board as required.
- Implements the established policies of the Board and develops and publishes administrative regulations as required.
- Informs the Board of planning and progress of various educational projects and developments within the school program.
- Closes schools in cases of emergency.
- Interprets policies and exercises discretion in the application of such policies in the best interests of the District.
- Performs other duties and exercises authority as may be required by law, State Board of Education regulations, or by the Board.

### Fiscal

- Accounts for funds and makes financial reports to the Board and other agencies as may be required.
- Demonstrates strong fiscal management skills including the skill to develop and maintain appropriate levels of reserves.
- Proposes an annual budget to the Board and administers the budget after adoption recommending revisions as may be required by fiscal circumstances as they become known.
- Recommends salary and wage schedules for employees of the District.

### Superintendent's Professional Development Opportunities

The Board encourages the Superintendent to seize opportunities for individual professional growth and development. Therefore, the Board encourages the Superintendent to attend educational conferences, seminars and workshops, visit other school districts, and use other means to keep abreast of modern educational thoughts and practices.

The Board expects the Superintendent to provide leadership to other school districts in current educational practices and matters related to federal and state legislation. Such leadership not only enhances the position of the District, but also grants the Superintendent many opportunities to develop professionally.

POSTING VACANCIES

**PURPOSE:** To require the posting of certain vacancies.

Any vacancy in promotional positions, including but not limited to cabinet, executive directors, directors, coordinators, principals, assistant principals, and teachers on special assignment will be posted and/or advertised for at least 20 calendar days, exclusive of holidays, or as required by negotiated agreement.

**Adopted:** March 2005

**Legal Reference:** Negotiated Agreement, Summer 1986

## POSTING VACANCIES

Full-Time Vacancies

Any vacancy in promotional positions, including but not limited to executive staff, directors, coordinators, principals, assistant principals, and teachers on special assignment will be posted at least twenty (20) calendar days, exclusive of holidays. Recommendations to fill vacant positions may be made five (5) working days after posting. Administration reserves the right to appoint employees to acting and interim positions, not to exceed the remainder of a school year, when the position to fill is critical to the overall successful operations of the District and advertising the position would create further delay in filling the position. With limited exceptions, all posted positions will be removed from posting upon final board approval being granted to the selectee/appointee.

All posting of vacancies will be made on the District Internet website. Building/site notices of vacancies in department chair positions will be posted by the administrator within the individual building/site for a period of twenty (20) calendar days. Such notice will clearly set forth the qualifications and compensation of the position.

Within twenty (20) calendar days, exclusive of holidays, following the initial posting of the vacancy, any employee desiring to fill such vacancy will file an application with the Superintendent, in writing, on an approved form provided by the Human Capital department. Applications for department chairpersons will be made, in writing, to the building/site administrator.

When vacancies occur in promotional positions, current employees who apply for such positions will receive first consideration, provided they are qualified for the position. When vacancies are to be filled, the person considered best qualified from among all who apply from within and from outside the District will be selected. If the position requires a certification and a certified person is not available, then one who is willing to obtain certification will be considered upon recommendation by the department head or building/site administrator.

Coaching and Other Special Assignments

Coaching and other Special Assignment vacancies will be posted by the administrator within the individual building/site. Teachers who qualify and are already assigned to that school shall be given the opportunity to apply and be given strong consideration for the position. A notice of vacancy will be posted for a period of not less than five working days before the position is filled.

## NAMING OF FACILITIES

Purpose:

This regulation and the actions taken in its operation shall support the board's intention that the names of its facilities inspire and challenge our community to pursue the highest standards of human ideals, citizenship, scholarship and community service. The district shall ensure that the process used to select a facility's name serves the goal of producing one or more recommended names that reflect the district's values and withstand the passage of time—ensuring meaningful and formal input from a school community, if applicable, and providing opportunities for input from the district's community at large.

The process of receiving nominations, submitting nominations for public input, role of ad hoc committee, making recommendations to the board, and board action:

As described in board policy, the process of naming or renaming a facility (hereinafter referred to as "naming") may occur in several different contexts, for example, when a new facility is being built, when a name of an existing facility has been rescinded, or when the board decides to change the name of a school when it is moved to a new location. At a regularly scheduled board meeting, the superintendent shall announce the initiation of the naming or renaming process and inform the public that the superintendent will be accepting nominations for the facility's name. This announcement shall be repeated at the next regularly scheduled meeting as well. Any individual may present one or more nominations so long as each nomination includes a written rationale explaining how the name meets the board's criteria for a facility's name. All good faith nominations meeting this criteria will be provided by the superintendent to an ad hoc committee, which will consider those nominations as well as similarly qualified nominations presented directly to the ad hoc committee and any committee nominations. The committee shall specify a deadline by which all nominations should be received that allows for full and broad participation from the school community (school staff and families).

The board president shall identify the members of the ad hoc committee, which should reflect the diversity of the student body. The members of the committee shall include, at a minimum:

- The principal; or in the case of a non-school facility, a person named by the superintendent
- The superintendent, or their designee.
- In the case of schools, two teachers at the facility designated by the faculty; or in the case of non-school facilities, two district employees designated by the superintendent
- Two parents of the school designated by the board president; or in the case of a non-school facility, two parents designated by the board's president
- Two individuals outside of the school community recommended by the superintendent because of the individuals' engagement with the district's mission
- The board member of the district in which the facility resides

The superintendent will designate which committee member shall chair the committee. The board president is encouraged to include one or more students on the committee, if appropriate.

The role of the ad hoc committee is to vet good faith nominations and solicit formal input from the school community so that the committee may provide the board with up to three recommended names upon the completion of their work. The superintendent shall designate an employee or contractor to help facilitate ad hoc committee meetings, including the work of vetting nominations, establishing process timelines, and designing meeting agendas. This employee or contractor shall also assist the committee in its efforts to obtain formal input from the school community, if applicable. Though the precise methods of soliciting formal input from the school community shall be determined by the ad hoc committee, the committee must ensure that all members of the school community have adequate opportunity for feedback and input, for example, by written/online surveys, grade level parent meetings, or forums. In particular, the expectation is that input be solicited from all current parents and staff in a manner that removes barriers relating to work schedules, socio-economic status and language.

After soliciting and reviewing feedback from the school community, the ad hoc committee shall determine at least three, and no more than five, possible recommendations for wider community input and present those names to the superintendent in writing. Barring any inconsistencies with the possible recommendations and the board's policy, the superintendent shall ensure that the wider district and Tulsa community has meaningful opportunity to provide feedback on all of the possible recommendations through a survey, through comment during public meetings or through another similar method(s).

Members of the ad hoc committee shall carefully receive, review and consider the larger community's input when determining their final recommendation, which may include one to three names for consideration. If the committee decides to recommend more than one name, it may choose to designate their order of preference. Prior to submitting the final recommendation to the board, the superintendent shall review the recommendation with the committee to ensure it complies with the policy's requirements.

After consultation with and the approval of the district's leadership committee, the superintendent shall present the recommendation to the board as an information item at a regularly scheduled board meeting. Unless the board president deems it necessary to take action earlier, the board shall not take final action on the recommendation any sooner than the third regularly scheduled board meeting following the recommendation. The board may approve a recommended name or reject the recommendation. If a name is rejected, the matter is sent back to the superintendent and committee for a new recommendation. Unless stated otherwise by the board, the approved name shall be effective immediately with regard to new facilities, and with regard to facilities whose names were rescinded, upon the effective date of the rescension.

**Exhibit C**

**TPS Archived Agendas for  
School Board Meetings**

[7-10-23 Regular Meeting Agenda English \(/fs/resource-manager/view/fc5e35d4-3241-4633-af5f-28329eb97f27\)](#) (Español) ([/fs/resource-manager/view/152ff1b6-c607-4e89-b8dd-55cff89dfa1e](#)) ([/fs/resource-manager/view/04d72c56-1ac0-4863-9029-2cad3b467562](#)) (ol. agul) ([/fs/resource-manager/view/152ff1b6-c607-4e89-b8dd-55cff89dfa1e](#))

[8-7-23 Regular Meeting Agenda English \(/fs/resource-manager/view/6110a27c-9171-4467-bd9b-9e1905de8539\)](#) (Español) ([/fs/resource-manager/view/cd3d7179-00eb-4eee-9ebd-33b450cab804](#)) ([/fs/resource-manager/view/04d72c56-1ac0-4863-9029-2cad3b467562](#)) (ol. agul) ([/fs/resource-manager/view/cd3d7179-00eb-4eee-9ebd-33b450cab804](#))

[8-15-23 Special Meeting Agenda English \(/fs/resource-manager/view/b9211316-3732-496a-bf1a-f4497c9cf18b\)](#) (Español) ([/fs/resource-manager/view/cd3d7179-00eb-4eee-9ebd-33b450cab804](#)) ([/fs/resource-manager/view/04d72c56-1ac0-4863-9029-2cad3b467562](#)) (ol. agul) ([/fs/resource-manager/view/cd3d7179-00eb-4eee-9ebd-33b450cab804](#))

[8-21-23 Regular Meeting Agenda English \(/fs/resource-manager/view/013e0bda-bdaa-4fe0-ac94-3f83c8f8890e\)](#) (Español) ([/fs/resource-manager/view/cd3d7179-00eb-4eee-9ebd-33b450cab804](#)) ([/fs/resource-manager/view/04d72c56-1ac0-4863-9029-2cad3b467562](#)) (ol. agul) ([/fs/resource-manager/view/cd3d7179-00eb-4eee-9ebd-33b450cab804](#))

[9-11-23 Regular Meeting Agenda English \(/fs/resource-manager/view/ab6a0117-2325-4e3d-b424-d7e3e36c1245\)](#) (Español) ([/fs/resource-manager/view/cd3d7179-00eb-4eee-9ebd-33b450cab804](#)) ([/fs/resource-manager/view/04d72c56-1ac0-4863-9029-2cad3b467562](#)) (ol. agul) ([/fs/resource-manager/view/cd3d7179-00eb-4eee-9ebd-33b450cab804](#))

[9-18-23 Regular Meeting Agenda English \(/fs/resource-manager/view/7502f6b3-ce3f-46b6-9759-8cb3a1bbfa89\)](#) (Español aqui) [\(/fs/resource-manager/view/cd3d7179-00eb-4eee-9ebd-33b450cab804\)](#) [\(/fs/resource-manager/view/04d72c56-1ac0-4863-9029-2cad3b467562\)](#) [\(ol aqui\) \(/fs/resource-manager/view/cd3d7179-00eb-4eee-9ebd-33b450cab804\)](#)

[10-2-23 Regular Meeting Agenda English \(/fs/resource-manager/view/5096c975-0f41-44a9-a860-7963032587ee\)](#) (Español aqui) [\(/fs/resource-manager/view/0da095a4-92c9-426d-a4db-461eb67f7383\)](#) [\(/fs/resource-manager/view/04d72c56-1ac0-4863-9029-2cad3b467562\)](#) [\(ol aqui\) \(/fs/resource-manager/view/0da095a4-92c9-426d-a4db-461eb67f7383\)](#)

[10-16-23 Regular Meeting Agenda English \(/fs/resource-manager/view/ab17b6ae-0ca5-4f8a-bebb-9e1286e2d32d\)](#) (Español aqui)

[10-30-23 Special Meeting Agenda English \(/fs/resource-manager/view/bd630dc6-e00b-4ccb-a7a8-e19c98ed3697\)](#) (Español aqui)

[11-6-23 Regular Meeting Agenda English \(/fs/resource-manager/view/a0b854af-47a7-473e-8aaa-d54af3113f2a\)](#) (Español aqui)

[11-14-23 Special Meeting Agenda English \(/fs/resource-manager/view/5a9f36b4-e309-48bd-8964-e58860cafb2a\)](#) (Español aqui)

[11-27-23 Regular Meeting Agenda English \(/fs/resource-manager/view/bfdff8c1-4e8f-4271-91f0-4d55bedb6b97\)](#) (Español aqui) [\(/fs/resource-manager/view/9ce547a5-2220-4dab-bfa9-e6df9ee53d03\)](#)

12/27/23, 8:44 PM

Board of Education - Independent School District No. 1 of Tulsa County,

[12-11-23 Regular Meeting Agenda English \(/fs/secure-](#)

[manager/view/0de2186a-554c-4f47-93fd-73b295f24c9b\)](#) (Español

aquí)

## **AGENDA**

**Special Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Tuesday, August 15, 2023, at 6:30 p.m.**, in the Cheryl Selman Room, first floor, at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

### **A. OPENING EXERCISES**

A-1. Call to order and confirm that a quorum is present.

A-2. Flag Salute

**B. MOTION, SECOND, AND DISCUSSION REGARDING MATTERS RELATING TO THE ACCREDITATION OF TULSA PUBLIC SCHOOLS AND A VOTE TO ADOPT A RESOLUTION calling for the Oklahoma State Board of Education to approve the accreditation of Tulsa Public Schools per the recommendation of the Oklahoma State Department of Education Office of Accreditation, "Accredited with Deficiencies."**

### **C. ANNOUNCEMENTS**

The next regularly scheduled meeting of the Board of Education will be held on Monday, August 21, 2023, at 6:30 p.m. in the Cheryl Selman Room, at the Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

### **D. ADJOURNMENT**



## TULSA PUBLIC SCHOOLS

### AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **August 21, 2023**, at 6:30 PM in the Cheryl Selman Room, ground floor, at the Charles C. Mason Education Service Center, 3027 S. New Haven Avenue, Tulsa, OK.

With the exception of item A-1, the Board of Education reserves the right to take up any agenda item in any order regardless of how items are listed.

This is an open, public meeting held in accordance with the Open Meeting Laws of the State of Oklahoma. The purpose of this meeting is to conduct the business of the School District. As the elected representatives of the School District voters and school patrons, the School Board members will be making decisions concerning the operation of the School District.

In accordance with Board Policy 1301, individuals may comment on items or recommendations appearing under the Action portion of a regular meeting agenda. The public may make their comments via telephone or in person. Requests to comment must be made by submitting a completed form for each topic. If requesting to comment during the meeting via telephone, please fill out a form online on the Tulsa Public Schools website at:

<https://www.tulsaschools.org/about/board-of-education/requesttospeakonagendaitem>

no later than noon on the day of the board meeting. Paper forms are available from the Board Clerk before the beginning of each meeting and will be accepted up to 6:25 PM on the day of the meeting.

Persons desiring to address the Board concerning items not on the agenda must submit a Citizens' Comment form available at this [link](#) or from the Clerk of the Board, at least seven days prior to each meeting.

**A. OPENING EXERCISES**

- A.1. Call to order and confirm that a quorum of the Board is present.
- A.2. Remind those wishing to address the Board, sign with the clerk - 5 minute limit.
- A.3. Flag salute

**B. SUPERINTENDENT'S CORRECTION TO AGENDA**

**C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS**

**D. APPROVAL OF MINUTES**

Approve the minutes of the August 7, 2023 regular meeting of the Board.

**E. CONSENT AGENDA - Motion and vote on recommendation.**

**F. PUBLIC COMMENT ON ACTION AGENDA**

**G. ACTION AGENDA - Motion and vote on each recommendation**

**H. GOAL MONITORING REPORTS - Motion and vote on recommendation to accept receipt of reports**

Post-Secondary Ready Graduates (Goal 3)  
On track for College and Career Readiness diploma (Interim 3.1)

**I. BOARD MEMBER REPORTS**

**J. CITIZENS' COMMENTS**

**K. SUPERINTENDENTS REPORT/PRESENTATION**

**L. OTHER NONROUTINE ITEMS REQUIRED BOARD ACTION**

**M. NEW BUSINESS**

**N. ANNOUNCEMENTS**

The next regularly scheduled meeting of the Board of Education will be held on Monday, September 11, 2023 at 6:30 p.m.

**O. ADJOURNMENT**

**E. CONSENT AGENDA - Motion and vote on recommendations**

**DEPUTY SUPERINTENDENT**

**E.1. RECOMMENDATION:** Approve routine field trips.

**RATIONALE:** Board Policy 3314 requires that all out-of-state student field/study trips and travel have prior authorization by the Board of Education.

**E.2. RECOMMENDATION:**

Enter into a data sharing agreement with Genesys Works, a 501(c)(3) non-profit organization, to provide professional skills training and internship opportunities for high school students at Booker T. Washington, Central, and Rogers in our district during the 2023-2024 academic year.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** No cost to the district

**RATIONALE:**

This data sharing agreement will allow Genesys Works to recruit and enroll students, who are in academic good standing and on track to graduate high school, from the District in Genesys Works training, mentoring and internship programs. Currently, there are 16 participants from three schools in the program. Specifically, Genesys Works will have access to the student name, address, identification number, email address, gender, date of birth, ethnicity, race, disabilities, school, grade level, grades, grade point averages, grade level promotion and matriculation, coursework, test scores, assessment data, highest grade completed, attendance and school discipline history.

Genesys Works is a nonprofit social enterprise providing pathways to career success for high school students in underserved communities through skills training, meaningful work experience, and impactful relationships. Our program consists of 8 weeks of technical and professional skills training, a paid year-long internship, college and career coaching, and alumni support to and through college. We believe that all young people, regardless of race, gender, ethnicity, and/or socio-economic status, deserve an equal opportunity to reach their full potential.

The agreement with Genesys Works aims to enhance the educational experiences of our students and equip them with essential skills for success in both their academic and professional pursuits. By partnering with this reputable non-profit organization, we can provide our students with valuable opportunities for personal growth and career readiness. By partnering with Genesys Works, our students gain access to wrap around services in four essential areas:

1. Professional Skills Training: Genesys Works delivers comprehensive training in

professional skills, such as communication, leadership, problem-solving, teamwork, and critical thinking. This training empowers our students to excel in their future endeavors and become well-rounded individuals.

2. Internship Placements: Through Genesys Works, our students have the chance to participate in paid internships with local companies in fields such as information technology, finance, and business operations. These internships will provide hands-on experience and exposure to real-world work environments.

3. Mentorship and Support: Genesys Works offers ongoing mentorship and support to students throughout the internship period, ensuring they have the necessary resources to succeed in their roles and make meaningful contributions to their host companies.

4. College and Career Guidance: Genesys Works will provide college and career guidance to participating students, assisting them in making informed decisions about their future academic and professional paths.

The partnership with Genesys Works will have a positive impact on our community by fostering strong relationships with local businesses and contributing to the development of a skilled and diverse workforce. Moreover, it aligns with the district's mission of providing a well-rounded education that prepares students for future success.

## **TALENT MANAGEMENT**

**E.3. RECOMMENDATION:** Approve routine staffing items.

### **RATIONALE:**

Routine personnel actions implement the various talent management plans and priorities authorized by the Board of Education. All salaries are listed at an effective annualized rate regardless of length of effective date of contract.

**E.4. RECOMMENDATION:** Approve position creates, deletes, and updates.

### **RATIONALE:**

Funding for each new position will originate and be included in the applicable departmental budgets.

**E.5. RECOMMENDATION:**

Enter into an agreement with The Coffee Bunker, a 501(c)(3) organization, to establish the district's membership in the organization's employer alliance program, which supports the transition of our country's veterans into meaningful employment in the civilian sector.

### **FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: No cost to the district

**RATIONALE:**

Through this agreement, the talent management recruitment team and other hiring managers will work with members of the Coffee Bunker to identify veterans who are qualified to fill vacancies in our district. This program is one way that our district can honor the sacrifices our veterans have made for our country by providing qualified candidates with a steady income with opportunities for advancement.

