



Tulsa Honor Academy

November 2025 Board Meeting

Date and Time

Tuesday November 18, 2025 at 5:00 PM CST

Location

THA's Sheridan Campus: 1421 S. Sheridan Rd. Tulsa, OK 74112

Public comments submitted in accordance to our public comments policy will be read prior to the relevant agenda item.

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:00 PM
A. Roll Call		Anna Montgomery	1 m
B. Call the Meeting to Order		Anna Montgomery	1 m
II. Consent Agenda			5:02 PM
A. Consent Agenda: Items B-H	Vote	Anna Montgomery	1 m
B. October Board Meeting Minutes	Approve Minutes		

	Purpose	Presenter	Time
The meeting's board agenda ensures proper meeting conduct by outlining all matters to be considered by the public body.			
C.	October 2025 Financial Report		
This report represents our finances for the month of October 2025 as prepared by Oklahoma Consulting & Accounting Services, LLC.			
D.	Routine Staffing		
Routine personnel actions implement the various talent strategies and priorities authorized by THA's Board of Directors. All salaries are listed as the prorated total based on start date.			
E.	Approval of MLK Parade Participation Agreement		
This agreement allows our Student Council to participate in the annual Martin Luther King Jr. Parade.			
F.	Approval of AMC Theater Contract		
This contract includes the venue for the Alumni Winter Celebration hosted by the College Readiness Team.			
G.	Memorandum of Understanding with Junior Archives of Oklahoma, Inc.		
This is an MOU for a partnership with Junior Achievement (JA) Oklahoma & THA in which we agree to teach the curriculum to prepare 8th graders for the JA career fair in February.			
H.	Updated Title IX Policy		5 m
THA annually updates board policies as needed. This updated Title IX policy outlines new Title IX Coordinators.			
III.	Information Agenda		5:08 PM
A.	Facility Update	Alison Moore	10 m
B.	THA Familia Spotlight: Algebra I Curriculum & Math Data Meetings	Discuss Madison Dominguez	15 m

	Purpose	Presenter	Time
C. November CEO Report	Discuss	Madison Dominguez	15 m
D. THA Board Committee Reports	Discuss		10 m
• Executive Committee • Governance Committee • Academic Achievement Committee • Finance Committee			
E. Activity Fund Report	Discuss	Elsie Urueta Pollock	2 m
F. Notice of Property Insurance Change		Alison Moore	3 m
THA has transitioned Liability Insurance carriers from Philadelphia to Wright as of Nov. 9, 2025, with no lapse in coverage. This transition came at a lower premium with improved coverage.			
G. Review of THA's 2024-2025 Report Card		Madison Dominguez	10 m

IV. Action Agenda

6:13 PM

A. Propose executive session to discuss the following items pursuant to O.S. Title 25, Section 307 (B) (3): Discussing the purchase or appraisal of real property (Parcel ID: 99303-93-03-15760)		Madison Dominguez	10 m
B. Proposed updated THA High School Graduation Requirements		Kate Freudenheim	5 m
The Oklahoma Department of Education made additions to the High School Graduation Requirements per HB 3278/HS2672. The proposed graduation requirements would satisfy the state requirements and be put into effect for the graduating class of 2030 and all subsequent graduation cohorts.			
C. New & Modified General Fund, Gift Fund, and Insurance Fund Encumbrances	Vote	Alison Moore	5 m
New encumbrances and encumbrance changes reflect obligations of district funds issued in accordance with §70-5-135.			

V. New Business

	Purpose	Presenter	Time
VI. Closing Items			6:33 PM
A. Adjourn Meeting	Vote	Anna Montgomery	1 m

Coversheet

October Board Meeting Minutes

Section:	II. Consent Agenda
Item:	B. October Board Meeting Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for October 2025 Board Meeting on October 21, 2025

DRAFT



Tulsa Honor Academy

Minutes

October 2025 Board Meeting

Date and Time

Tuesday October 21, 2025 at 5:00 PM

Location

THA's Sheridan Campus: 1421 S. Sheridan Rd. Tulsa, OK 74112

Public comments submitted in accordance to our public comments policy will be read prior to the relevant agenda item.