**E.6. RECOMMENDATION:**

Submit an application to the Oklahoma State Department of Education for a three-year district-wide waiver to Standard VII, the governing accreditation standard outlining library requirements for Oklahoma schools, concerning staffing of school library media centers. This waiver will cover the school years from 2023-2024, 2024-2025 through 2025-2026.

COST: No cost to the district.

**RATIONALE:**

The waiver allows the district to create an Intern Library Media Specialist Program and "grow our own" librarians in a time of national and statewide shortages of certified library media professionals. Due to a shortage in traditionally certified library media specialists in the state, this waiver allows a district to take highly qualified teachers and assist them through the certification process. Teachers under the waiver will serve as the librarian while they complete their graduate courses and/or certification exam. They will not have a classroom teaching assignment.

**E.7. RECOMMENDATION:**

Approve the following teachers for adjunct status during the 2023-2024 school year.

Booker T. Washington High School

Michael Blazek - IB Film

Fredrick Jones - IB Sports, Exercise & Health Science

Lester Shaw - Piano Lab

Alex O'Boyle-Ince - Jazz Lab

**RATIONALE:**

Generally, teachers must hold a valid Oklahoma teaching certificate to teach in the area for which they have been assigned. However, adjunct authorization allows a person not certified within the needed area to teach without penalty. The above teachers hold appropriate content knowledge in the fields listed but do not currently hold certification in the subject area(s) listed.

**INFORMATION AND ANALYTICS**

**E.8. RECOMMENDATION:**

Enter into a contract with Cox Communications, Inc., effective September 1, 2023, through June 30, 2024, to increase our connection rate for Cox Business Internet service at Remington.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract

document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: Not to exceed \$5,500

FUND NAME/ACCOUNT: General Fund, 11-0000-2620-505320-000-000000-000-02-026

REQUISITION/CONTRACT: 12402381

**RATIONALE:**

Cox requires a new contract to increase the connection rate associated with their Cox Business Internet service connection at Remington. The current connection rate is 100x20 at a cost of \$104 per month. Tulsa Public Schools anticipates needing to increase the connection rate to 500x35, an approximate cost increase of \$450 per month for the remaining 10 months. Increasing the connection rate at Remington will allow for more bandwidth to cover the security cameras and additional staff or programs.

**E.9. RECOMMENDATION:**

Purchase multi-function devices from ImageNet Consulting Services, LLC in accordance with the terms and conditions of the request for proposal #23030 for a modern, district-wide Managed Print Services (MPS) program.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: Not to exceed \$1,300,000

FUND NAME/ACCOUNT: Applicable bond fund

**RATIONALE:**

This initial purchase will start replacing the 430 Ricoh multi-function devices that are at the end of their service life. The new HP & Konica Minolta print fleet will be vastly more serviceable, provide additional capabilities to students, teachers and staff. In addition, the newer devices are faster and provide for a lower operational cost. This is part of the managed print services request for proposal #23030 and the fleet refresh was included as part of the 2021 bond.

**E.10. RECOMMENDATION:**

Purchase paper and copy supplies for the print center from Veritiv Operating Company, a Veritiv Corporation, for the 2023-2024 school year.

COST: Not to exceed \$150,000

FUND NAME/ACCOUNT: General fund, 11-0000-2530-506110-000-000000-000-030-031

REQUISITION/CONTRACT: 12400483

**RATIONALE:**

Paper and copy supplies are purchased as needed to fulfill print center job requests. This is based upon historical trends. This purchase is made in accordance with the terms and conditions governed by The Interlocal Purchasing System (TIPS) Contract 211201.

## FINANCIAL SERVICES

### E.11. RECOMMENDATION:

Approve sanctioning of the following booster club and parent/teacher associations in accordance with Board Policy 5707 for the 2022-2023 fiscal year:

BTWashington Softball Booster Club  
BTW Tennis Booster Club  
Carver Wildcats Fastpitch Softball Booster Club

### RATIONALE:

Sanctioned status provides organizations exemption from the statutory controls relating to school activity funds found in the Oklahoma School Code. The Board may sanction associations and clubs that advance the educational objectives of the district and are beneficial to students under the guidelines established in Board Policy 5707. These organizations submitted required information to support their applications.

### E.12. RECOMMENDATION:

Approve the New Encumbrance & Change Order Report from August 4, 2023 through August 17, 2023.

### RATIONALE:

New encumbrances and encumbrance changes reflect obligations of district funds issued in accordance with Board Policy 5102, Financial Reports and Statements.

**\*Note** the report listed above is a link that will take you to the full encumbrance report.

SUPPORTING INFORMATION –

CONSENT ITEM E.1

ROUTINE FIELD TRIPS

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Thoreau Demonstration Academy/Thoreau Students	Students: 50 Parents: 10 Staff: 15	Study trip to tour Los Angeles Arts and Landmarks/Los Angeles, California	June 10- 14, 2024	0	No cost to the district. Students will pay the travel agent directly.

## SUPPORTING INFORMATION

## CONSENT ITEM E.3

## ROUTINE STAFFING

<b>ELECTIONS</b>	<b>Effective Date</b>	<b>Contract Amount</b>	<b>Position</b>	<b>Grade or Degree &amp; Step</b>
Acker, Brad	08-09-23	\$ 35,000.00	Apprentice	NS
Adams, Jonathan	08-11-23	\$ 35,000.00	Apprentice	NS
Adams, Shamari	08-09-23	\$ 35,000.00	Apprentice	NS
Adsit, Joshua	08-09-23	\$ 44,000.00	Teacher	M-0
Aguirre, Jannet	08-15-23	\$ 11.55	Teacher Assistant	H-3
Alcantar, Daniela	08-15-23	\$ 14.62	ID Paraprofessional	H-10
Alexa, Ashley	08-09-23	\$ 43,000.00	Teacher	B-0
Anderson, Alyssa	08-09-23	\$ 43,000.00	Teacher	B-0
Anderson, Machele	08-09-23	\$ 35,000.00	Apprentice	NS
Angulo-Perez, Leidy	08-07-23	\$ 12.31	School Clerk	H-4
Arehart, Amy	08-09-23	\$ 44,820.00	Teacher	M-2
Avila, Jack	08-11-23	\$ 35,000.00	Apprentice	NS
Banks, Amber	08-15-23	\$ 14.99	Teacher Assistant	H-6
Barlow, Anthony	08-09-23	\$ 43,000.00	Teacher	B-0
Bash, Laura	08-09-23	\$ 48,575.00	Dean	B-9
Baxter, Crystal	08-15-23	\$ 13.55	Teacher Assistant	H-6
Beard, Kellie	08-04-23	\$ 20.16	School Safety Officer	H-16
Belcher, Michael	09-01-23	\$ 13.47	Evening Custodian	H-7
Belden, Meleya	08-09-23	\$ 35,000.00	Apprentice	NS
Belford, Neil	07-19-23	\$ 63,000.00	Data Strategist	BG-8
Bell, Rebecca	08-09-23	\$ 43,000.00	Teacher	B-0
Berry, Shonnece	08-09-23	\$ 35,000.00	Apprentice	NS
Bowles, William	09-01-23	\$ 13.47	Evening Custodian	H-7
Brauer, Jessica	08-15-23	\$ 15.08	Teacher Assistant	H-6
Breedlove, Maddison	08-09-23	\$ 35,000.00	Apprentice	NS
Briggs, Matthew	08-09-23	\$ 43,000.00	Teacher	B-0
Broughton, Doryen	08-09-23	\$ 35,000.00	Apprentice	NS
Burkhalter, Alex	08-15-23	\$ 10.90	Teacher Assistant	H-3
Burkhalter, Brittany	08-15-23	\$ 15.49	ED Paraprofessional	H-10
Buskey, Danny	08-09-23	\$ 44,000.00	Teacher	M-0
Camacaro De Ojeda, Awilda D	08-15-23	\$ 15.08	Para Teacher	H-6
Campos De Acedo, Fiona	09-01-23	\$ 13.47	Evening Custodian	H-7
Carby, Leona	08-09-23	\$ 58,870.00	Teacher	B-22
Cardenas, Viridiana	08-09-23	\$ 19.42	Administrative Assistant IV	H-13
Carlisle, Anna	08-15-23	\$ 15.08	Teacher Assistant	H-6
Carroll, Donice	09-01-23	\$ 13.47	Evening Custodian	H-7
Carter, Ashton	08-09-23	\$ 43,000.00	Teacher	B-0
Carter, Krshika	08-09-23	\$ 44,000.00	Teacher	M-0
Chandler-Smith, Tiffany	08-09-23	\$ 49,640.00	Teacher	M-8
Chatron, Leah	08-09-23	\$ 43,000.00	Teacher	B-0
Chavis, Leslie	08-15-23	\$ 13.87	DD Paraprofessional	H-3
Cirbo, Joshua	08-09-23	\$ 43,820.00	Teacher	B-2
Claiborne, Tom	08-14-23	\$ 52,075.00	Teacher	M-11
Clemishire, Kash	08-09-23	\$ 35,000.00	Apprentice	NS
Coleman, Destiny	08-09-23	\$ 43,000.00	Teacher	B-0
Cornelius, Carl	08-09-23	\$ 35,000.00	Apprentice	NS
Couch, Caitlin	08-09-23	\$ 35,000.00	Apprentice	NS
Crocker, Kendra	08-10-23	\$ 13.10	Bus Assistant	H-5

**SUPPORTING INFORMATION**

**CONSENT ITEM E.3**

**ROUTINE STAFFING**

Cruz, Jessica	08-15-23	\$ 15.99	Teacher Assistant	H-6
Cummings, Kerra	08-07-23	\$ 12.42	School Clerk	H-3
Davis, Erica	08-09-23	\$ 35,000.00	Apprentice	NS
Decean, Carole	08-09-23	\$ 43,000.00	Teacher	B-0
Devault, Stephanie	08-15-23	\$ 10.90	Teacher Assistant	H-3
Dewey, Jordan	08-15-23	\$ 15.06	MD Paraprofessional	H-10
Dixon, Tommy	09-01-23	\$ 13.47	Evening Custodian	H-7
Doss, Rachel	08-11-23	\$ 55,726.00	Teacher	B-18
Douglas-Hopkins, Crystal	08-09-23	\$ 35,000.00	Apprentice	NS
Drowatzky, Kevin	08-09-23	\$ 35,000.00	Apprentice	NS
Duncan, Margaret	08-09-23	\$ 35,000.00	Apprentice	NS
Duran Garcia, Cendy Lizeth	08-09-23	\$ 43,000.00	Teacher	B-0
East, Abby	08-15-23	\$ 15.08	Teacher Assistant	H-6
Edwards, Emily	07-27-23	\$ 57,000.00	Instructional Mentor	EG-3
Espinoza, Maria	09-01-23	\$ 13.47	Evening Custodian	H-7
Ezell, Marquis	08-15-23	\$ 15.49	1:1 Autism Paraprofessional	H-10
Fell, Elliot	08-09-23	\$ 35,000.00	Apprentice	NS
Fields, Shalala	09-01-23	\$ 13.47	Evening Custodian	H-7
Figueroa, Lucia	08-09-23	\$ 35,000.00	Apprentice	NS
Flores, Lymari	09-01-23	\$ 13.47	Evening Custodian	H-7
Ford, Samantha	08-09-23	\$ 35,000.00	Apprentice	NS
Franden, Sara	08-09-23	\$ 44,000.00	Teacher	M-0
Gant, Paige	08-09-23	\$ 43,000.00	Teacher	B-0
Gaona, Dania	08-15-23	\$ 11.82	Teacher Assistant	H-3
Gaulden, Gina	08-09-23	\$ 43,000.00	Teacher	B-0
Gerlach, Sarah	08-09-23	\$ 43,000.00	Teacher	B-0
Givins, Anthony	08-09-23	\$ 35,000.00	Apprentice	NS
Gonzalez, Jennifer	08-09-23	\$ 47,160.00	Teacher	B-6
Gooch, Graham	08-09-23	\$ 43,000.00	Teacher	B-0
Grant, Cara	08-15-23	\$ 15.08	Teacher Assistant	H-6
Halvorsen, Steve	08-09-23	\$ 44,000.00	Teacher	M-0
Haslam, Traca	08-09-23	\$ 58,102.00	Teacher	B-21
Hawthorne, Alfred	09-01-23	\$ 13.47	Evening Custodian	H-7
Heflin, Monique	08-15-23	\$ 10.89	Teacher Assistant	H-3
Henderson, Reginald	08-17-23	\$ 15.49	1:1 Autism Paraprofessional	H-10
Henderson, Tamora	08-09-23	\$ 35,000.00	Apprentice	NS
Henson, Kenneth	08-09-23	\$ 46,500.00	teacher	D-0
Hockey, David	08-10-23	\$ 17.75	Bus Driver	H-11
Houston, Marlon	08-09-23	\$ 44,000.00	Teacher	M-0
Hudson, Shaniqua	08-09-23	\$ 43,000.00	Teacher	B-0
Isaac, Roland	08-09-23	\$ 35,000.00	Apprentice	NS
Ivanoff, Ashley	08-15-23	\$ 13.55	Teacher Assistant	H-6
Jackson, Emma	08-14-23	\$ 16.14	Building and Grounds Site Supervisor	H-10
Jones, Amanda	07-24-23	\$ 63,000.00	Assistant Principal	EG-4
Jordan, Naqisha	08-09-23	\$ 13.38	Evening Custodian	H-7
Kelsey, David	08-09-23	\$ 26,255.06	Teacher	B-11
King, Lawrence	09-01-23	\$ 14.82	Evening Custodian	H-7
Kollie, Emeka	08-10-23	\$ 16.25	Bus Driver	H-11
Krautter, Lydia	08-09-23	\$ 43,410.00	Teacher	B-1
Larkin, Carine	08-15-23	\$ 15.08	Para Teacher	H-6

**SUPPORTING INFORMATION**

**CONSENT ITEM E.3**

**ROUTINE STAFFING**

Leach, Marilyn	08-15-23	\$ 9.82	School Clerk	H-3
Lein, Jonathan	08-15-23	\$ 15.08	Teacher Assistant	H-6
Leininger, Lesley	08-09-23	\$ 43,000.00	Teacher	B-0
Lemus, Susana	08-14-23	\$ 10.90	School Clerk Assistant	H-3
Lian, Dim	08-09-23	\$ 43,000.00	Teacher	B-0
Lickona, Mary	08-09-23	\$ 43,000.00	Teacher	B-0
Littlejohn, Karisma	08-15-23	\$ 12.42	Teacher Assistant	H-3
Logan, Franklin	09-01-23	\$ 13.47	Evening Custodian	H-7
Love, Danny	08-21-23	\$ 14.94	Grounds Journeyperson	H-8
Loyd, Jessica	08-09-23	\$ 44,000.00	Teacher	M-0
Luker, Gretchen	08-15-23	\$ 14.63	MD Paraprofessional	H-10
M Evans, Dawn	08-09-23	\$ 51,075.00	Teacher	B-12
Madrigal-De-Seely, Ana	08-15-23	\$ 12.76	Teacher Assistant	H-06
Manley, Jamiski	08-09-23	\$ 43,000.00	Teacher	B-0
Maples, Brandi	08-09-23	\$ 45,250.00	Teacher	M-3
Mares, Rory	09-01-23	\$ 13.47	Evening Custodian	H-7
Marotta, Gabriela	08-15-23	\$ 14.08	Teacher Assistant	H-6
Martina, Joshua	08-10-23	\$ 11.87	Bus Assistant	H-5
Martinez, Brittani	08-09-23	\$ 51,574.00	Teacher	B-13
Massey, Katherine	08-09-23	\$ 43,820.00	Teacher	B-2
Mcdonald, Judy	08-09-23	\$ 63,197.00	Teacher	D-18
Mcguire, Malcolm	08-09-23	\$ 50,660.00	Teacher	D-6
Mcperson, Sharon	08-09-23	\$ 43,000.00	Librarian	B-0
Mcvicker, Kim	08-15-23	\$ 15.08	Teacher Assistant	H-6
Mehagan, Jadon	08-07-23	\$ 18.49	Glaziers Craftsperson	H-13
Michel, Marisol	09-01-23	\$ 13.47	Evening Custodian	H-7
Mitasky, Matthew	08-09-23	\$ 35,000.00	Apprentice	NS
Murdock, Tracy	08-09-23	\$ 46,200.00	Teacher	B-5
Nauman, Drew	08-09-23	\$ 35,000.00	Apprentice	NS
Newport, Mary	08-09-23	\$ 44,820.00	Teacher	M-2
Palmer, Alexis	08-09-23	\$ 43,000.00	Teacher	B-0
Parker, Nancy	08-15-23	\$ 14.49	School Clerk Assistant	H-4
Parra, Esmeralda	09-01-23	\$ 13.47	Evening Custodian	H-7
Parra, Niella	08-15-23	\$ 10.90	Teacher Assistant	H-3
Parrett, Kathy	08-09-23	\$ 44,745.00	Teacher	B-4
Parris, John	08-10-23	\$ 35,000.00	Apprentice	NS
Patrick, Gregory	08-09-23	\$ 44,000.00	Teacher	M-0
Penny, Esha	09-01-23	\$ 13.47	Evening Custodian	H-7
Perdue, Melissa Lynn	08-15-23	\$ 14.08	Teacher Assistant	H-6
Phillips, Meagan	08-09-23	\$ 43,000.00	Teacher	B-0
Powell, Skaya	09-01-23	\$ 13.47	Evening Custodian	H-7
Prater, Barbara	08-09-23	\$ 62,074.00	Teacher	B-26
Prescott, Winston	08-09-23	\$ 51,519.00	Teacher	M-10
Quaresma Ribas, Nathanael	08-09-23	\$ 35,000.00	Apprentice	NS
Reeder, Devon	08-09-23	\$ 43,000.00	Teacher	B-0
Rios, Maria	08-09-23	\$ 13.36	Evening Custodian	H-7
Roberts, Kimberly	08-09-23	\$ 30,045.00	Part Time Speech Pathologist	M-9
Ross, Carla	08-09-23	\$ 43,820.00	Teacher	B-2
Rowland, Corey	08-04-23	\$ 44,000.00	Dean	M-0
Rubey, Nikki	08-09-23	\$ 43,000.00	Teacher	B-0

**SUPPORTING INFORMATION**

**CONSENT ITEM E.3**

**ROUTINE STAFFING**

Ruiz, Esther	08-09-23	\$ 43,000.00	Teacher	B-0
Sandoval, Francheska	08-15-23	\$ 11.22	Teacher Assistant	H-3
Santana, Alyson	08-07-23	\$ 11.22	Parent Involvement Facilitator	IS-3
Santos, Shelby	08-09-23	\$ 35,000.00	Apprentice	NS
Scroggs, Rachel	08-09-23	\$ 47,160.00	Teacher	B-6
Selby, Alissa	08-09-23	\$ 44,250.00	Teacher	B-3
Shorter, Christiana	08-09-23	\$ 43,000.00	Teacher	B-0
Smith, Steven	08-10-23	\$ 15.78	Bus Driver	H-11
Soto, Maria	08-09-23	\$ 35,000.00	Apprentice	NS
Spotz, Kaye	08-09-23	\$ 44,000.00	Teacher	M-0
Springer, Michelle	11-06-23	\$ 35,000.00	Apprentice	NS
Stahl, Shannon	08-11-23	\$ 44,000.00	Teacher	M-0
Starzec, Ashlee	08-03-23	\$ 80,000.00	Board Certified Behavior Analyst	BG-9
Stegespavins, Teresa	08-11-23	\$ 51,519.00	Teacher	M-10
Stivers, Gabbriel	08-09-23	\$ 35,000.00	Apprentice	NS
Straily, Cheryl A	08-09-23	\$ 49,200.00	Teacher	M-7
Strother, Aaron	08-16-23	\$ 13.36	Evening Custodian	H-7
Style, Katherine	08-09-23	\$ 35,000.00	Apprentice	NS
Tablada Romero, Marta Romel	08-15-23	\$ 15.08	Teacher Assistant	H-6
Terrell, Jonathan	09-01-23	\$ 13.47	Evening Custodian	H-7
Terry, Jane	08-09-23	\$ 35,000.00	Apprentice	NS
Thelen, Renee	08-09-23	\$ 43,820.00	Teacher	B-2
Thomas, Andrea	08-15-23	\$ 12.39	Teacher Assistant	H-6
Tindle, James	08-09-23	\$ 35,000.00	Apprentice	NS
Underwood, Whitney	08-11-23	\$ 44,250.00	Teacher	B-3
Underwood, Whitney	08-11-23	\$ 44,250.00	Teacher	B-3
Usry, Sarah	08-09-23	\$ 44,745.00	Teacher	B-4
Vargas, Veronica	08-15-23	\$ 10.90	Teacher Assistant	H-3
Vaughan, Elizabeth	08-09-23	\$ 47,700.00	Teacher	M-5
Wagner, Kyla	08-09-23	\$ 43,000.00	Teacher	B-0
Walsh, Christopher	08-09-23	\$ 35,000.00	Apprentice	NS
Weaver, Oliver	07-26-23	\$ 17.26	Security Systems Technician	H-13
Wells, Richard	08-09-23	\$ 44,410.00	Teacher	M-1
Westfall, Matthew	08-15-23	\$ 14.08	Teacher Assistant	H-6
Westmoreland, Jarred	08-15-23	\$ 16.31	Autism Paraprofessional	H-10
Whittaker, Brigdette	08-08-23	\$ 15.60	Principal Secretary	H-9
Wilkes, Michael	09-01-23	\$ 13.47	Evening Custodian	H-7
Williams, Jordan	08-15-23	\$ 14.62	Para ID	H-10
Williams, Valerie	08-09-23	\$ 44,745.00	Teacher	B-4
Wilson, Devyn	08-09-23	\$ 35,000.00	Apprentice	NS
Wilson, Laron	08-14-23	\$ 13.95	Grounds Journeyperson	H-8
Wilson, Sarah	08-09-23	\$ 23,850.00	Half Time Teacher	M-5
Wright-Owen, Tracey	08-09-23	\$ 50,075.00	Counselor	M-9
Yahola, Valerie	08-15-23	\$ 10.90	Teacher Assistant	H-3
Yankey, Gregory	08-09-23	\$ 55,895.00	Teacher	M-16
Zambrano, Mariant	08-09-23	\$ 43,000.00	Teacher	B-0
Zelley, Samantha	08-09-23	\$ 47,700.00	Teacher	B-7

**ADJUSTMENTS**

<b>Name</b>	<b>Effective Date</b>	<b>Contract Amount</b>	<b>Current Position</b>	<b>Proposed Position</b>	<b>Grade or Step</b>
Abufadil, Masako	08-09-23	\$ 43,820.00	Teacher Assistant	Teacher	B-2

**SUPPORTING INFORMATION**

**CONSENT ITEM E.3**

**ROUTINE STAFFING**

CONSENT ITEM E.3			ROUTINE STAFFING		
Adams, Kimberly	08-15-23	\$ 18.22	Autism Paraprofessional	ID Paraprofessional	H-10
Aizen, Rebecca	08-15-23	\$ 20.69	MD Paraprofessional	ID Paraprofessional	H-10
Alvarado, Lily	08-07-23	\$ 16.59	Teacher Assistant	Para Teacher	H-6
Armstrong, Mary	08-01-23	\$ 20.70	1:1 MD Paraprofessional	Autism Paraprofessional	H-10
Bain, Carmen	08-09-23	\$ 67,285.00	Librarian	Dean	M30-26
Bartelt, Guadalupe	08-15-23	\$ 14.04	Cafeteria II	Attendance Clerk	H-3
Baxley, Lauryn	08-09-23	\$ 48,140.00	Teacher	Dean	B-8
Benefield, Caitlyn	08-01-23	\$ 60,000.00	Dean	Learning Director	EG-4
Biggins, Robin	08-09-23	\$ 43,000.00	Virtual HS Systems Coordinator	Teacher	B-0
Botelho, Sylvanna	08-09-23	\$ 44,745.00	Teacher	Librarian	B-4
Boxley, Pam	08-09-23	\$ 59,439.00	Teacher	Dean	T-23
Brady, Jeff	08-09-23	\$ 50,075.00	Teacher	Dean	M-9
Breecher, Gandhi	07-01-23	\$ 19.46	Autism Paraprofessional	Teacher Assistant	H-3
Brent, Rachelle	08-09-23	\$ 43,000.00	Teacher	Counselor	B-0
Bringier, Ma Eden	08-09-23	\$ 44,000.00	Paraprofessional	Teacher	M-0
Brown, Angela	08-09-23	\$ 47,700.00	Learning Coach	Teacher	B-7
Bruce, Marcia	08-09-23	\$ 19.63	Autism Paraprofessional	ID Paraprofessional	H-10
Burch, Derrick	08-16-23	\$ 43,000.00	Paraprofessional	Teacher	B-0
Caldwell, Linda	08-15-23	\$ 16.08	Para Teacher	Teacher Assistant	H-6
Carbajal, Margarita	07-31-23	\$ 17.18	School Clerk	Attendance Clerk	H-3
Cazorla Caberizo, Yaiza	08-09-23	\$ 13.36	ID Paraprofessional	ED Paraprofessional	H-10
*Chitwood, Jeffrey	09-01-23	\$ 95,000.00	Communications Manager	Dir. Communications & Public Relations	BG-11
Clemens, Nichole	08-15-23	\$ 16.68	Teacher Assistant	ID Paraprofessional	H-10
Corrigan, Thomas	08-09-23	\$ 44,410.00	Teacher	.25 FTE Dean/.75 FTE Teacher	M-1
Daniel, Lucille	08-15-23	\$ 17.39	1:1 Autism Paraprofessional	ID Paraprofessional	H-10
Dean, Justin	08-09-23	\$ 30,387.00	Teacher	.6 FTE Teacher	B-1
Diggs, Ryan	08-09-23	\$ 21.41	Paraprofessional	ID Paraprofessional	H-10
Doughty Gobourne, Cydney	08-01-23	\$ 61,000.00	Dean & Behavior Interventionist	Learning Director	EG-4
Dugas, Dorothy	08-09-23	\$ 19.67	ID Paraprofessional	Autism Paraprofessional	H-10
Enloe, Millie	08-15-23	\$ 18.15	ID Paraprofessional	Teacher Assistant	H-6
Eskitch, Allyson	08-09-23	\$ 21,109.50	.5 FTE TEacher	.45 FTE Teacher	D-1
Evans, Robbin	08-04-23	\$ 43,000.00	Behavior Coach	Dean	B-0
Flory, Jo	08-09-23	\$ 67,696.00	Part Time Teacher	Teacher	M60-25
Francis, Candice	08-15-23	\$ 13.49	MD Paraprofessional	ID Paraprofessional	H-10
Free, Samantha	08-09-23	\$ 22,000.00	Half Time Librarian	Half Time Teacher	M-0
Friebus, Steven	07-11-23	\$ 78,000.00	Sports Medicine Coordinator	Director Sports Medicine	BG-8
Galvan-Trevino, Irma	07-10-23	\$ 15.04	Teacher Assistant	School Clerk	H-3
Galvan, Stefanie	08-08-23	\$ 13.83	School Clerk	Health Assistant	H-5
Garner, Donna	08-15-23	\$ 22.47	Paraprofessional	Autism Paraprofessional	H-10
Gauwitz, Angela	08-09-23	\$ 59,439.00	Teacher	Dean	B-23
Gilstrap, Ashley	08-09-23	\$ 51,962.00	Learning Coach	Teacher	B-14
Goedecke, Michael	07-11-23	\$ 59,000.00	Athletic Trainer	Athletic Trainer	BG-7
Goodman, Nathaniel	07-31-23	\$ 13.68	Apprentice	Office Clerk Assistant	H-3
Grayson, Huddie	08-15-23	\$ 15.99	ED Paraprofessional	Autism Paraprofessional	H-10
Guel, Jennifer	08-22-23	\$ 57,700.00	Teacher	Health Education Specialist	BG-6
Guerrero, Amanda	08-09-23	\$ 48,140.00	Teacher	Dean	B-8
Gutierrez, Heidi	08-15-23	\$ 16.49	ID Paraprofessional	1:1 ID Paraprofessional	H-10
Hamlin, Luranette	08-08-23	\$ 15.26	Paraprofessional	Parent Involvement Facilitator	H-6
Harris, Gerald	08-15-23	\$ 15.99	MD Paraprofessional	ID Paraprofessional	H-10
Hill, Cricket	07-31-23	\$ 13.83	School Clerk	Attendance Clerk	H-10

**SUPPORTING INFORMATION**

**CONSENT ITEM E.3**

**ROUTINE STAFFING**

SUPPORTING INFORMATION				ROUTINE STAFFING		
CONSENT ITEM E.3				ROUTINE STAFFING		
Hirschi, Rebecca	08-09-23	\$ 16.08	Teacher Assistant	DD Paraprofessional		H-6
Hughes, William	07-11-23	\$ 75,000.00	Athletic Trainer	Athletic Trainer		BG-7
Hunt, Gabrielle	08-09-23	\$ 43,410.00	Teacher Assistant	Teacher		B-1
Ikley, Dawn	08-09-23	\$ 43,000.00	Autism Paraprofessional	Teacher		B-0
Jackson, David	08-09-23	\$ 68,177.00	Teacher	Half Time Dean/Half Time Teacher		M-32
Jasso-Garcia, Estefania	08-15-23	\$ 14.99	MD Paraprofessional	Para Teacher		H-6
Javine, Allison	08-15-23	\$ 16.49	1:1 MD Paraprofessional	Autism Paraprofessional		H-10
Jimoh, Terrill	07-11-23	\$ 55,000.00	Athletic Trainer	Athletic Trainer		BG-7
Judkins, Karen	08-09-23	\$ 71,785.00	Half Time Teacher	Teacher		M30-34
Kearney, Cindy	07-01-23	\$ 69,534.00	Site Based Instructional Mentor	Instructional Mentor		EG-3
Kilman, Karla	08-09-23	\$ 18.92	1:1 ID Paraprofessional	ID Paraprofessional		H-10
Kothe, Jess	08-09-23	\$ 14.55	1:1 Paraprofessional	DD Paraprofessional		H-3
Lockridge, Edith	08-15-23	\$ 19.76	Teacher Assistant	ID Paraprofessional		H-10
Logan, Kenyetta	08-08-23	\$ 13.09	School Clerk	Health Assistant		H-5
Manago, Rachel	08-09-23	\$ 14.55	DD Paraprofessional	ID Paraprofessional		H-10
Marchant, Joni	08-16-23	\$ 12.39	School Clerk	Parent Involvement Facilitator		H-6
Martin, Amber	08-07-23	\$ 15.53	Autism Paraprofessional	School Clerk		H-3
Martin, Jerrico	08-09-23	\$ 52,075.00	Dean	Counselor		M-11
McCrary, Barbara	08-01-23	\$ 28,566.40	.6 FTE Teacher	.4 FTE Teacher		M60-31
McCullough, Kirsten	08-09-23	\$ 47,160.00	Teacher	Learning Coach		B-6
McKinney, Michelle	08-09-23	\$ 53,435.00	Teacher	Dean		B-15
Mitchell, Dinnia	08-09-23	\$ 49,640.00	Dean	Counselor		M-8
Morrison, Chephon	08-09-23	\$ 43,000.00	Teacher Assistant	Dean		B-0
Morrow, Jonna	08-09-23	\$ 57,894.00	Teacher	Counselor		M-17
Newell, Teresa	08-15-23	\$ 15.83	Parent Involvement Facilitator	ID Paraprofessional		H-10
O'Conner, Natalie	08-15-23	\$ 18.23	ID Paraprofessional	MD Paraprofessional		H-10
Olaniyan, Akin	08-15-23	\$ 13.49	Teacher Assistant	1:1 Autism Paraprofessional		H-10
Parks, Andrea	08-09-23	\$ 43,410.00	Assistant Principal	Dean		B-1
Perez, Stephanie	08-09-23	\$ 13.92	Teacher Assistant	Paraprofessional		H-10
Petit, Troy	08-09-23	\$ 34,088.50	.8 FTE Counselor	.5 FTE Counselor		M-32
Pierce, Alphonzo	08-15-23	\$ 17.69	Teacher Assistant	ID Paraprofessional		H-10
Radabaugh, Janie	08-15-23	\$ 21.41	Autism Paraprofessional	ID Paraprofessional		H-10
Reider, Tomyjo	08-15-23	\$ 11.78	1:1 Autism Paraprofessional	School Clerk Assistant		H-3
Rhea, Herbert	07-11-23	\$ 75,000.00	Athletic Trainer	Athletic Trainer		BG-7
Roney, Monnie	07-31-23	\$ 16.12	School Clerk	Attendance Clerk		H-3
Sain, Catherine	08-09-23	\$ 43,820.00	Teacher	Dean		B-2
Sanders, Andrea	08-09-23	\$ 51,519.00	Teacher	Dean		M-10
Sensano Reyes, Maria	08-11-23	\$ 43,000.00	Para Teacher	Teacher		B-0
*Serna, Kris	09-01-23	\$ 143,484.00	Ex. Dir. Enrollment & Student Serv	Ex. Dir. of Accreditation & Accountability		XG-3
Settles, Alexis	08-15-23	\$ 15.08	Teacher Assistant	ID Paraprofessional		H-10
Smith, Arlanda	08-09-23	\$ 44,745.00	Teacher Assistant	Teacher		B-4
Smith, Kristi	08-29-23	\$ 51,500.00	Budget Analyst	Coordinator of Career Tech Programs		BG-5
Smith, Lisa	08-09-23	\$ 67,696.00	Teacher	Librarian		M60-0
Sondgeroth, Annette	08-09-23	\$ 46,245.00	Teacher	Dean		M30-4
Sutterfield, Mindy	07-11-23	\$ 74,000.00	Operations Associate	Charter Portfolio Manager		BG-9
Swofford, Karen	08-15-23	\$ 23.94	Teacher Assistant	ID Paraprofessional		H-10
Thomason, Tiffany		\$ 60,200.00	Assistant Principal	Learning Director		EG-4
Todd, Madison	08-09-23	\$ 17.22	Autism Paraprofessional	ID Paraprofessional		H-10
Vargas, Claudia	08-15-23	\$ 17.10	Teacher Assistant	Para Teacher		H-6
Vickers, Mildred	07-31-23	\$ 18.58	School Clerk	Principal's Secretary		H-9

**SUPPORTING INFORMATION**

**CONSENT ITEM E.3**

**ROUTINE STAFFING**

Weese, Elizabeth	07-11-23	\$ 68,250.00	Website Manager	Website Manager	BG-8
Williams, Michael K	08-15-23	\$ 21.18	1:1 Paraprofessional	1:1 ED Paraprofessional	H-10
Williamson, Mary	08-09-23	\$ 35,000.00	Teacher Assistant	Apprentice	NS
Wixon, Lori	07-31-23	\$ 17.76	ED Paraprofessional	Parent Involvement Facilitator	H-6
Yrttima-Hayes, Brandy	08-09-23	\$ 48,575.00	Teacher	Dean	B-9

\*Approval contingent of creation of new position

**SEPARATIONS**

<u>Name</u>	<u>Effective Date</u>	<u>Position</u>	<u>Name</u>	<u>Effective Date</u>	<u>Position</u>
Adams, Renesha	07-27-23	Librarian	Jamison, Tametra	07-31-23	Teacher
Adesiyan, Funmilayo	07-31-23	Teacher	Janloo, Robyn	07-24-23	Nurse
Bennett, Lucas	08-02-23	Teacher	Klingaman, Cailey	05-26-23	Teacher
Carlotti Smith, Danielle	08-03-23	Teacher	Lucero, William	08-01-23	Teacher
Chenoweth, Steven	05-27-23	Teacher	Maxwell, Sandra	07-31-23	Teacher
Cliff, Lydia	08-01-23	ID Paraprofessional	Moyer, Jeremiah	07-30-23	Teacher
Cornman, Elisa	08-03-23	Teacher	Munoz, Alexandra	05-26-23	Teacher
Davis, Virginia	06-30-23	Counselor	Onwuka, Chukwudi	08-03-23	Teacher
Dockrey, Loretta	05-26-23	Teacher	Parker, Anne	07-28-23	Teacher
Evans, Kaley	05-20-23	Teacher Assistant	Sandberg, Cole	06-01-23	Teacher Assistant
Ferrera, Karen	07-01-23	Teacher	Schwartz, Varian	08-01-23	Teacher
Graham, Jordan	08-09-23	Teacher	Steed, Sarah	08-09-23	Teacher
Grayson, Jesus	05-31-23	Counselor	Stockstill, Payton	08-02-23	Teacher
Guinn, Alicia	08-01-23	School Clerk	Tidwell, Kelsey	08-04-23	Teacher
Herndon, Allen	08-01-23	Teacher	Turner, Teresa	05-26-23	Teacher
Hicks, Erica	08-09-23	Teacher	Van Cleve, Mary	08-04-23	Teacher
Irwin, Mary	08-08-23	Teacher	Van Dusen, Scott	05-26-23	Teacher
Jackson, Shaun	08-11-23	Teacher	Wise, Jordan	06-30-23	Teacher
			Woolley, Gabe	07-25-23	Teacher

**SUBSTITUTE AND TEMPORARY ELECTIONS**

**TUTORS**

Wolf, Merrie

**Adjunct Coaches**

<u>SITE</u>	<u>NAME</u>	<u>TOTAL AMOUNT</u>	<u>ACTIVITY (IES)</u>	<u>START DATE</u>	<u>END DATE</u>
Carver	James McMillan	\$ 1,145.00	Girls' Head Soccer Coach	09-01-23	06-30-24
East Central	Conner Whitham	\$ 4,460.00	Boys' Head Soccer Coach	09-01-23	06-30-24
Edison	Marlena Carter	\$ 9,500.00	Girls' Slow & Fast Pitch Softball	09-01-23	06-30-24
Edison	Barbara Pinkerton	\$ 4,800.00	Boys' Head Cross Country Girls Assistant Track	09-01-23	06-30-24
Washington	Tiffany Jarrett	\$ 3,433.00	Head Cheer Coach	09-01-23	06-30-24
Washington	Kevin Kwarteng	\$ 4,460.00	Boys' Head Soccer Coach	09-01-23	06-30-24
Washington	Kelvin Sango	\$ 2,437.00	9th grade boys' basketball	09-01-23	06-30-24
Washington	Michael Umelo	\$ 4,460.00	Girls' Head Soccer Coach	09-01-23	06-30-24
Webster	Penny Guglielmo	\$ 1,442.00	Assistant Volleyball	09-01-23	06-30-24

**SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES**

**East Central Middle School - 11-0000-1000-501700-421-113000-210-07-659**

Pay certified staff, to be determined, total not to exceed \$3,500 to hold after school and Saturday detention for the 2023-2024 school year.