Directors Present

Ana Ponce, Anna Montgomery, Eric Danklefsen, Ivan Godinez-Reyes, Samantha Aponte-Atkins

Directors Absent

Jimmy Rodriguez, Lorena Rivas, Mikeal Vaughn

Guests Present

Madison Dominguez

I. Opening Items

A. Roll Call

B. Call the Meeting to Order

Anna Montgomery called a meeting of the board of directors of Tulsa Honor Academy to order on Tuesday Oct 21, 2025 at 5:02 PM.

II. Consent Agenda

A. Consent Agenda: Items B-M

Eric Danklefsen made a motion to approve Consent Agenda: Items B-M.

Ana Ponce seconded the motion.

The board **VOTED** to approve the motion.

B. September Board Meeting Minutes

Eric Danklefsen made a motion to approve the minutes from September 2025 Board Meeting on 09-16-25.

Ana Ponce seconded the motion.

The board **VOTED** to approve the motion.

C. September 2025 Financial Report

D. Routine Staffing

E. Approval of Contract for Mabee Center at Oral Roberts University

F. Approval of EmTec Pest Control Contract for Lakewood Middle School

G. Approval of Renaissance Contract for Accelerated Reader

H. Approval of E-Rate Contract with Wired Technology Partners

I. Graduation Requirements: Special Education Clarification and Dual Enrollment Courses

J. Approval of Open Transfer Capacities

K. Approval of Oklahoma State Student Union Dining Services Contract

L. Approval of DJ Connection Contract

M. Approval of Omni Lighting Contract

III. Information Agenda

A. Facility Update

THA Staff and THA's Project Team provided an update on the former Jones Facility project.

B.

THA Familia Spotlight: Family Engagement Manager

THA's Family Engagement Manager provided an update on THA's Wildly Important Priority strategies.

C. October CEO Report

Acting CEO, Madison Dominguez, provided an the October CEO report.

D. OSTP and CCRA Data Review

THA's Chief Academic Officer, Kate Freudenheim, reviewed 2024-2025 OSTP and CCRA data.

E. THA Board Committee Reports

THA's Staff and Committee Members provided Committee Reports.

F. Activity Fund Report

THA's Acting CEO, Madison Dominguez, provided the Activity Fund report.

G. 2023 Annual Student College Remediation Report

THA's Acting CEO, Madison Dominguez, reviewed the 2023 Annual Student College Remediation Report.

H. 2023-2024 Drop Out Report

THA's Chief Academic Officer, Kate Freudenheim, reviewed the 2023-2024 Drop Out Report.

IV. Action Agenda

A. Tulsa Honor Academy Board of Directors 2026 Meeting Dates

Ivan Godinez-Reyes made a motion to approve Tulsa Honor Academy Board of Directors 2026 Meeting Dates.

Samantha Aponte-Atkins seconded the motion.

The board **VOTED** to approve the motion.

B. New & Modified General Fund, Gift Fund, and Insurance Fund Encumbrances

Ana Ponce made a motion to approve the New & Modified General Fund, Gift Fund, and Insurance Fund Encumbrances.

Ivan Godinez-Reyes seconded the motion.

The board **VOTED** to approve the motion.

V. New Business

A.

Quote for Sisserou's Catering with a Maximum Spend of \$6,500 for THA's 10 Year Celebration

Samantha Aponte-Atkins made a motion to approve the Quote for Sisserou's Catering with a Maximum Spend of \$6,500 for THA's 10 Year Celebration.

Ivan Godinez-Reyes seconded the motion.

The board **VOTED** to approve the motion.

VI. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:34 PM.