**Memorial Middle School - 11-0000-1000-501700-210-000000-000-07-558**

Pay two certified staff, to be named, @ \$18/hr. (total not to exceed \$1,500 each) to provide after school detention for the 2023-2024 school year.

**Senior Summer Boot Camp 11-3621-XXXX-501700-XXX-000000-XXX-05-XXX-3621**

Pay certified school counselors, to be named, \$30 per hour (total not to exceed 15,000, plus benefits) to provide summer school support to teachers and students June-August 2023.

**SUPPORTING INFORMATION**

**CONSENT ITEM E.3**

**ROUTINE STAFFING**

Weese, Elizabeth	07-11-23	\$ 68,250.00	Website Manager	Website Manager	BG-8
Williams, Michael K	08-15-23	\$ 21.18	1:1 Paraprofessional	1:1 ED Paraprofessional	H-10
Williamson, Mary	08-09-23	\$ 35,000.00	Teacher Assistant	Apprentice	NS
Wixon, Lori	07-31-23	\$ 17.76	ED Paraprofessional	Parent Involvement Facilitator	H-6
Yrztima-Hayes, Brandy	08-09-23	\$ 48,575.00	Teacher	Dean	B-9

\*Approval contingent of creation of new position

**SEPARATIONS**

<u>Name</u>	<u>Effective Date</u>	<u>Position</u>	<u>Name</u>	<u>Effective Date</u>	<u>Position</u>
Adams, Renesha	07-27-23	Librarian	Jamison, Tametra	07-31-23	Teacher
Adesiyan, Funmilayo	07-31-23	Teacher	Janloo, Robyn	07-24-23	Nurse
Bennett, Lucas	08-02-23	Teacher	Klingaman, Cailey	05-26-23	Teacher
Carlotti Smith, Danielle	08-03-23	Teacher	Lucero, William	08-01-23	Teacher
Chenoweth, Steven	05-27-23	Teacher	Maxwell, Sandra	07-31-23	Teacher
Cliff, Lydia	08-01-23	ID Paraprofessional	Moyer, Jeremiah	07-30-23	Teacher
Cornman, Elisa	08-03-23	Teacher	Munoz, Alexandra	05-26-23	Teacher
Davis, Virginia	06-30-23	Counselor	Onwuka, Chukwudi	08-03-23	Teacher
Dockrey, Loretta	05-26-23	Teacher	Parker, Anne	07-28-23	Teacher
Evans, Kaley	05-20-23	Teacher Assistant	Sandberg, Cole	06-01-23	Teacher Assistant
Ferrera, Karen	07-01-23	Teacher	Schwartz, Varian	08-01-23	Teacher
Graham, Jordan	08-09-23	Teacher	Steed, Sarah	08-09-23	Teacher
Grayson, Jesus	05-31-23	Counselor	Stockstill, Payton	08-02-23	Teacher
Guinn, Alicia	08-01-23	School Clerk	Tidwell, Kelsey	08-04-23	Teacher
Herndon, Allen	08-01-23	Teacher	Turner, Teresa	05-26-23	Teacher
Hicks, Erica	08-09-23	Teacher	Van Cleve, Mary	08-04-23	Teacher
Irwin, Mary	08-08-23	Teacher	Van Dusen, Scott	05-26-23	Teacher
Jackson, Shaun	08-11-23	Teacher	Wise, Jordan	06-30-23	Teacher
			Woolley, Gabe	07-25-23	Teacher

**SUBSTITUTE AND TEMPORARY ELECTIONS**

**TUTORS**

Wolf, Merrie

**Adjunct Coaches**

<u>SITE</u>	<u>NAME</u>	<u>TOTAL AMOUNT</u>	<u>ACTIVITY (IES)</u>	<u>START DATE</u>	<u>END DATE</u>
Carver	James McMillan	\$ 1,145.00	Girls' Head Soccer Coach	09-01-23	06-30-24
East Central	Conner Whitham	\$ 4,460.00	Boys' Head Soccer Coach	09-01-23	06-30-24
Edison	Marlena Carter	\$ 9,500.00	Girls' Slow & Fast Pitch Softball	09-01-23	06-30-24
Edison	Barbara Pinkerton	\$ 4,800.00	Boys' Head Cross Country Girls Assistant Track	09-01-23	06-30-24
Washington	Tiffany Jarrett	\$ 3,433.00	Head Cheer Coach	09-01-23	06-30-24
Washington	Kevin Kwarteng	\$ 4,460.00	Boys' Head Soccer Coach	09-01-23	06-30-24
Washington	Kelvin Sango	\$ 2,437.00	9th grade boys' basketball	09-01-23	06-30-24
Washington	Michael Umelo	\$ 4,460.00	Girls' Head Soccer Coach	09-01-23	06-30-24
Webster	Penny Guglielmo	\$ 1,442.00	Assistant Volleyball	09-01-23	06-30-24

**SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES**

**East Central Middle School - 11-0000-1000-501700-421-113000-210-07-659**

Pay certified staff, to be determined, total not to exceed \$3,500 to hold after school and Saturday detention for the 2023-2024 school year.

**Memorial Middle School - 11-0000-1000-501700-210-000000-000-07-558**

Pay two certified staff, to be named, @ \$18/hr. (total not to exceed \$1,500 each) to provide after school detention for the 2023-2024 school year.

**Senior Summer Boot Camp 11-3621-XXXX-501700-XXX-000000-XXX-05-XXX-3621**

Pay certified school counselors, to be named, \$30 per hour (total not to exceed 15,000, plus benefits) to provide summer school support to teachers and students June-August 2023.

**SUPPORTING INFORMATION**

**CONSENT ITEM E.3**

**ROUTINE STAFFING**

**Rogers Middle School – 11-0000-2410-501210-000-000000-609-07-578-**

Pay Ila Whitaker, support employees, up to 41 additional days worked, at her regular hourly rate, to provide office coverage, July 1, 2023 to June 30, 2024.

**Rogers High School – 11-0000-2410-501210-000-000000-609-07-730-**

Pay Cricket Hill, support employees, up to 21 additional days worked, at her regular hourly rate, to provide office coverage, July 1, 2023 to June 30, 2024.

**Memorial High School - 11-0000-1000-501700-421-400000-409-07-725**

Pay certified teachers, to be named, \$23/hr. (total not to exceed \$2,000) to provide Saturday school detention for students during the 2023-2024 school year.

**Celia Clinton – 11-0000-2410-501110-000-000000-112-07-145**

Pay Kristin Hudson, assistant principal, a stipend of \$772.75 per month (not to exceed \$8500.25) for additional responsibilities as acting principal, August 7, 2023 to June 30, 2024, prorated as appropriate.

**Multi Café Site Management (1) – 22-3850-3120-501210-700-000000-513-xxx**

Pay the following Cafeteria Managers a stipend of \$400/month per site August 17th, 2023 – May 31, 2024 to manage all operational and administrative café duties for the dual sites listed below for the 2023-2024 school year.

- |  |  |
|--|--|
| Melanie Durbin: Memorial MS & Salk (\$800.00 monthly)  | Patricia Jennings Grissom & Thoreau (\$800.00 monthly)           |
| Diana Schaefer: Carnegie & Key (\$800.00 monthly)      | Rita Botello Marshall & College Hall (\$800.00 monthly)          |
| Vicki Barnes Emerson & Burroughs (\$800.00 monthly)    | Diana Hernandez ECJH & Dolores Huerta (\$800.00 monthly)         |
| Lemeka Hampton Hamilton & Tulsa Met (\$800.00 monthly) | Tabitha Ponder Celia Clinton & Owen (\$800.00 monthly)           |
| Jo Walker Edison HS & Edison JRHS (\$800.00 monthly)   | Stephanie Winfrey Sequoyah & Kendall-Whittier (\$800.00 monthly) |

**Multi Café Site Management (2) – 22-3850-3120-501210-700-000000-513-03xxx**

Pay the following Cafeteria Managers a stipend of \$400.00 per month, per site August 17th, 2023 – May 31, 2024 to manage all administrative café duties for the sites listed below for the 2023-2024 school year.

- |  |   |
|--|---|
| Kathy McKinney: Central HS and Central JRHS (\$400.00 monthly)     | Renee Davidson North Star Learning Academy (\$400.00 monthly) |
| Nancy Marquez: B.T.W. and Traice MS/HS (\$400.00 monthly)          | Ginnie Holly Rogers MS & Rogers HS (\$400.00 monthly)         |
| Afsheen Gull: Webster JRHS & Webster HS (\$400.00 monthly)         | Amanda Brown Skelly & Skelly Primary (\$400.00 monthly)       |
| Jennifer Sutton: Street School & Phoenix Rising (\$400.00 monthly) | David Wells Monroe Demo East & West (\$400.00 monthly)        |

**Multi Café Site Management (3) – 22-3850-3120-501210-700-000000-513-03-xxx**

Pay the following Cafeteria Managers a stipend of \$100.00 per month from August 17th, 2023 – May 31, 2024 to manage all administrative duties for the sites listed below for the 2022 - 2023 school year.

- |                                 |                           |                   |
|---------------------------------|---------------------------|-------------------|
| Ashley Anderson Positive Change | Kay Carter Project Accept | Elnora Brown YMCA |
|---------------------------------|---------------------------|-------------------|

**CAP / Head Start-22-3850-3120-501210-700-000000-953-03-053**

For full operational and administrative supervision of Community Action Project and Head Start. These programs require for full operational and administrative supervision and training. Managers will receive a monthly stipend based on participation. Stipend rate is based on an average per student labor / hour cost for total number of serving days divided equally between August 17th, 2023 and May 31, 2024 unless otherwise specified.

**Pay Cafeteria Manager – Tonnie Yaffe McClure Café**

A stipend based on the rate of \$.056 per student meal equivalent for 167 serving days. Total stipend of \$497.73, one time monthly, August 17th, 2023 – May 31, 2024. CAP – 479 meal equivalents served daily

**Pay Cafeteria Manager – Elnora Brown Frost Café**

A stipend based on the rate of \$.056 per student meal equivalent for 167 serving days. Total stipend of \$93.52, one time monthly, August 17th, 2023 – May 31, 2024. CAP – 90 meal equivalents served daily

**Pay Cafeteria Manager – Amanda Brown Skelly Primary and Skelly Cafe**

A stipend based on the rate of \$.056 per student meal equivalent for 167 serving days. Total stipend of \$306.53, one time monthly, August 17th, 2023 – May 31, 2024. CAP – 295 meal equivalents served daily

**Pay Cafeteria Manager – Lindsay Rockette Eugene Field Cafe**

A stipend based on the rate of \$.056 per student meal equivalent for 167 serving days. Total stipend of \$197.43, one time monthly, August 17th, 2023 – May 31, 2024. CAP – 190 meal equivalents served daily

**Pay Cafeteria Manager – Erika Piedra ID Disney Cafe**

A stipend based on the rate of \$.056 per student meal equivalent for 167 serving days. Total stipend of \$480.06, one time monthly, August 17th, 2023 – May 31, 2024. CAP – 462 meal equivalents served daily

**Pay Cafeteria Manager – Mimie Musungvi ECDC Reed**

A stipend based on the rate of \$.056 per student meal equivalent for 167 serving days. Total stipend of \$228.60, one time monthly, August 17th, 2023 – May 31, 2024. CAP – 220 meal equivalents served daily

**2021 – 2022 Child Nutrition Area Mgr Supervision Stipend for CAP, Head Start & Satellite Meal Service - 22-3850-3120-501210-700-000000-109-03-053**

**Area Manager – N/A**

**SUPPORTING INFORMATION**

**CONSENT ITEM E.3**

**ROUTINE STAFFING**

Pay a monthly stipend at the rate of \$140.00 for direct monitoring of operations for TPS contracted and satellite programs, August 17th, 2023 – May 31, 2024. Stipend at the rate of \$35.00 per contracted meal site up to a maximum of \$300.00. # of contracted meal sites – 2 CAP, Eugene Field and Skelly, Sites 1 Contract Site – Positive Change

**Area Manager – Maria Hernandez**

Pay a monthly stipend at the rate of \$140.00 for direct monitoring of operations for TPS contracted and satellite programs, August 17th, 2023 – May 31, 2024. Stipend at the rate of \$35.00 per contracted meal site up to a maximum of \$300.00. # of contracted meal sites – 2 CAP - ECDC Reed & Reed 1 Charter Site, College Bound Brookside

**Area Manager – Shelia Russell**

Pay a monthly stipend at the rate of \$140.00 for direct monitoring of operations for TPS contracted and satellite programs, August 17th, 2023 – May 31, 2024. Stipend at the rate of \$35.00 per contracted meal site up to a maximum of \$300.00. # of contracted meal sites – 2 CAP Sites, McClure & Disney 1 Charter sites – College Bound

**Area Manager – Kurt Stillman**

Pay a monthly stipend at the rate of \$210.00 for direct monitoring of operations for TPS contracted and satellite programs, August 17th, 2023 – May 31, 2024. Stipend at the rate of \$35.00 per contracted meal site up to a maximum of \$300.00. # of contracted meal sites – 1 CAP – Frost 4 Contract Sites - Project Accept, Street School, Phoenix Rising, YMCA

**Area Manager – Adairia Washington**

Pay a monthly stipend at the rate of \$70.00 for direct monitoring of operations for TPS contracted and satellite programs, August 17th, 2023 – May 31, 2024. Stipend at the rate of \$35.00 per contracted meal site up to a maximum of \$300.00. # of contracted meal sites 2 Charter sites, Kipp College, Kipp University

**Area Manager – Debbie Cearley**

Pay a monthly stipend at the rate of \$105.00 for direct monitoring of operations for TPS contracted and satellite programs, August 18th, 2023 – May 31, 2024. Stipend at the rate of \$35.00 per contracted meal site up to a maximum of \$300.00. # of contracted meal sites 3 Contract Site – North Star Academy, TVA, Traice, 1 Charter Site - TSAS

**CORRECTIONS TO PREVIOUSLY APPROVED ITEMS**

Adjunct Coach added in error August 7, 2023 page 22

**Adjunct Coaches**

<b><u>SITE</u></b>	<b><u>NAME</u></b>	<b><u>TOTAL AMOUNT</u></b>	<b><u>ACTIVITY (IES)</u></b>	<b><u>START DATE</u></b>	<b><u>END DATE</u></b>
East Central	Thomas Dotson	\$ 4,460.00	Boys' Head Soccer	09-01-23	6-30-23

**CREATES**

<p><b>Auxiliary Principal (Elementary) - ESC / Deputy Superintendent</b></p> <p><b>Annual Budget Impact:</b> \$141,000 min. – \$211,400 max.</p> <p><b>2 Positions</b></p> <p><b>Funding Source:</b> 11-0000-2410-501110-000-000000-112-14-021</p>	<p>EG-08 12 Months</p>	<p>As an auxiliary principal, you will play a critical role in ensuring that the students, teachers, and staff at a school continue to receive the support they need, when the primary principal is unavailable. This role requires you to be flexible, adaptable, and able to work in a variety of different schools and educational settings for different periods of time. The auxiliary principal will manage the school's day-to-day operation, including overseeing staff and ensuring students are safe and engaged in learning. You will need to be able to quickly assess the school's needs and take decisive action to address any issues that arise including managing disciplinary issues, addressing concerns from parents or community members, or providing support to teachers and staff. When not assigned to a specific site, the auxiliary principal will be responsible for assisting and supporting other school leaders and district staff with school administrative tasks, initiatives, and functions.</p>
<p><b>Auxiliary Principal (Secondary) - ESC / Deputy Superintendent</b></p> <p><b>Annual Budget Impact:</b> \$176,400 min. – \$264,800 max.</p> <p><b>2 Positions</b></p> <p><b>Funding Source:</b> 11-0000-2410-501110-000-000000-112-14-021</p>	<p>EG-11 12 Months</p>	<p>As an auxiliary principal, you will play a critical role in ensuring that the students, teachers, and staff at a school continue to receive the support they need, when the primary principal is unavailable. This role requires you to be flexible, adaptable, and able to work in a variety of different schools and educational settings for different periods of time. The auxiliary principal will manage the school's day-to-day operation, including overseeing staff and ensuring students are safe and engaged in learning. You will need to be able to quickly assess the school's needs and take decisive action to address any issues that arise including managing disciplinary issues, addressing concerns from parents or community members, or providing support to teachers and staff. When not assigned to a specific site, the auxiliary principal will be responsible for assisting and supporting other school leaders and district staff with school administrative tasks, initiatives, and functions.</p>
<p><b>Director - Special Projects - ESC / Federal Programs and Special Projects</b></p> <p><b>Annual Budget Impact:</b> \$79,100 min. – \$118,700 max.</p> <p><b>Funding Source:</b> 11-7860-2511-501210-000-000000-305-05-093-7860</p>	<p>BG-11 12 Months</p>	<p>Under the supervision of the Executive Director for Federal Programs and Special Programs, the Director of Special Projects will oversee and coordinate all activities, programs, and project components of external funds ensuring compliance with funding requirement. This role is responsible for ensuring that there is a clear alignment and integration with the strategic plan and the district budget.</p>
<p><b>Director of Continuous Improvement - ESC / Strategy and Innovation</b></p> <p><b>Annual Budget Impact:</b> \$79,100 min. – \$118,700 max.</p> <p><b>Funding Source:</b> 11-7950-2541-501210-000-000000-109-05-005-7950</p>	<p>BG-11 12 Months</p>	<p>This position is responsible for monitoring the ongoing collaboration, data analysis, and improvement practices among the district's school network support teams. This role will collaborate closely with the director of district strategy and school network support roles from departments such as Finance, Talent Management, Student and Family Support Services, Data/IT, and Teaching and Learning in order to maintain an ongoing focus on executing on strategic initiatives and supporting positive results for students. This position will be directly responsible for leading network support meetings, bringing actionable data for network teams to review, maintaining consistent expectations for quality across school networks, and ensuring actions and follow-through in support of schools.</p>
<p><b>Director of District Strategy &amp; Transformation - ESC / Strategy and Innovation</b></p> <p><b>Annual Budget Impact:</b> \$79,100 min. – \$118,700 max.</p> <p><b>Funding Source:</b> 11-0000-2541-501210-000-000000-109-14-005</p>	<p>BG-11 12 Months</p>	<p>This position is responsible for designing and executing the district's annual planning and performance management practices. This involves leading annual and long-term strategic planning process (playbooks, strategy monitoring and refinement, etc.) in concert with annual school planning practices along with Finance, Team Schools, and other cross functional team members. This position also coordinates short-term improvement and transformation projects within the district office in order to achieve results necessary for high-quality execution of our strategic plan.</p>
<p><b>Lead Senior Financial Analyst - ESC / Budget</b></p> <p><b>Annual Budget Impact:</b> \$63,000 min. – \$94,400 max.</p> <p><b>Funding Source:</b> 11-0000-2511-501210-000-000000-xxx-08-098</p>	<p>BG-9 12 Months</p>	<p>Under supervision of the Budget Director, the Lead Senior Financial Analyst leads the generation of all data supports, analysis, reports, and forms for the district's budget. The Lead Senior Financial Analyst will support Team Finance, School Leaders, and other key members of the district by designing and improving processes for strategic analysis and core operating processes for the budget team. The Lead Senior Financial Analyst serves as the primary support and trainer for Senior Financial Analysts in compiling, analyzing, interpreting, and forecasting reports for the district's budget.</p>
<p><b>Director District Resource Support - ESC / Financial Services &amp; Budget</b></p> <p><b>Annual Budget Impact:</b> \$79,100 min. – \$118,700 max.</p> <p><b>Funding Source:</b> 11-0000-2511-501210-000-000000-xxx-08-098</p>	<p>BG-11 12 Months</p>	<p>Under the supervision of the Deputy Chief Financial Officer, the Director of District Resource Support will oversee and coordinate support of district-level resource alignment to the strategic plan. This role is responsible for ensuring that there is clear alignment between the support provided to district teams, the strategic plan, and the district budget, and ensures a connection to district planning, site planning, and district level budget processes.</p>

**SUPPORTING INFORMATION**

**CONSENT ITEM E.4**

**POSITION CREATIONS/DELETIONS**

<p><b>Director Communications - ESC / Communications and Public Relations</b></p> <p><b>Annual Budget Impact:</b> \$79,100 min. – \$118,700 max.</p> <p><b>Funding Source:</b> 11-0000-2560-501210-000-000000-xxx-14-062-</p>	<p>BG-11 12 Months</p>	<p>Working in partnership with the Executive Director of Communications and Strategy, provide day-to-day management and strategic oversight of district-level parent communications and engagement, social media, and system-wide messaging and public relations for Tulsa Public Schools. The Director of Communications will ensure that the district strengthens two-way parent communication, keeps parents and families informed and engaged, and supports school teams with consistent parent messaging and materials. Will develop communications on key district, city and state issues ensuring district messaging is aligned. Manage media events. Serve as key contact for district teams to support planning and implementing communications strategy with strong internal and external communications while supporting district leaders with messaging on key issues and initiatives. The successful candidate will develop and execute an effective social media strategy that highlights the district's strategic priorities, core values and beliefs, and drives the narrative of Tulsa Public Schools as a destination for excellence to teach, learn, and work.</p>
<p><b>Lead Instructional Mentor - Wilson / Teaching and Learning</b></p> <p><b>Annual Budget Impact:</b> \$ 52,500 min. – \$78,700 max.</p> <p><b>Funding Source:</b> 11-5118-2213-501110-494-000000-211-05-044-5118</p> <p><b>Effective July 1, 2023</b></p>	<p>EG-4 12 Months</p>	<p>Lead Instructional Mentors supervise and develop Instructional Mentors and provide instructional mentoring support to novice teachers in high need schools across the district. In addition to 1:1 mentoring, Instructional Mentors provide equity centered professional learning opportunities to teachers in areas such as class culture and climate, implementing the Tulsa Way for Teaching and learning, including high-leverage instructional strategies, classroom management, analysis of student work, differentiated instruction, and supportive instruction for English learners and students with special needs. As a Lead Instructional Mentor, individuals will influence, coach, motivate, and develop groups of Instructional Mentors and novice teachers to reach ambitious goals with students.</p>
<p><b>Executive Director Accreditation &amp; Accountability - Enrollment Center / Enrollment and Student Services</b></p> <p><b>Annual Budget Impact:</b> \$105,000 min. – \$157,600 max.</p> <p><b>Funding Source:</b> 11-0000-2112-501110-000-000000-xxx-03-058-</p>	<p>XG-3 12 Months</p>	<p>Lead, oversee and coordinate accreditation and accountability district wide processes, reports and systems.. Coordinate, train, oversee all school aspects of accreditation. Lead and oversee building systems to streamline reporting and monitoring of requirements. Oversee and manage relationships and coordination with accreditation officers. Report to Deputy Superintendent and work closely with Instructional SuperIntendents for supporting all aspects of accreditation and accountability work at schools. Lead and support district-wide proactive system set up to ensure that new strategies supporting Pathways to Opportunity implementation met accreditation and accountability requirements.</p>
<p><b>Executive Administrative Assistant - ESC / Federal Programs and Special Projects</b></p> <p><b>Annual Budget Impact:</b> \$37,731 min. - \$50,024 max.</p> <p><b>Funding Source:</b> 11-7860-2330-501210-000-000000-615-05-093-7860</p>	<p>Hourly Grade 15 \$18.14/hr. to \$24.05/hr. 12 Months</p>	<p>Responsible for all administrative functions related to the Federal Programs and Special Projects department. Routine tasks include conducting research and preparing reports, managing invoicing and purchasing requests, preparing correspondence, and scheduling meetings to ensure the smooth and efficient operation of the department.</p>

**DELETES**

<p><b>General Accounting Manager - ESC / Accounting</b></p> <p><b>Annual Budget Impact:</b> \$56,000 min. – \$84,000 max.</p> <p><b>Funding Source:</b> 11-0000-2511-501210-000-000000-301-08-052-1 Position</p>	<p>BG-8 12 Months</p>	<p>Supervisor of the General Accounting and Accounts Payable sections within the Accounting Department.</p>
<p><b>TTC Instructional Mentor - Wilson / Teaching and Learning</b></p> <p><b>Annual Budget Impact:</b> \$48,700 min. – \$73,100 max.</p> <p><b>Funding Source:</b> 11-5118-2213-501110-494-000000-211-05-044-5118</p> <p>1 Vacant Position</p>	<p>EG-3 12 Months</p>	<p>Instructional Mentors provide instructional mentoring support to novice teachers in high need schools across the district. In addition to 1:1 mentoring, Instructional Mentors provide equity centered professional learning opportunities to teachers in areas such as class culture and climate, implementing the Tulsa Way for Teaching and learning, including high-leverage instructional strategies, classroom management, analysis of student work, differentiated instruction, and supportive instruction for English learners and students with special needs. As an Instructional Mentor, individuals will influence, coach, motivate, and develop groups of novice teachers to reach ambitious goals with students.</p>

**SUPPORTING INFORMATION**

**CONSENT ITEM E.4**

**POSITION CREATIONS/DELETIONS**

<p><b>Executive Director Enrollment and Student Services - Enrollment Center / Enrollment and Student Services</b>  <b>Annual Budget Impact:</b>                  \$93,500 min. – \$140,300 max.  <b>Funding Source:</b>                  11-0000-2112-501110-000-000000-110-03-058-                  Effective 8/31/2023</p>	<p>XG-1                  12 Months</p>	<p>Provide leadership and strategic direction for accountability planning and the Enrollment Center. Manage Accountability Department processes to include student enrollment, student records, transfers, attendance, graduation/credit requirements, transcripts, suspension, drop-outs/truancy reports, trend data reports, and state reports. Ensures accuracy. Assists with research projects as may be required. Communicates on a positive basis with patrons and school personnel and students.</p>
<p><b>Communications Manager - ESC / Communications and Public Relations</b>  <b>Annual Budget Impact:</b>                  \$56,000 min. – \$84,000max.  <b>Funding Source:</b>                  11-0000-2560-501210-000-000000-109-14-062-</p>	<p>BG-8                  12 Months</p>	<p>Working in partnership with the Executive Director of Communications and Strategy, provide day-to-day management and strategic oversight of district-level parent communications and engagement, social media, and system-wide messaging and public relations for Tulsa Public Schools. The communications manager will ensure that the district strengthens two-way parent communication, keeps parents and families informed and engaged, and supports school teams with consistent parent messaging and materials. The successful candidate will develop and execute an effective social media strategy that highlights the district's strategic priorities, core values and beliefs, and drives the narrative of Tulsa Public Schools as a destination for excellence to teach, learn, and work. The manager will also be responsible, serving as a key cross-functional contact and partner for support strong internal and external communication practices system-wide.</p>
<p><b>Director of Strategic Deployment - ESC / Operations</b>  <b>Annual Budget Impact:</b>                  \$88,900 min. – \$133,300 max.  <b>Funding Source:</b>                  11-0000-2541-501210-000-000000-109-03-025-</p>	<p>BG-12                  12 Months</p>	<p>Develop and maintain a comprehensive business services plan for the entire District. Participate in the business services strategic planning for the District. Supervise all areas of business services and oversee, direct, manage, and administer the Business Services department and operations.</p>
<p><b>Administrative Assistant IV - ESC / Federal Programs and Special Projects</b>  <b>Annual Budget Impact:</b>                  \$34,861 min. - \$45,261 max.  <b>Funding Source:</b>                  11-7860-2330-501210-000-000000-615-05-093-7860                  1 Vacant Position</p>	<p>Hourly Grade                  13                  \$16.76/hr. to                  \$21.76/hr.                  12 Months</p>	<p>Responsible for all administrative functions related to the Federal Programs and Special Projects department. Routine tasks include conducting research and preparing reports, managing invoicing and purchasing requests, preparing correspondence, and scheduling meetings to ensure the smooth and efficient operation of the department.</p>

**POSITION TITLE CHANGES:**

Position	Positions	New Title
Director of Family Retention and Recruitment	1 Position	Director of Enrollment Operations

## **AGENDA**

**Special Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, Tuesday, **November 14, 2023**, at 6:00 p.m., in the Cheryl Selman Room, Charles C. Mason building, 3027 S. New Haven Avenue, Tulsa, Oklahoma.

### **A. OPENING EXERCISES**

- A-1. Call to order and confirm that a quorum is present.
- A-2. Flag Salute.

### **B. WELCOME AND INTRODUCTIONS**

- C. Discussion regarding the search process for the position of Superintendent of Schools, and possible motion, second, discussion and vote on motion to approve a search process consistent with the Board's desires and objectives.

### **EXECUTIVE SESSION**

- D. Motion, second, discussion and vote on motion to go into executive session for the purpose of discussing the employment of Dr. Ebony Johnson, an individual salaried public officer or employee, as Superintendent of Schools, where disclosure of the information discussed would violate confidentiality requirements of state or federal law, as authorized by Title 25, Section 307.B.1 and B.7 of the Oklahoma Statutes.

D-2. Executive session (Room 200-A).

D-3. Motion, second, discussion and vote on motion to acknowledge return to open session.

D-4. Board President's statement of minutes of executive session.

- E. Motion, second, discussion and vote on motion to take any action determined to be appropriate by the Board regarding the employment of Dr. Ebony Johnson as Superintendent of Schools.

### **EXECUTIVE SESSION**

- F. Motion, second, discussion and vote on motion to go into executive session for the purpose of conducting confidential communications between the board of education and its attorneys concerning pending claims or actions against Devin Fletcher and other individuals/organizations who may be connected to him in the diversion of funds from the district, the Board having been advised by its attorneys that disclosure will seriously impair the ability of the Board to process the claims or conduct the actions in the public interest, and where disclosure of the information discussed would violate confidentiality requirements of state or federal law, as authorized by Title 25, Section 307.B.4. and B.7 of the Oklahoma Statutes.

F-2. Executive session (Room 200-A).

F-3. Motion, second, discussion and vote on motion to acknowledge return to open session.

F-4. Board President's statement of minutes of executive session

### **G. ANNOUNCEMENTS**

The next regularly scheduled meeting of the Board of Education will be held on Monday, November 27, 2023, at 6:30 p.m. in the Cheryl Selman Room, at the Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

### **H. ADJOURNMENT**



## TULSA PUBLIC SCHOOLS

### AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **December 11, 2023**, at 6:30 PM in the Cheryl Selman Room, ground floor, at the Charles C. Mason Education Service Center, 3027 S. New Haven Avenue, Tulsa, OK.

With the exception of item A-1, the Board of Education reserves the right to take up any agenda item in any order regardless of how items are listed.

This is an open, public meeting held in accordance with the Open Meeting Laws of the State of Oklahoma. The purpose of this meeting is to conduct the business of the School District. As the elected representatives of the School District voters and school patrons, the School Board members will be making decisions concerning the operation of the School District.

In accordance with Board Policy 1301, individuals may comment on items or recommendations appearing under the Action portion of a regular meeting agenda. The public may make their comments via telephone or in person. Requests to comment must be made by submitting a completed form for each topic. If requesting to comment during the meeting via telephone, please fill out a form online on the Tulsa Public Schools website at:

<https://www.tulsaschools.org/about/board-of-education/requesttospeakonagendaitem>

no later than noon on the day of the board meeting. Paper forms are available from the Board Clerk before the beginning of each meeting and will be accepted up to 6:25 PM on the day of the meeting.

Persons desiring to address the Board concerning items not on the agenda must submit a Citizens' Comment form available at this [link](#) or from the Clerk of the Board, at least seven days prior to each meeting.

**A. OPENING EXERCISES**

- A.1. Remind those wishing to address the Board, sign with the clerk - 5 minute limit.
- A.2. Call to order and confirm that a quorum of the Board is present.
- A.3. Flag salute

**B. SUPERINTENDENT'S CORRECTION TO AGENDA**

**C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS**

**D. APPROVAL OF MINUTES**

**E. CONSENT AGENDA - Motion and vote on recommendations**

**F. PUBLIC COMMENT ON ACTION AGENDA**

**G. ACTION AGENDA - Motion and vote on each recommendation**

**H. STAFF REPORT**

**I. BOARD MEMBER REPORTS**

**J. CITIZENS' COMMENTS**

**K. SUPERINTENDENT'S REPORT/PRESENTATION**

L. Approve an emergency suspension of any requirements that may exist for posting, recruiting, and advertising the position of superintendent of schools pursuant to Board Policy 1201.

**M. PUBLIC COMMENT ON NON-ROUTINE ITEMS**

**N. NON-ROUTINE ITEMS**

- N-1. Motion, second, discussion and vote on motion to go into executive session for the purpose of discussing the employment of Dr. Ebony Johnson, an individual salaried public officer or employee, as Superintendent of Schools, where disclosure of the information discussed would violate confidentiality requirements of state or federal law, as authorized by Title 25, Section 307.B.1 and B.7 of the Oklahoma Statutes.
- N-2. Executive session (Room 200-A).
- N-3. Motion, second, discussion and vote on motion to acknowledge return to open session.
- N-4. Board President's statement of minutes of executive session.
- N-5. Motion, second, discussion and vote on motion to approve an employment contract with Dr. Ebony Johnson as Superintendent of Schools, or take any other action determined to be appropriate by the Board regarding the employment of Dr. Ebony Johnson as Superintendent of Schools.

**O. NEW BUSINESS**

**P. ANNOUNCEMENTS**

The next regularly scheduled meeting of the Board of Education will be held on Monday, January 8, 2024 at 6:30 p.m.

**Q. ADJOURNMENT**

## SCHOOL SUPERVISION

### E.1. RECOMMENDATION: Approve routine field trips.

#### RATIONALE:

Board Policy 3314 requires that all out-of-state student field/study trips and travel have prior authorization by the Board of Education.

### E.2. RECOMMENDATION:

Enter into an agreement with PowerSchool Holdings, Inc, for services related to professional development and implementation support for the creation or graduation plans and graduation tracking in PowerSchool for the 2023-2024 school year.

#### FURTHER RECOMMEND:

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: Not to exceed \$12,000

#### FUND NAME/ACCOUNT:

XQ grant - Account # 11-0260-2230-503200-000-000000-000-05-058-0260

#### RATIONALE:

Implementing PowerSchool Gradplan and progress monitoring will support our district efforts to ensure that every Tulsa Public Schools student has a clear pathway to a diploma and credentials that prepare them for real life after high school. This will not only support school staff in providing regular communication with students and families, but it is also aligned to our efforts to increase the percentage of 9-12th graders 'on track' for a College and Career Readiness diploma (interim goal 3.1) and increasing the percentage of 10-12th graders who meet the assessment requirements for enrolling concurrently in college and career tech courses from postsecondary institutions (interim goal 3.2).

We anticipate an improvement in the number of high school students on track for a 4-year graduation to increase and continued improvement to our district graduation rate over time. Leading indicators will include the number of students with failed core courses who enroll in credit recovery courses.

#### Purpose/Goal:

- Transparency: Students and families have transparent access to their students' academic and graduation status through parent portal
- Transparency: Course Prerequisites are setup programmatically within PowerSchool course setup and visible on the course catalog
- Calculation Consistency: Consistent data in PS/data dashboards/strategy dashboard/board report - academic and graduation status for each student is consistent across all platforms
- Post Secondary Opportunities: All students are assigned to the appropriate graduation plan
- Post Secondary Opportunities: All student certifications earned through both

Tulsa Tech, Career Tech, and the Seal of Biliteracy are available on student transcripts

- Credit Recovery: Reports available in PowerSchool showing students needing credit recovery and students enrolled in the credit recovery courses needed to be on track for graduation

**E.3. RECOMMENDATION:**

Approve an internship program for participating junior and senior high school students to earn credit for career exploration and career-related experiences pertaining to their individual career academic plans (ICAPs) beginning as early as during the 2023-2024 school year. Through this approval, the following organizations will be authorized to participate in the program: Sheridan Road Vet Clinic, Little Caesars, Tulsa Airports Improvement Trust, Pryor Aerospace, Veterinary Associates, BeHeard Inc. and Tulsa Public Schools.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** No cost to district

**RATIONALE:**

The High School Internship program will provide student interns an opportunity to earn an elective credit and gain meaningful work assignments and experience at participating organization's work sites designed to enhance their academic and career development. Participating organizations must allow a safety inspection by the internship coordinator and are expected to adhere to the terms of the employer agreement which includes educating the student intern on the industry in which the organization conducts its business, including, if applicable, its production processes, technology employed, management structure, and pertinent business and operational issues. The approval of this agenda item will authorize the district to enter into standard internship agreements with participating organizations and students.

**E.4. RECOMMENDATION:**

Enter into an agreement with Reach Higher, an initiative of Common App 501(c)(3), to implement a Reach Higher student club at Daniel Webster High School during the 2023-2024 academic year. The purpose of this agreement is to acknowledge the permissible and impermissible use of Reach Higher branding, to understand general provisions associated with the usage of their name and logo, and to establish an expected code of conduct when utilizing the Reach Higher name for the remainder of the 2023-2024 academic school year.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** No cost to the district

**RATIONALE:**

Reach Higher, a nationwide initiative of Common App, was launched to inspire students - particularly first-generation college students and students from low-income families - to continue their education past high school. Whether that means joining the military, attending a four-year college, a community college, or an industry-recognized certification program, we want to help students find their path.

The purpose of school-based Reach Higher student clubs is to expand the initiative to more students across the nation. Reach Higher clubs will encourage students to take the lead on their campuses to inspire students to further their education and to feel prepared for those next steps. The clubs will work to address student-facing issues and to provide programming/education on the college admission process for all students, but particularly those who will be first-generation college students and students from low-income families. Understanding the tools and resources available is essential to college preparedness. Clubs will also familiarize themselves and their peers with Common Apps tools, resources, and applications.

Daniel Webster High School was selected by the Reach Higher and Common App team after being nominated. Daniel Webster will be one of twelve high schools in the United States to pilot this program with Reach Higher.

This opportunity aligns with Pathways to Opportunity, specifically increasing the percentage of students who earn credits and credentials (goal 3) and increasing financial aid applications (interim goal 3.3).

After evaluating the outcomes at the end of this academic school year, there is potential to expand this opportunity to additional Tulsa Public High Schools.

**E.5. RECOMMENDATION:**

Enter into an agreement with Redfork Depot, a nonprofit 501(c)(3) organization, to provide the venue for the Central High School senior prom on April 27, 2024.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** Not to exceed \$ 1,300

**FUND NAME/ACCOUNT:** SAF-Class of 2024 #861

**RATIONALE:**

The prom is an annual tradition that enables seniors to have a final, cohesive gathering of their peers to celebrate prior to graduation.