Respectfully Submitted,
Anna Montgomery

Coversheet

October 2025 Financial Report

Section:	II. Consent Agenda
Item:	C. October 2025 Financial Report
Purpose:	
Submitted by:	
Related Material:	THA October 2025 Financial Report 11.5.25.pdf

TULSA HONOR ACADEMY
MONTHLY FINANCIAL REPORT
October 31, 2025 and Year to Date

TABLE OF CONTENTS

Table of Contents

Compilation Report

Statement of Assets, Liabilities and Net Assets – Cash Basis 1

Statement of Revenue, Expenditures and Net Assets - Cash Basis
 General Fund 2-3
 Building Fund 4
 Gifts Fund 5

Supplemental Information

Three (3) Year Expenditure Comparison
– General Fund – Cash Basis 6



JENKINS & KEMPER
CERTIFIED PUBLIC ACCOUNTANTS, P.C.

JACK JENKINS, CPA
MICHAEL KEMPER, CPA

November 5, 2025

Honorable Board of Trustees
Tulsa Honor Academy
Tulsa, Oklahoma

I have compiled the accompanying statement of assets, liabilities, and net assets – modified cash basis for the Tulsa Honor Academy as of October 31, 2025 and the related statements of revenues and expenses – cash basis for the four (4) months then ended for the General, Building, and Gifts Funds. Prior year's comparative revenue and expense information and current year budgetary information are included in the related statements of revenue and expenses, as well as items listed in the table of contents under the heading supplemental information, which are presented only for analysis purposes. My compilation was performed in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. The financial statements have been prepared on the cash basis of accounting and the budget laws of the State of Oklahoma, which is a basis of accounting other than generally accepted accounting principles.

A compilation is limited to presenting, in the form of financial statements and supplemental information that is the representation of the management. I have not audited or reviewed the accompanying financial statements and supplemental information and, accordingly, do not express an opinion or any other form of assurance on them. However, I did become aware of a departure from the cash and budgetary basis of accounting that is described in the following paragraph.

The regulatory basis of accounting requires a specific format of presentation of governmental funds and the accompanying presentation does not comply with that format. Additionally, fixed assets and any related debt are not included in the statement of assets, liabilities and net assets presented on a cash basis. Any such accounts are reflected in the statement of revenues and expenses as a corresponding receipt and/or expenditure of funds. The effects of these departures on the financial statements have not been determined.

Management has elected to omit substantially all of the disclosures ordinarily included in financial statements prepared on the cash basis of accounting. If the omitted disclosures were included in the financial statements, they might influence the user's conclusions about the School's assets, liabilities, net assets, revenues and expenses. Accordingly, these financial statements are not designed for those who are not informed about such matters.

We are not independent with respect to Tulsa Honor Academy.

Sincerely,

Jenkins & Kemper, CPAs P.C.

Jack H. Jenkins
Certified Public Accountant

116 WEST BRECKENRIDGE AVE, BIXBY, OK 74008
PHONE: 918.366.4440 FAX: 918.366.4443
WWW.JENKINSKEMPER.COM

TULSA HONOR ACADEMY
STATEMENT OF ASSETS, LIABILITIES, AND NET ASSETS - CASH BASIS
OCTOBER 31, 2025

	<u>General</u>	<u>Building</u>	<u>Gifts</u>	<u>Lease</u>	<u>Activity</u>	<u>General Long-Term Debt</u>	<u>Totals</u>
Assets							
Cash	\$ 2,451,443.62	850,793.32	553,051.74	14,305.58	26,324.40		3,895,918.66
Investments	2,963,606.56		1,439,768.34				4,403,374.90
Amounts to be provided for retirement of general long-term debt						10,231,225.03	
Total Assets	<u>5,415,050.18</u>	<u>850,793.32</u>	<u>1,992,820.08</u>	<u>14,305.58</u>	<u>26,324.40</u>	<u>10,231,225.03</u>	<u>8,299,293.56</u>
Liabilities							
O/S Payments	460,507.57	5,500.00	4,044.75				470,052.32
Reserves	3,641.15	3,834.75	6,647.12				14,123.02
Long-Term Debt - Capital Lease						10,231,225.03	
Funds Held for Student Organizations					26,324.40		26,324.40
Total Liabilities	<u>464,148.72</u>	<u>9,334.75</u>	<u>10,691.87</u>	<u>-</u>	<u>26,324.40</u>	<u>10,231,225.03</u>	<u>510,499.74</u>
Restricted for Construction				14,305.58			
Unrestricted Net Assets	<u>\$ 4,950,901.46</u>	<u>841,458.57</u>	<u>1,982,128.21</u>	<u>-</u>			<u>7,788,793.82</u>
Prior Year							
Net Assets 06/30/2025	<u>\$ 4,923,563.51</u>	<u>1,513,724.68</u>	<u>2,223,322.47</u>	<u>70,452.69</u>			<u>8,731,063.35</u>