**TEACHING AND LEARNING**

**E.6. RECOMMENDATION:**

Enter into a sub-grant agreement with Amplify Youth Health Collective (Amplify, Inc.), a 501(c)(3), that will allow the district to receive and spend up to \$150,000 per year for three years from a grant received by Amplify (the primary grantee of a grant made by

the State of Oklahoma's Temporary Assistance for Needy Families (TANF), Solicitation No. 8300001197). With this subgrant, and pursuant to applicable law and board policy, the district will be able to fund two existing positions at the district that coordinate and implement all health education and human growth and development instruction in the district's elementary and middle schools.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** No cost to the district.

**RATIONALE:**

Health education and promotion, disease prevention, and risk reduction are vital for students to stay healthy, safe, and ready to learn. This grant will provide the district the ability to fund two existing positions that implement developmentally appropriate, factual health education curricula to TPS students, including but not limited to, research-based HIV/AIDS prevention education in alignment with the State of Oklahoma for 5th or 6th graders. Participating in this subgrant will also help the district comply with the Health Education Act of Oklahoma. Funding may be used for salary, benefits, mileage, and professional development.

**E.7. RECOMMENDATION:**

Purchase Buckle Down to the OAS from EPS Operations, LLC., to provide test preparation resources aligned to the Oklahoma Academic Standards (OAS) in English Language Arts and Mathematics targeting grades 3-8 during the 2023-2024 fiscal year as part of Allied States Cooperative (ASC), ESC Region 19 #20-7373.

**COST:** Not to exceed \$400,000

**FUND NAME/ACCOUNT:** General Fund 11-0000-2240-506140-000-000000-000-06-070-; ESSER 11-7950-1000-506410-100-105000-000-05-XXX-7950

**REQUISITION/CONTRACT:** 12406582

**RATIONALE:**

Oklahoma Buckle Down to the OAS is a review and practice product that covers the Oklahoma Academic Standards for English Language Arts and Mathematics in grades 3-8. The resource will provide teachers with lessons that focus on critical concepts essential to standards mastery. Additionally, students will be provided with tips and strategies with scaffolded examples, and lesson practice to reinforce grade-level skills prior to taking the Oklahoma State Testing Program (OSTP) assessments in April. Students will receive both targeted review and extensive practice on open-ended and multiple-choice questions. By providing students with the opportunity to practice reading passages and questions similar to the OSTP assessment, students will understand what to expect on the end-of-year state assessments.

**E.8. RECOMMENDATION:**

Amend item E.30 from the July 10, 2023, agenda to increase the not to exceed cost of instructional resources purchased from Cengage Learning, Inc., for secondary English language development curriculum by \$500,000.

COST: Not to exceed \$2,000,000 (an increase of \$500,000)

**RATIONALE:**

The increase in cost is necessary to cover the student enrollment increases of multilingual learner students in our English language development courses in grades 6-12. Since the beginning of the 2023-2024 school year, multilingual learner student enrollment in grades 6-12 has increased by over 1200 new students with high numbers of multilingual learners continuing to enroll daily. The increased amount of not to exceed costs will allow us to purchase materials for these students along with additional materials for new students as they continue to enroll.

**E.9. RECOMMENDATION:**

Amend item E.11 approved on the November 7, 2022 agenda to remove the Oklahoma State Department of Education as a required signatory on the agreement with College Board 501(c)(3).

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**RATIONALE:**

This amendment is required because the agreement between College Board and the OSDE to utilize SAT School Day scores in the calculation of Oklahoma State Report Cards was a separate agreement between those two parties and has been fulfilled. OSDE is being removed from the agreement between College Board and Tulsa Public Schools.

**E.10. RECOMMENDATION:**

Amend the purchase with Houghton Mifflin Harcourt, Inc., approved on the August 7, 2023 agenda, item E.9, to increase the cost for Read180 Universal reading intervention resources to not exceed \$680,000.

COST: Not to exceed \$680,000 (an increase of \$42,000)

**FUND NAME/ACCOUNT:**

Bond funds, 3X-13XX-1000-50XXXX-XXX-XXXXX000-06-XXX- and applicable site-based fund/accounts

**RATIONALE:**

Houghton Mifflin Harcourt, Inc., Read180 Universal reading intervention resources include teacher guides, student book libraries, and write-in student books to accompany the digital resource. School sites purchase resources based on student enrollment in the Read180 intervention courses. The original amount for materials accounted for a smaller number of students needing 'The Code' workbook for development of foundational reading skills. After the beginning-of-year MAP Growth assessment, it was determined that more students needed this resource than was initially anticipated. Students who need additional support in foundational skills require schools to purchase two write-in resources per student.

**E.11. RECOMMENDATION:**

Amend item E.9 from the September 11, 2023, agenda to increase the not to exceed cost for Savvas Learning Company, LLC, world language instructional resources

purchased through Thompson School Book Depository, Inc., by \$50,000.

COST: Not to exceed \$480,000 (an increase of \$50,000)

FUND NAME/ACCOUNT: Bond Funds 3X-13XX-XXX-50XXXX-XXX-XXXXXX-000-06-X-XX

**RATIONALE:**

The increase in cost is necessary to cover the additional instructional resources required due to increased enrollment in Spanish and Latin world language courses across grades 6-12 from initial ordering projections made in spring 2023.

- E.12. RECOMMENDATION:** Amend item E.10 from the June 5, 2023, agenda to include Southeastern Oklahoma State University as an approved vendor.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**RATIONALE:**

The request of this additional vendor to the original agenda item is necessary due to recent development of interest to support and invest in Tulsa Public Schools. School counselor vacancies continue in Tulsa Public Schools as well as schools across the country. Partnering with Southeastern Oklahoma State University (SEOSU) School Counseling Interns is one way to close this gap. School counselor interns would support school counselors and students by providing supervised academic counseling, college and career supports, as well as opportunities for small and large group guidance. School Counselors are essential in meeting the goals set forth in Pathways To Opportunity. School counselors help students succeed in school and plan their career. School counselor practicum and internship opportunities play a critical role in developing individuals who will carry out the implementation of a school counseling program. The investment in practicum students helps build a pipeline for these interns in returning to Tulsa Public Schools upon graduation.

- E.13. RECOMMENDATION:**

Enter into a facilities usage agreement with Tulsa Community College to house a high school student art exhibition from January 27<sup>th</sup> through March 1st, 2024, and an opening reception on February 2nd, 2024, in the event hall at the McKeon Center for Creativity on the downtown Tulsa Community College campus.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: No cost to the district

**RATIONALE:**

The annual F.A.C.E. (Fine Arts Creative Exhibit) of TPS art exhibition at the TCC Center for Creativity gives student artists a chance to showcase their talent in a public space and experience what it would be like to be a professional artist. Students can connect to one of Tulsa's higher education institutions, specifically the visual art and media programs, and see potential opportunities for after they graduate.

Families and the community can see the student artwork on display at the Center for Creativity and celebrate the talent of TPS art students but also appreciate the good work being done in art classrooms through the district.

This exhibition also strengthens the partnership between TPS fine arts and the TCC Center for Creativity and has opened the door to other collaborations and opportunities to serve students.

## **TALENT MANAGEMENT**

**E.14. RECOMMENDATION:** Approve routine staffing items.

### **RATIONALE:**

Routine personnel actions implement the various talent management plans and priorities authorized by the Board of Education. All salaries are listed at an effective annualized rate regardless of length of effective date of contract.

**E.15. RECOMMENDATION:**  
Approve position creates, deletes, and updates.

### **RATIONALE:**

Funding for each new position will originate and be included in the applicable departmental budgets.

**E.16. RECOMMENDATION:**  
Enter into an agreement with LinkedIn Corp., to provide a platform to advertise district job openings.

### **FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** \$2,460 a month for a total of 14,760.00 (6 months)

### **FUND NAME/ACCOUNT:**

11-0289-2571-505400-000-000000-000-04-41

### **RATIONALE:**

This contract with LinkedIn will allow the district to advertise its job openings on a platform designed to drive candidates to our Career page so they can apply for our open positions. LinkedIn's extensive database also allows Talent Management Recruiters to invite qualified candidates to apply for these open positions and message potential candidates about jobs. With the documented difficulty employers have in finding qualified candidates to fill open positions, LinkedIn is one of several tools the Tulsa Public Schools Recruitment Team uses in their recruitment efforts.

**E.17. RECOMMENDATION:**

Approve the following teachers for adjunct status during the 2023-2024 school year.

Brent Scott - World History - Central High School  
Kenya Dennis - Physical Science - Central High School  
David Drew Smith - Earth Science - Hale High School  
Barbara Goad - English - Hale Middle School  
Pamela Noble - Chemistry, Biology, Physical Science, Earth Science,  
Environmental Science- TRAICE High School  
Amy Bracher - Biological Sciences - Washington High School  
Laci Lynn - Journalism - Washington High School  
Michael Hampton - Physical Education/Health/Safety - Webster High School  
Glenn Henry - Physical Education/Health/Safety - Webster High School  
David Reisner - World History/Geography - Central High School  
Aundrea Lukacs - Speech/Drama/Debate - East Central High School  
Christopher Ramirez - Chemistry - East Central High School  
Matthew Lollman - Vocal/General Music - East Central High School  
India Lewis - Psychology/Sociology - East Central High School  
Mary Miller - Advanced Mathematics - East Central High School  
Andrew Forbis - Physical Science - Edison High School  
Michael Brown - Marketing Education - Edison Middle School  
Laura Butler - Counselor - Eisenhower Elementary School  
Amanda Wann - Elementary Education - Grissom Elementary School  
Bram Moffitt - Earth Science - McLain High School  
Michelle Shaffar - Speech/Drama/Debate - McLain High School  
Skye Macleod - Physical Education/Health/Safety - Thoreau Demonstration Academy

**RATIONALE:**

Generally, teachers must hold a valid Oklahoma teaching certificate to teach in the area for which they have been assigned. However, adjunct status does allow for a teacher to teach up to three courses per day outside of their certification area(s). The above teachers hold appropriate content knowledge in the fields listed, though they do not currently hold certification in the subject.

**E.18. RECOMMENDATION:**

Amend item E.79 approved on June 5, 2023, to enter into an agreement with Southeastern Oklahoma State University setting forth the terms under which they will place student interns (student teachers) with teachers and/or administrative interns with school leaders during the 2023 -2024 school year.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** No cost to district

**RATIONALE:**

This amendment will allow the district to collaborate with Southeastern Oklahoma State University to expand the pool of student teachers and administrative interns. Partnering with universities in this manner allows the district to provide valuable feedback on student progress in regard to the success of future employment in an urban school setting in addition to influencing the knowledge, experiences and practical skills of its future workforce and applicant pool.

**E.19. RECOMMENDATION:**

Enter into a collaboration agreement with Western Governors University and Southern Nazarene University to provide Tulsa Public Schools employees a discounted tuition rate for Tulsa Public Schools employees wishing to enroll in a Bachelor's or Master's degree program.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** No cost to the district.

**RATIONALE:**

Tulsa Public Schools is offering pathways for employees to attain their Bachelors or Masters degrees to address shortages and increase diversity within the workforce. Programs like Western Governors University and Southern Nazarene University can help Tulsa Public Schools identify and support employees who are interested in pursuing a career in teaching or other operational career opportunities and pathways.

**INFORMATION AND ANALYTICS**

**E.20. RECOMMENDATION:**

Amend item E.66 from the July 10, 2023 agenda to reflect the vendor name VSC Fire & Security, Inc., to provide the building inspections of district fire alarm equipment for the 2023 - 2024 school year in accordance with the terms and conditions of Request for Proposal #23043.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**RATIONALE:**

The original vendor listed in the agenda item, York Electronics, Inc., was purchased by the vendor VSC Fire and Security, Inc.

**E.21. RECOMMENDATION:**

Authorize the Cybersecurity and Infrastructure Security Agency (CISA) of the Department of Homeland Security (DHS) to conduct external vulnerability scans of the Tulsa Public Schools (TPS) network and web applications. This authorization is ongoing but can be withdrawn at any time for any reason.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** No cost to the district.

**RATIONALE:**

This scanning and testing service is provided by CISA's highly trained information security experts equipped with top-of-the-line tools for the purpose of helping school districts to measurably reduce cybersecurity risks and threats, including ransomware. This service provides TPS with weekly vulnerability reports and ad-hoc alerts. No institutional data will be gathered. All vulnerability scans will be performed on TPS public or internet-facing network and services.

**FINANCIAL SERVICES**

- E.22.** **RECOMMENDATION:** Approve the New Encumbrance & Change Order Report from November 21, 2023 to December 7, 2023 New Encumbrance and Encumbrance Changes Report.

**RATIONALE:**

New encumbrances and encumbrance changes reflect obligations of district funds issued in accordance with Board Policy 5102, Financial Reports and Statements.

\* **Note** the report listed above is a link that will take you to the full encumbrance report.

- E.23.** **RECOMMENDATION:**  
Approve issuing warrants to Creek County, Osage County, Tulsa County, and Wagoner County for the district's share of visual inspection costs for the 2023-24 school year.

**COST:**

Creek County: \$17,036.83  
Osage County: \$51,924.87  
Tulsa County: \$691,194.22  
Wagoner County: \$179.14

**FUND NAME/ACCOUNT:** 21-0000-2518-508700-000-000000-000-08-098

**REQUISITION/CONTRACT:**

Creek County: 12403010  
Osage County: 12403009  
Tulsa County: 12403055  
Wagoner County: 12406511

**RATIONALE:**

The district is required by statute and a court decision to pay its prorated share of any visual inspection budget the County Excise Board approves for the County Assessor's office. During the 2022-2023 school year, the district paid Creek County \$6,863.29, Osage County \$47,713.64, Tulsa County \$643,135.83, and Wagoner County \$158.60.

**E.24. RECOMMENDATION:**

Enter into an agreement to purchase a Continuous Monitoring & Auditing Platform software from ThirdLine, Inc. to implement a solution that detects fraud, identifies issues, improves efficiency, and streamlines financial reporting— and seamlessly integrates with Tyler Munis, the organization's enterprise resource planning (ERP) system during school year 2023-24.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** Not to exceed \$40,000 for a one-year subscription.

**FUND NAME/ACCOUNT:** Bond funds

**RATIONALE:**

This solution will allow Tulsa Public Schools (TPS) implement a solution that detects fraud, prevents issues, improves efficiency, and streamlines financial reporting, The solution seamlessly integrates with Tulsa Public School's enterprise resource planning (ERP) system which is critical to which is necessary to establish proactive data monitoring and analysis helps prevent fraud significantly. The ThirdLine solution will help TPS increase its overall productivity and efficiency through data-driven analysis and monitoring. At the same time, TPS will be able to identify and respond to its unique organizational needs for internal financial auditing. ThirdLine is headquarter in Tulsa, OK and serves public organizations across the country including the City of Tulsa, the City of Wilmington, DE, the City of Clearwater, FL, Aurora Public Schools in CO.

**BOND PROJECTS AND ENERGY MANAGEMENT**

**E.25. RECOMMENDATION:**

Authorize Historic Greenwood District Main Street, Inc. to paint a Green Line on the sidewalk along Greenwood Ave & Pine Street at Carver Middle School for the GreenwoodGo initiative.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

There is no cost to the district. Greenwood Main Street is responsible for all costs associated with the painting and maintenance of the painted green line.

**RATIONALE:**

GreenwoodGo is an exciting new initiative that seeks to promote placemaking, health and fitness, and economic development in the Greenwood Historic District. By creating safe and accessible spaces for people to walk, run, bike, and explore, the project will benefit the community, increase tourism, and draw traffic for local businesses. The green line of paint and art will highlight the area and make way for walking, running, biking, and exploring, while also encouraging investment in the area.

By promoting health and fitness, the project has the potential to address health disparities in the community and improve the quality of life for residents.

**E.26. RECOMMENDATION:**

Amend agenda item E.26 on the September 11, 2023, agenda to approve amendment #3C with Crossland Construction Company Inc. establishing a guaranteed maximum price for the secure entry at Rogers College High Annex.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

Allowance 8,068  
General Conditions 7,261  
Management Fees 4,282  
Reimbursables 4,749  
Trade Contracts 80,677  
**Total GMP 105,037**

**FUND NAME/ACCOUNT:** Applicable bond funds

**RATIONALE:**

The original agenda item incorrectly listed the total as \$105,027. The total GMP is \$105,037.

**E.27. RECOMMENDATION:**

Approve supplement #20 for the entry improvements at McLain Hale High School with Trigon General Contractors and Construction Managers Inc.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

The construction manager will be paid on a fee schedule based upon the size of the project. The construction budget for the entry improvements is \$1,500,000.

**RATIONALE:**

Hiring construction managers is critical to the completion of the facility improvements that were approved by the voters in the 2021 bond issue.

**E.28. RECOMMENDATION:**

Approve amendment #20A with Trigon General Contractors and Construction Managers, Inc. establishing a guaranteed maximum price for entry improvements at McLain High School.

	Phase I	Phase II
Trades	\$ 710,254.00	\$ 156,795.00
Allowances	\$ 30,539.14	\$ 20,056.86
Reimbursables	\$ 16,645.29	\$ 25,260.96
General		

Conditions	\$ 65,714.52	\$ 17,535.16
Management Fee	\$ 38,795.05	\$ 10,352.02
Contingency	\$ 20,000.00	\$ 20,000.00
Total:	\$ 881,948.00	\$ 250,000.00

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** The cost of the project is not to exceed \$1,131,948.00

**FUND NAME/ACCOUNT:**

Applicable bond funds

Phase I: 2024A

Phase II: 2024B

**RATIONALE:**

The improvements of school entries are part of the 2021 bond issue.

**E.29. RECOMMENDATION:**

Approve amendment #17A with Trigon General Contractors and Construction Managers, Inc. establishing a guaranteed maximum price for the cafeteria renovation at McLain High School.

	Phase I	Phase II
Trades	\$ 1,501,032.15	\$ 81,265.91
Allowances	\$ 298,655.35	\$ 32,317.47
Reimbursables	\$ 59,763.33	\$ 92,725.26
General	\$ 129,439.64	\$ 14,361.51
Conditions	\$ 84,089.53	\$ 9,329.85
Management Fee	\$ 40,000.00	\$ 20,000.00
Contingency	\$ 2,112,980.00	\$ 250,000.00
Total:		

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

The total cost of the project is not to exceed \$2,362,980.00

**FUND NAME/ACCOUNT:**

Applicable bond funds

Phase I: 2024A

Phase II: 2024B

**RATIONALE:**

Cafeteria improvements are part of the 2021 bond issue.

**E.30. RECOMMENDATION:**

Approve amendment #19A with Trigon General Contractors and Construction Managers, Inc. establishing a guaranteed maximum price for the interior renovations at Whitman Elementary School.

	Phase I	Phase II
Trades	\$364,424.80	\$567,990.00
Allowances	\$37,877.17	\$182,421.27
Reimbursables	\$44,077.26	\$54,838.28
General Conditions	\$259,387.52	\$56,054.83
Management Fee	\$168,509.25	\$36,415.62
Contingency	\$75,000.00	\$15,000.00
Total:	\$4,229,100.00	\$912,720.00

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

The total cost of the project is not to exceed \$5,141,820.00

**FUND NAME/ACCOUNT:**

Applicable bond funds

Phase I: 2024A

Phase II: 2024B

**RATIONALE:**

Interior improvements are part of the 2021 bond issue.

**E.31. RECOMMENDATION:** Approve amendment #5A with Nabholz Construction Managers, Inc. establishing a guaranteed maximum price for interior renovations at Tisdale Elementary School.

	Phase I	Phase II
Trades	\$4,113,609.00	\$493,282.26
Allowances	\$178,000.00	\$73,000.00
Reimbursables	\$233,661.00	\$23,769.00
General Conditions	\$199,199.15	\$21,484.85
Management Fee	\$174,618.00	\$22,180.00
Contingency	\$90,000.00	
Total:	\$4,989,087.15	\$633,716.11

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

The total cost of the project is not to exceed \$5,662,803.26

**FUND NAME/ACCOUNT:**

Phase I: 2024A Bond funds

Phase II: 2024B Bond funds

**RATIONALE:**

Interior renovation improvements are part of the 2021 bond issue.

- E.32. RECOMMENDATION:** Approve amendment #6A with Crossland Construction Company, Inc. establishing a guaranteed maximum price for Multi-sport facility at Hale High School.

	Phase I	Phase II	Phase III
Trades	\$5,884,092.00	\$4,339,826.00	\$3,831,330.00
Allowances			\$305,385.00
Reimbursables	\$286,720.00		\$517,967.00
General Conditions	\$150,000.00		\$641,630.00
Management Fee	\$339,362.00		\$160,887.00
Contingency			\$718,032.00
<b>Total:</b>	<b>\$6,660,174.00</b>	<b>\$4,339,826.00</b>	<b>\$6,175,231.00</b>

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

The total cost of the project is not to exceed \$17,175,231

**FUND NAME/ACCOUNT:**

Applicable bond funds

Phase I: 37-1317-4720-504500-000-000000-071-12-715-PE016

37-1261-4720-504500-000-000000-071-12-715-PE016

Phase II: 2024A

Phase III: 2024B

**RATIONALE:**

Athletic improvements are part of the 2021 bond issue.

- E.33. RECOMMENDATION:** Approve amendment #8A with Crossland Construction Company, Inc. establishing a guaranteed maximum price for entry improvements at Hale High School.

	Phase I	Phase II
Trades	\$492,646.00	\$497,774.00
Allowances	\$27,511.00	\$27,511.00
Reimbursables	\$38,498.50	\$38,498.50
General Conditions	\$48,025.00	\$48,025.00

Management Fee	\$27,003.50	\$27,003.50
Contingency	\$52,272.00	
Total:	\$685,956.00	\$638,812.00

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

The total cost is not to exceed \$1,324,768.00

**FUND NAME/ACCOUNT:** Applicable bond funds

**RATIONALE:**

Secure entry improvements are part of the 2021 bond issue.

**E.34. RECOMMENDATION:**

Approve the lowest responsible bidder, American Air Conditioning of Tulsa, LLC for HVAC improvements at Mayo/Wilson.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

The total cost is not to exceed \$10,840,000

**FUND NAME/ACCOUNT:**

Phase I: \$5,800,000 ESSER funds/\$2,900,000 applicable bond funds, 2024A

Phase II: \$2,400,000 applicable bond funds, 2024B

**RATIONALE:**

This project is part of the Elementary and Secondary School Emergency Relief funds. The replacement of the existing HVAC system will provide improved indoor air quality to benefit the students and staff.

**E.35. RECOMMENDATION:**

Approve the lowest responsible bidder, ACT Global Americas Inc., for turf replacements at McLain and Central High School.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

The total cost is not to exceed \$966,368.

**FUND NAME/ACCOUNT:** Applicable bond funds

**RATIONALE:**

This project is part the 2021 bond issue. The existing turf has reached its end of life and needs to be replaced.

**E.36.**

**RECOMMENDATION:**

Approve the deduct change order with Miller Tippens Construction, LLC for the Kitchen Renovation at John Hope Franklin. The original contract was approved on March 7, 2022, agenda item E.19 in the amount of \$1,292,835.32.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** The deduct change order in the amount of \$22,974.67

**RATIONALE:**

The funds allocated for this project were unused and will be refunded to Tulsa Public Schools.

**E.37.**

**RECOMMENDATION:**

Approve the deduct change order with Miller Tippens Construction, LLC for the Kitchen Renovation at Eliot Elementary. The original contract was approved on the December 12, 2022, agenda item E.26 in the amount of \$1,524,970.23.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

The deduct change order in the amount of \$45,136.67.

**RATIONALE:**

The funds allocated for this project were unused and will be refunded to Tulsa Public Schools.

**E.38.**

**RECOMMENDATION:**

Enter into contract with the lowest responsible bidder, Randy Thomas Library Works LLC. for library shelving for a district wide contract. This is year one of a 5-year contract. The RFP is #24010.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

The cost will not exceed \$250,000.

**FUND NAME/ACCOUNT:** Applicable bond funds

**RATIONALE:**

The improvement of school libraries is part of the 2021 bond issue. This contract will facilitate the repair and upgrades on the facility.

**E.39.**

**RECOMMENDATION:**

Enter into contract with Graybar Electric Company Inc for new visual display intercom system at Edison Middle and High School. The purchasing agreement is through OMNIA Partners Contract #EV2370.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** The total cost is not to exceed \$248,226.98.

**FUND NAME/ACCOUNT:** Applicable bond funds

**RATIONALE:**

The new visual displays in every classroom will allow visual communication for the hearing-impaired students at Edison. This project is part of the 2021 bond issue.

**E.40. RECOMMENDATION:**

Amend the previously approved item on October 2, 2023, item E.23 approve supplement #5 with CEC Corporation to the master agreement for engineering services for the Safety packages at 12 sites. The original agenda item incorrectly stated that they would be paid on a floating fee schedule, and they will not for the Safety-First Packages. They are going to be paid the one-time fee of \$37,000.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

The engineer will be paid a lump sum of \$37,000 for the Safety First Package project.

**FUND NAME/ACCOUNT:** Applicable bond funds

**RATIONALE:**

Hiring engineers is critical to the completion of the district safety improvements as part of the 2021 bond issue. The Safety Frist Packages address issues like public safety and streets while also investing in economic development throughout various district locations. These funds will go toward signage, sidewalks, lighting crosswalk striping, and other school-by-school needs that will help children get to an from school safety.

**E.41. RECOMMENDATION:**

Enter into contract with the lowest responsible bidder, Nabholz Construction Corp., for interior improvements at the Parent Resource Center and North Star Academy at the Alcott Building.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

The total cost is not to exceed \$209,177.20

**FUND NAME/ACCOUNT:**

Federal grant and applicable bond funds

\$200,000 11-7950-4720-504500-000-000000-000-05-636-7950

\$9,177.20 35-1216-4720-504500-000-000000-XX-XX-XXX-

**RATIONALE:**

Interior improvements are needed at the Alcott building.

**E.42. RECOMMENDATION:**

Enter into contract with lowest responsible bidder, Access Elevator and Lifts, Inc., for wheelchair lifts at East Central High School, Eliot Elementary, Kipp at Woods, Edison High School, Hale Middle School, and Tulsa Met.

**FURTHER RECOMMEND:** The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** The total cost is not to exceed \$354,844.

**FUND NAME/ACCOUNT:** Applicable bond funds

**RATIONALE:** Accessibility improvements are part of the 2021 bond issue.

**OPERATIONS**

**E.43. RECOMMENDATION:**

Approve the January 1, 2024, capacity data for out of district transfers to comport with requirements of Senate Bill 783.

**COST:** No cost to the district.

**RATIONALE:**

Senate Bill 783 requires each school district to determine the criteria to be used in determining grade capacity for each school site. Each school site's capacity shall be approved by the board of education prior to the first day of January, April, July and October of each school year.

**E.44. RECOMMENDATION:**

Approve the submission of the Emergency Disposal Site Evaluation and Registry application with the Oklahoma Department of Environmental Quality. This application will allow Tulsa Public Schools to hold the green waste collected from the sites from the June 2023 storm on the maintenance lot until it can be chipped for mulch for district use.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** No cost to the district.

**RATIONALE:**

The grounds team continues to collect hanging branches, damaged trees, and other green waste from district sites from the June 2023 storm. The staging area must be

registered and approved by the Oklahoma Department of Environmental Quality (DEQ) for Tulsa Public Schools to continue to stage this debris at the maintenance lot until it can be chipped and used for mulch around trees and flower beds at district sites.

**E.45. RECOMMENDATION:** Amend the contract with Safer Schools Solutions, LLC originally approved 3/7/23 as Agenda Item E-25 to Safer Schools Solutions, Inc.

**E.46. RECOMMENDATION:**

Amend the lease agreement with Native American Coalition of Tulsa Head Start, Inc., located in the Porter building, to adjust the custodial services provided for the 2023-2024 school year. The amendment will remove the evening custodian from the agreement, effective November 1, 2023.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** No cost to the district

**RATIONALE:**

Native American Coalition of Tulsa Head Start Inc., located in the Porter building will be assigning the evening custodial duties and responsibilities to their team members as part of their daily tasks. Tulsa Public Schools will continue to support the custodial duties during the daytime, along with the grounds and maintenance services as outlined in the lease agreement. This lease will generate income for the district of approximately \$59,797.80.

**E.47. RECOMMENDATION:**

Approve the Property Damage Release form, with BFI Waste Services, LLC, dba Allied Waste Services of Tulsa/Republic Services of Tulsa, to settle the property damage claim created when a Republic trash truck struck the building overhang at Kerr Elementary School on August 11, 2023.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** No cost to the district.

**RATIONALE:**

On August 11, 2023, a Republic trash truck struck the overhang at Kerr Elementary School and damaged the building. The District worked with BFI Waste Services, LLC., and a structural engineer to determine the damage and repairs needed. BFI Waste Services, LLC., has agreed to make these repairs, using the District approved vendor, at a cost of \$21,978.17. This release will settle the property damage claim against BFI Waste Services, LLC., for the damages at Kerr Elementary School.

**E.48. RECOMMENDATION:**

Purchase marketing products from 4Imprint Inc. to recruit families during EnrollTulsa

Expo and enrollment window. This purchase contract was awarded under the ESC Region 19 Cooperative Allied States Cooperative (ASC) for printing and related services.

COST: Not to exceed \$62,000

FUND NAME/ACCOUNT: 11-0279-2194-504490-000-000000-000-058-0279

REQUISITION/CONTRACT: 12406605

**RATIONALE:**

The Enrollment Expo is an annual event to showcase our schools, community partners and the departments/opportunities within Tulsa Public Schools. The event allows families on-site support with the application process. Every year we are able to provide families with school branded takeaway items that support the marketing of the district.

- E.49. RECOMMENDATION:** Enter into an agreement with The University of Tulsa, an Oklahoma non-profit educational corporation, to provide the venue for the 2024 Enrollment Expo.

**FURTHER RECOMMEND:** The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: \$1,351.50

FUND NAME/ACCOUNT: QT Grant - 11-0279-2194-504490-000-000000-000-058-0279

**RATIONALE:**

The Enrollment Expo is an annual event to showcase our schools, community partners and the departments/opportunities within Tulsa Public Schools. The event allows families on-site support with the application process. This is the first year we are partnering with the University of Tulsa, who offered a substantial discount for the use of their space.

**G. ACTION AGENDA - Motion and vote on recommendations**

**DESIGN AND INNOVATION**

- G.1. RECOMMENDATION:**  
Reject the September 2023 application for sponsorship of the proposed partnership school, The Four Mothers Academy, for failure to submit a current letter of intent by August 1, a complete application that meets published timelines, and a three-year financial plan.

**RATIONALE:**

A partnership application for The Four Mothers Academy was submitted on 9-1-2023. It was reviewed by district staff and found to be incomplete according to the posted requirements for applications. The Four Mothers Academy submitted a partnership application on 1-18-2023 after the application deadline for the 2022-2023 cycle, and a revision was received on 2-19-2023. Feedback was provided after each application



## TULSA PUBLIC SCHOOLS

### AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **January 8, 2024**, at 6:30 PM in the Cheryl Selman Room, ground floor, at the Charles C. Mason Education Service Center, 3027 S. New Haven Avenue, Tulsa, OK.

With the exception of item A-1, the Board of Education reserves the right to take up any agenda item in any order regardless of how items are listed.

This is an open, public meeting held in accordance with the Open Meeting Laws of the State of Oklahoma. The purpose of this meeting is to conduct the business of the School District. As the elected representatives of the School District voters and school patrons, the School Board members will be making decisions concerning the operation of the School District.

In accordance with Board Policy 1301, individuals may comment on items or recommendations appearing under the Action portion of a regular meeting agenda. The public may make their comments via telephone or in person. Requests to comment must be made by submitting a completed form for each topic. If requesting to comment during the meeting via telephone, please fill out a form online on the Tulsa Public Schools website at:

<https://www.tulsaschools.org/about/board-of-education/requesttospeakonagendaitem>

no later than noon on the day of the board meeting. Paper forms are available from the Board Clerk before the beginning of each meeting and will be accepted up to 6:25 PM on the day of the meeting.

Persons desiring to address the Board concerning items not on the **agenda** must submit a Citizens' Comment form available at this [link](#) or from the Clerk of the Board, at least seven days prior to each meeting.

**A. OPENING EXERCISES**

- A.1. Remind those wishing to address the Board, sign with the clerk -5 minute limit.
- A.2. Call to order and confirm that a quorum of the Board is present.
- A.3. Flag salute

**B. SUPERINTENDENT'S CORRECTION TO AGENDA**

**C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS**

**D. APPROVAL OF MINUTES**

**E. CONSENT AGENDA**

**F. PUBLIC COMMENT ON ACTION AGENDA**

**G. ACTION AGENDA - Motion and vote on each recommendation**

**H. STAFF REPORT**

2021 Bond Progress Report, to include discussion among board members, superintendent, district staff, and bond oversight and development committee representatives.

**I. BOARD MEMBER REPORTS**

**J. CITIZENS' COMMENTS**

**K. SUPERINTENDENT'S REPORT/PRESENTATION**

**L. OTHER NON ROUTINE ITEMS REQUIRED BOARD ACTION**

- L. 1. Accept the resignation of Gerald "Jerry" Griffin, Board of Education member representing Election District Number 6, to be effective as of 12:00pm on January 2, 2024, and to declare such office to be vacant.

**M. NEW BUSINESS**

**N. ANNOUNCEMENTS**

The next regularly scheduled meeting of the Board of Education will be held on Tuesday, January 16, 2024 at 6:30 p.m.

**O. ADJOURNMENT**

## SCHOOLS SUPERVISION

- E.1. RECOMMENDATION:** Approve routine field trips.

**RATIONALE:**

Board Policy 3314 requires that all out-of-state student field/study trips and travel have prior authorization by the Board of Education.

- E.2. RECOMMENDATION:**

Enter into an agreement with Music Theatre International, MTI Enterprises, Inc., Music Theatre International LLC, d/b/a Music Theatre International, MTI Showspace L.P., for royalty and rental for performance of "James and the Giant Peach" at Edison Preparatory School. Performance dates for this production will be March 14 - 16, 2024.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the ~~appropriate contract~~ document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** \$2535

**FUND NAME/ACCOUNT:**

High School Choir School Activity Fund Account 566

**RATIONALE:**

This performance provides students a valuable learning opportunity through increasing the breadth of their musical performance skills, as well as dramatic production and the skills it takes to mount theatrical performance.

- E.3. RECOMMENDATION:**

Enter into an agreement with The University of Tulsa for Will Rogers High School JROTC to hold the annual JROTC Military Ball at the Tulsa University Allen Chapman Activity Center scheduled for April 20, 2024.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** Not to exceed \$884

**FUND NAME/ACCOUNT:** School Activity Fund JROTC, Account 564

**RATIONALE:**

The JROTC Military Ball is a required event under the JROTC Program of Instruction. An awards ceremony is included, recognizing exceptional student performance throughout the year.

- E.4. RECOMMENDATION:**

Request to amend the grant agreement with XQ Institute, a 501(c)(3) to extend the district timeline for distributing grant dollars to June 30, 2024

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:**

No additional cost to the district

**RATIONALE:**

The district entered into a grant agreement with XQ in December of 2022. The XQ grant will fund numerous different learning experiences and direct to student services as we pilot different models to expand both internal course sharing opportunities and external credit and credentialing opportunities. Included projects are: Transportation costs for students that wish to take courses offered at other sites, district-paid stipends for teachers that offer courses to students from other schools, continued design of our graduate profile and advisory course offerings, learning visits to other districts that have innovated in the high school space successfully to build internal capacity.

**TEACHING AND LEARNING**

**E.5. RECOMMENDATION:**

Renew a contract with The Art of Education University, LLC to provide online resources, to include lesson plans, videos, worksheets, artist bios, assessments through FLEX Curriculum and professional learning courses on various topics through PRO Learning, for all visual art teachers for the 2023-2024 school year as part of RFP 24004. This is the first year of four optional renewals.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** Not to exceed \$62,930

**FUND NAME/ACCOUNT:** Bond Funds 3X-13XX-1000-50XXXX-XXX-XXXXX-000-06-XXX-

**REQUISITION/CONTRACT:** 12406993

**RATIONALE:**

The Art of Education University (AOEU) provides exceptional online resources through FLEX Curriculum and PRO Learning that are easily accessible for art teachers of all grade and experience levels. AOEU allows art teachers to customize the resources provided for their needs, providing entire units and lesson plans or supplementary materials for existing curriculum. All lesson plans are tied to the Visual Art Oklahoma Academic Standards, and resources can be downloaded from and uploaded into Canvas or shared directly with other teachers. Every elementary and secondary art teacher will have a license to access this resource, and it is particularly helpful for alternatively and emergency certified art teachers who need additional

support creating lesson plans and learning best teaching practices for an art classroom.

## **TALENT MANAGEMENT**

**E.6. RECOMMENDATION:** Approve routine staffing items.

**RATIONALE:**

Routine personnel actions implement the various talent management plans and priorities authorized by the Board of Education. All salaries are listed at an effective annualized rate regardless of length of effective date of contract.

**E.7. RECOMMENDATION:**

Approve position creates, deletes, and updates.

**RATIONALE:**

Funding for each new position will originate and be included in the applicable departmental budgets.

## **INFORMATION AND ANALYTICS**

**E.8. RECOMMENDATION:**

Amend item E.146 from the June 5, 2023 agenda to increase the not to exceed cost for Centrex telecommunication services from AT&T, Corp.

**COST:** Not to exceed \$78,400 (an increase of \$4,000)

**FUND NAME/ACCOUNT:**

Building fund, 21-0000-2660-504390-000-000000-000-02-028

**RATIONALE:**

The increase in cost is necessary to cover a Universal Connectivity Charge (UCC) rate increase from 29.2% to 34.5%. The increase went into effect on 10/1/2023. This service provides analog phone lines that are mainly used for fire and security alarms as well as some 911 services across the district. This purchase is made in accordance with the terms and conditions governed by the State of Oklahoma AT&T Master Agreement 155834UA. However, the agreement with the state does not cover Universal Connectivity Charge.

**E.9. RECOMMENDATION:**

Enter into a contract with Pivot Technology Services Corp., d.b.a. Computacenter, as a result of request for proposal #24005 issued by the district, to replace the edge switches located throughout the district. This project will commence in the 24-25 fiscal year based upon the timing of Erate and bond dollar funding availability and extend into the FY25-26. The deadline to file for Erate funds for next fiscal year is March 28, 2023.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** Not to exceed \$5 million

FUND NAME/ACCOUNT: Bond Fund, 1162

**RATIONALE:**

Currently, the majority of the existing network edge switches have entered an End of Life (EOL) status from the manufacturer. To ensure the district supports future district bandwidth requirements and continued access to critical online learning resources for our students and teachers, this project will replace aging network edge switches located throughout the district. Once approved, E-Rate will provide discounts of approximately 80 percent on eligible expenses up to \$5 million. This project was included in the approved 2021 bond package, as part of the planned technology lifecycle.

**E.10. RECOMMENDATION:**

Enter into a contract with Cox Communications, Inc., effective July 1, 2024, through June 30, 2025, for wide-area network Metro Ethernet services. This exercises the second of four optional renewal periods and is the result of request for proposal #22009. This item will be subject to board ratification in July 2024.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** Not to exceed \$1,000,000 (payable after 2024-2025 budget approval)

**FUND NAME/ACCOUNT:** General Fund, 11-0000-2580-505320-000-000000-000-02-026

**RATIONALE:**

This will provide the district with a high-performing and reliable network for school and administrative sites. Costs in 2023-2024 were not to exceed \$1,000,000 and have stayed flat. ERate discounts are expected to be 80 percent. The non-discount share will be funded by the Oklahoma Universal Service Fund (OUSF) for OUSF eligible charges. The district's general fund will pay for the remainder including 10 percent of surcharges and fees that are not covered by OUSF and are estimated to be \$68,400.00.

**E.11. RECOMMENDATION:**

Enter into a contract with Cox Communications, Inc., effective July 1, 2024, through June 30, 2025, for internet access services at 20 Gbps (gigabits per second) with demarcation at the Charles C. Mason Education Service Center and at the district's Maintenance and Transportation campus. This exercises the third of four optional renewal periods and is the result of request for proposal #21005. This item will be subject to board ratification in July 2024.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**COST:** Not to exceed \$130,000 (payable after 2024-2025 budget approval)

**FUND NAME/ACCOUNT:** General Fund, 11-0000-2580-505320-000-000000-000-02-026

**RATIONALE:**

This internet service will continue to provide capacity to meet the growing and changing instructional needs of the district. It is critical that students, teachers, and staff have access to digital resources and curriculum and this internet service will allow us the flexibility to grow and change with the demands over the next school year. Cox Communications, Inc. will provide a dedicated broadband internet connection to the data center located at the Charles C. Mason Education Service Center as well as to the data center located at the district's Maintenance and Transportation campus. Internet access for all district sites will be provided using these connections and load balanced. Costs in 2023-2024 were not to exceed \$130,000 and have stayed flat. ERate discounts are expected to be 80 percent based on free and reduced lunch and/or community eligibility numbers. The remaining 20 percent is expected to be funded by the Oklahoma Universal Service Fund.

**FINANCIAL SERVICES**

**E.12. RECOMMENDATION:**

Approve sanctioning of the following booster clubs and parent/teacher associations in accordance with Board Policy 5707 for the 2023-2024 fiscal year:

Mayo Demonstration School PTA

**RATIONALE:**

Sanctioned status provides organizations exemption from the statutory controls relating to school activity funds found in the Oklahoma School Code. The Board may sanction associations and clubs that advance the educational objectives of the district and are beneficial to students under the guidelines established in Board Policy 5707. These organizations submitted required information to support their applications.

**E.13. RECOMMENDATION:**

Approve the New Encumbrance & Change Order Report from December 8, 2023 through January 4, 2024.

**RATIONALE:**

New encumbrances and encumbrance changes reflect obligations of district funds issued in accordance with Board Policy 5102, Financial Reports and Statements.

\* **Note** the report listed above is a link that will take you to the full encumbrance report.

**BOND PROJECTS AND ENERGY MANAGEMENT**

**E.14. RECOMMENDATION:**

Approve an electrical easement with Public Service Company of Oklahoma (PSO) at Hale High School for the Multi-Purpose Center addition.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: No cost to the district

**RATIONALE:**

The easement is needed to relocate power to the new building.

**E.15. RECOMMENDATION:**

Enter into a district wide contract with the lowest responsive and responsible offeror Randy Thomas Library Works LLC. for to provide and install library shelving. In accordance with the terms and conditions of RFP #24010. This term represents the initial term and provides for 2 optional, 1 year renewals.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: The cost will not exceed \$250,000

FUND NAME/ACCOUNT: Applicable bond funds

**RATIONALE:**

Remodels and improvements to school libraries are part of the 2021 bond issue. Vendor services include packing and storing library books, ~~dismantling shelving and~~ reshelving books in the correct order, as well as modifications to shelving to modernize evolving library spaces where needed. Library shelving throughout the district is mostly standardized and modular to allow for reconfiguration, reuse and sharing among library spaces. This has resulted in significant financial savings during the past twenty years of the bond.

**E.16. RECOMMENDATION:**

Consent to assignment of Agreement between Owner and Engineer dated August 23, 2021 from Allied Engineering Group, L.L.C. to Starr Design Group, Inc. The Agreement relates to engineering services provided to the District under the 2021 bond issue.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

**RATIONALE:**

Allied Engineering Group, L.L.C. has been acquired by Starr Design Group, Inc. The existing consultants will continue to provide services to the District as employees of Starr Design Group, Inc. Engineering services are critical to the completion of the facility improvements that were approved by the voters in the 2021 bond issue.

**E.17. RECOMMENDATION:**

Consent to assignment of Agreement between Owner and Architect dated August 23, 2021 from Tod Architecture Group P.C. to GH2 Architects LLC. The Agreement relates to architectural services provided to the District under the 2021 bond issue.

**FURTHER RECOMMEND:**

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to

## Exhibit D

# Index of Archived Board Meeting Minutes

## Exhibit D Index of Archived Board Meeting Minutes

### **2023 Minutes**

[1-9-23 Minutes \(/fs/resource-manager/view/f290e6b0-cc82-4ff2-9c79-7fc8bd9ff144\)](#)

[1-23-23 Minutes \(/fs/resource-manager/view/90b10e54-c5a7-4b24-8cd6-ab140b4ab4f0\)](#)

[2-13-23 Minutes \(/fs/resource-manager/view/6e25bdc0-f75c-4b4f-86bd-327fa6e8788b\)](#)

[2-27-23 Minutes \(/fs/resource-manager/view/94097e51-d15c-4d06-9189-f113a9322e3f\)](#)

[3-6-23 Minutes \(/fs/resource-manager/view/671e3233-7ede-4ab1-a518-](#)

[8af1c53d42c0\)](#)

[3-20-23 Minutes \(/fs/resource-manager/view/53b46721-8de3-4ed1-](#)

[9d24-d293247ca739\)](#)

[4-3-23 Minutes \(/fs/resource-manager/view/28c944c4-0682-4865-aa85-](#)

[1d9cba486aa5\)](#)

[4-17-23 Minutes \(/fs/resource-manager/view/c7a7f86c-b7e9-4609-86ee-](#)

[f8079a759e43\)](#)

[5-1-23 Minutes \(/fs/resource-manager/view/f9cdce0f-88d7-4f93-9df1-](#)

[e5e253d1df0a\)](#)

[5-15-23 Minutes \(/fs/resource-manager/view/ea64767a-2479-4adc-](#)

[b2d3-b58eef4b1fdc\)](#)

[6-5-23 Minutes \(/fs/resource-manager/view/f95572a0-6233-45db-8ab0-](#)

[f5f20ac269e5\)](#)

[6-20-23 Minutes \(/fs/resource-manager/view/f382bb75-78be-4b0e-8f1a-](#)

[ae8316ac502e\)](#)

[7-10-23 Minutes \(/fs/resource-manager/view/f1385b50-4928-451e-8179-](#)

[42963e56c58a\)](#)

**▶ SPEAK AT A BOARD MEETING / HABLAR EN UNA REUNIÓN DE LA JUNTA**

**LEER EN ESPAÑOL**

The Board of Education welcomes citizens/constituents to come forward at the monthly regular board meetings and speak on subjects related to the school district. Citizens/constituents can

**EXHIBIT E**

**NON-COMPLIANT E-MAIL NOTICE OF**

**AUGUST 23 SPECIAL MEETING**



**TULSA PUBLIC  
SCHOOLS**

**TO:** School Board Members, Staff  
Media, et al.

**FROM:** Clerk of the Board

**DATE:** August 21, 2023

This letter serves as written notice that a Special Meeting of the Board of Education has been scheduled as follows:

<b><u>Date</u></b>	<b><u>Time</u></b>	<b><u>Location</u></b>
August 23, 2023	5:30 p.m.	Charles C. Mason Education Service Center Cheryl Selman Room 3027 S. New Haven Avenue Tulsa, OK 74114

cc: Eric Wade

EXHIBIT F  
DEFENDANT GIST'S  
PUBLIC DEPARTURE LETTER



# TULSA PUBLIC SCHOOLS

EQUITY CHARACTER EXCELLENCE TEAM JOY

## FOR IMMEDIATE RELEASE

August 22, 2023

### Letter from Superintendent Dr. Deborah Gist

Dear Team Tulsa,

With a broken heart, but unbreakable commitment, I want to share with you that I am in discussions with our school board to leave my position as superintendent.

I am departing because I believe that doing so offers the best chance for control of our schools to remain where they belong: in Tulsa with our elected Board of Education and aligned with the values of our community. To me, that means a powerful commitment to raising up all of our children, as learners and as people, in a context where everyone belongs and is not just welcome, but is loved and celebrated for their whole and complete selves. These are the values that have brought so many of us together to serve our students and families.

It is no secret that our state superintendent has had an unrelenting focus on our district and specifically on me, and I am confident that my departure will help to keep our democratically-elected leadership and our team in charge of our schools—this week and in the future. So I'm stepping away. What we have built together is larger and stronger than any one of us, and this team will continue to serve our students and make the improvements we know our students need and deserve.

Tulsa is a community on the reservations of the Cherokee, Muscogee, and Osage Nations and is home to descendants of the 1921 Tulsa Race Massacre. Our collective history of unrepaired harms is shameful, and depriving Tulsans of their collective voice over their schools would only add insult to injury.

Making the decision to leave Team Tulsa is the hardest thing I have ever done. It has been a dream come true to serve and lead this team in the schools where I grew up, the schools that shaped me into an educator, a leader, a human being. I'm proud of what we've done here, together, in the hometown that I love. My confidence in this team, in our plans and our work, and in the passion that I see throughout our schools, is immeasurable. Even in the most challenging times that we have been through together, I have loved every minute of being part of this extraordinary team.

Team Tulsa is leading impressive work. Together, we've provided every Tulsa family with opportunities for their children to succeed at every stage of their educational journey. We've made high-quality early learning accessible in every elementary school in our city. We have expanded dual language learning and remain the only school district in the State of Oklahoma with public Montessori schools. We've ensured challenging, thought-provoking, real-world learning is available to all students through increases in college courses, career and technical education, and Advanced Placement. Our classroom instruction and school supports for students continue to improve as well. We have much further to go, but our data shows that our young people are seeing the benefits and that proficiency is on the rise again.

There will be a special board meeting on Wednesday evening where the board will consider my separation and the appointment of Dr. Ebony Johnson as interim superintendent. I am enthusiastic about the board's plan to act upon the appointment of our colleague as interim superintendent. As you know, Dr. Johnson is a lifelong Tulsan, a stellar educator, a strong leader, and a remarkable human being. With the leadership of Dr. Johnson, our team will keep the work of our plan on track and will reach even higher.

This surely seems like an unexpected time for me to say this, but serving as a leader in our schools is the most fulfilling professional experience of my life—or at least, the only thing that rivals the joy of teaching. To state the painfully obvious, there is a lot that makes the job tough — tougher than it even should be. Yet, serving in this role has been an unparalleled opportunity to work alongside Team Tulsa to improve the lives of students and families in an incredibly meaningful way. Even in this moment, I believe leadership can be a phenomenally rewarding choice, just as teaching is for so many of us. Wherever you are in your career path, I hope you'll consider the possibility of seeking a formal role in education leadership.

I'll have more to say in a proper good-bye between now and September 15 when I step away. For now, please just know that my gratitude, my faith, and my love for this team are boundless.

Deborah

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*Tulsa Public Schools honors the diversity, creativity, and passion of our students, elevating every student to be designers of their destiny. Our students lead through literacy, are empowered through experience, and contribute to their community. Learn more at [www.tulsaschools.org](http://www.tulsaschools.org).*

EXHIBIT G  
PLAINTIFF MARSHALL AFFIDAVIT  
SUPPORTING POLICE REPORT  
REDEFENDANTS' OOMA VIOLATION

## AFFIDAVIT OF JENNETTIE P. MARSHALL

Based upon personal knowledge, I, Jennettie P. Marshall, duly elected Member 3 of the Board of Education of Independent School District Number 1, Tulsa, Tulsa County, of lawful age, state as follows:

1. On or about Monday, December 11, 2023, at approximately 6:35 p.m., the Tulsa Public Schools Board of Education began its regularly scheduled meeting in the Cheryl Selman Room, ground floor, at the Charles C. Mason Education Service Center, 3027 S. New Haven, Tulsa, OK .
2. At approximately 7:00 pm [see video recording 00:56:00 min] discussion on Agenda Item L ("Approve an emergency suspension of any requirements that may exist for posting, recruiting, and advertising the position of superintendent of schools pursuant to Board Policy 1201") commenced.
3. I, Jennettie P. Marshall, made a motion to activate a national search to fill the superintendent's position. [see video recording 01:12:30 min] whereupon Board President Woolley requested guidance from legal counsel, Bo Rainey of Rosenstein Fist & Ringold in the absence of Eric Wade in regard to the "motions on the table." The Board was then directed by Mr. Rainey "that a motion to extend a national search" would *not* "be appropriate because that's not on the agenda."
4. The Board was instructed by Mr. Rainey that the Board could not entertain a discussion nor make a motion to discuss a national search for a superintendent because it was not on the agenda.
5. At the onset of Executive session, Board member Griffin stated that the Board should extend the contract to Dr. Johnson in addition to a retention bonus with a National Superintendent's search to commence at the end of her contract.
6. Discussion occurred between Board Members Griffin and Croisant with suggesting that Dr. Johnson consider using current district employees to fill vacant cabinet positions in interim capacities.
7. Attorney Doug Mann criticized the Board and stated that the Board had no right to stipulate such requirements upon Dr. Johnson and proceeded to talk about the past history of National Superintendent searches for Tulsa Public Schools' Superintendents. He described the National search that led to the hiring of Superintendent Michael Zolkoski and that he was paid \$400,000 to leave the position. He also discussed the failures of Dr. Sawyer, John Thompson, Deborah Gist, and Keith Ballard (who was hired without a National search).
8. A discussion took place about Attorney Doug Mann's presence in the meeting given the fact that at least two board members were told by Dr. Johnson that she wanted their support in hiring him due to her lack of confidence in TPS General Counsel and Eric Wade. Doug Mann stated he was there to support the Board but only answered to Dr. Johnson and Board President Woolley.
9. Mr. Mann was told that his presence was concerning because he had just disclosed that he only answered to President Woolley and Dr. Johnson.

10. Attorney Rainey then stated that we were not there to discuss the national superintendent Search and could not discuss a National search but to consider Dr. Johnson for superintendent.
11. I then asked the question why did we just have a 30 minute discussion about conducting a national superintendent search if it was not allowable. Mr. Rainey's rebuttal was that *he* didn't do anything wrong. And I restated the Question: Why did those assembled in the room just have a 30 minute conversation about a national superintendent search when instructed us that that could not take place?
12. That's when Board member Diamond Marshall attacked my character and began to assert that I was an excellent manipulator of words with examples. And my rebuttal was: that's like the pot calling the kettle black considering the fact that she manipulated words and situations by bringing the THA problem to the board where students were being called "niggers and bitches and monkeys" and then ultimately sided with THA. Diamond Marshall rebutted that at the time I understood that she was stuck between a rock and a hard place. So when it was time to vote on the THA issue, Ms. Marshall said she had to keep a school for her LatinX students and that's why she voted to support the school.
13. I rebutted: you overlook the trauma of the African American students and teachers at THA and that you have to go with the facts not with ethnicity. For approximately 5 minutes there was an angry exchange of words between myself and Board Member Diamond Marshall after which Diamond Marshall began texting on her cell phone.
14. At approximately 10:30 pm, I noticed that Clerk of the Board, Sarah Bozone, had her cell phone raised up beside her computer and appeared to be recording me.
15. At 10:38 pm, I texted Jana Burke, TPS general counsel, and requested that she come into the room. She responded at 10:39 pm. I exited the board meeting room where the executive session was being held and requested that Ms. Burke enter the room to assist in regaining control. Ms. Burke asked if Bo Rainey was there and what was he saying? I responded that he was a part of the lack of control and that he was not responding as Eric Wade had historically done when the board lost sight of the purpose of executive session. I further advised Ms. Burke of the detrimental impact of statements made by Attorney Mann. Ms. Burke stated that she would text and ask them to step out.
16. I told Ms. Burke that a public statement needed to be made acknowledging the violation of the rules of executive session and Open Meeting Act. I left Ms. Burke in the hallway and re-entered the board meeting room where executive session was still in session and considering the motion to be made upon return to the public session.
17. Upon return to the public session, I made a public statement that the Board had violated the Open Meeting Act by having a discussion concerning matters that we were told we could not have by legal counsel.
18. On Tuesday, December 12, 2023, Board President Woolley and Board Member Croisant stated to Public Radio Tulsa that a violation had taken place [see statements] and erroneously blamed me for their own wrongdoing.

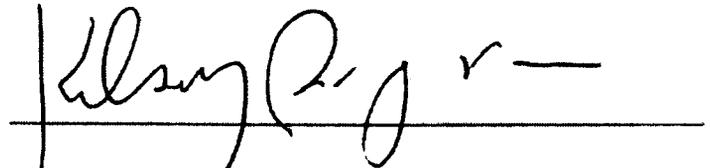
Based upon the aforementioned information contained in this Affidavit and the Affidavit of

Board Member Lena Ashley and of the linked/attached documents, there is a preponderance of evidence demonstrating a willful violation of the Open Meeting Act.

  
\_\_\_\_\_  
Jennettie P. Marshall

SWORN TO AND SUBSCRIBED before me, Kelsey Royce, on this 14 day of December 2023.



  
\_\_\_\_\_  
Notary Signature

My Commission Expires: 1 November 2024

My Commission No: 20013485

VERIFICATION

STATE OF OKLAHOMA )  
 ) SS.  
COUNTY OF TULSA )

DR. JENNETTIE MARSHALL being of lawful age, and being duly sworn upon her oath deposes and says, in her personal capacity, that she has read the foregoing Complaint and that the facts set forth herein are true and correct to the best of her knowledge.

*Dr. Jennettie Marshall*  
DR. JENNETTIE MARSHALL

Subscribed and sworn before me this 13 day of January, 2024.

[SEAL]



*Kelsey Royce*  
Notary Public

My Commission Expires: 11-1-2024

VERIFICATION

STATE OF OKLAHOMA )  
 ) SS  
COUNTY OF TULSA )

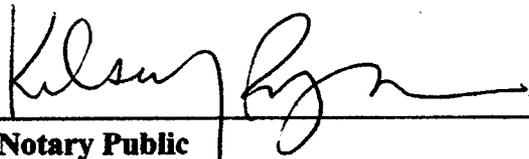
MS. E'LENA ASHLEY being of lawful age and being duly sworn upon her oath deposes and says, in her personal capacity, that she has read the foregoing Complaint and that facts set forth herein are true and correct to the best of her knowledge.

  
\_\_\_\_\_  
E'Lena Ashley



Subscribed and sworn before me this 16 day of January, 2024.

[SEAL]

  
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Notary Public

My Commission Expires: 11-01-2024