SEE ACCOUNTANT'S COMPILATION REPORT

-1-

TULSA HONOR ACADEMY
STATEMENT OF REVENUE, EXPENDITURES AND NET ASSETS-CASH BASIS

General Fund	Source	2024-25	2024-25	% of YTD	2025-26	2025-26	% of YTD
<u>Revenue</u>	<u>Code</u>	<u>Actual</u>	<u>As of 10/31/24</u>	<u>to Actual</u>	<u>Budgeted</u>	<u>As of 10/31/25</u>	<u>to Budg.</u>
LOCAL SOURCES							
Interest	1310	\$ 84,649.35	31,025.43	36.7%		26,576.17	N/A
Reimbursements	1500	156,761.11	153,667.38	98.0%	180,000.00	5,077.00	2.8%
Other Local Sources of Revenue	1600	165,698.29	93,709.96	56.6%	711,250.00	91,611.79	12.9%
Child Nutrition - Local (or 5150)	1700	8,815.92	3,584.12	40.7%	10,000.00	815.28	8.2%
Non-revenue Receipts	5000	32,717.50	429.31	1.3%		13.51	N/A
Employee Retention IRS Tax Credit						1,035,614.71	N/A
STATE SOURCES							
Foundation & Salary Incentive Aid	3210	9,518,008.86	2,356,080.70	24.8%	8,834,101.00	2,587,966.95	29.3%
Flexible Benefits Reimb.	3250	812,703.68	184,655.59	22.7%	913,532.00	227,600.19	24.9%
Inspired to Teach	3413			N/A		12,000.00	N/A
Purchase of Textbooks	3420	78,794.22	74,766.99	94.9%	81,428.00	21,311.00	26.2%
Redbud Act Funds	3435			N/A			N/A
School Resource Officer Grant	3436	176,108.08	176,108.08	100.0%	93,041.47	93,041.47	100.0%
Maternity Leave	3437	37,006.87		0.0%			N/A
Advanced Placement	3470			N/A			N/A
Ace Technology	3690	7,902.93		0.0%			N/A
Child Nutrition - State	3700	7,322.22		0.0%			N/A
FEDERAL SOURCES							
Title I (Proj. 511&515)	4210	410,175.54		0.0%	696,116.50	171,149.50	24.6%
Title II, Part A (541)	4271	174,036.61		0.0%	79,292.00		0.0%
Title III	4281	57,269.58	58.73		63,416.49	7,643.49	
Special Education Programs	4300	172,900.33	4,490.00	2.6%	276,073.19	56,842.19	20.6%
Title IV, Part A	4442	59,760.51		0.0%	34,776.00		0.0%
ARP ESSER III	4689	214,418.93	214,418.93	100.0%			N/A
Miscellaneous Federal	4689			N/A	104,363.82		0.0%
Child Nutrition - Federal	4700	835,241.76	145,787.77	17.5%	650,000.00	78,729.11	12.1%
Total Revenue		13,010,292.29	3,438,782.99	26.4%	12,727,390.47	4,415,992.36	34.7%
Lapsed Appr/Estopped Warr.	6130/40	29,291.87	7,864.64				
Interfund Transfers	6200	69,133.20	-			(20,334.72)	
Net Assets - Beginning		4,713,475.42	4,713,475.42		4,923,563.51	4,923,563.51	
Balance Available		\$ 17,822,192.78	8,160,123.05		17,650,953.98	9,319,221.15	

TULSA HONOR ACADEMY
STATEMENT OF REVENUE, EXPENDITURES AND NET ASSETS-CASH BASIS

<u>Expenditures</u>	<u>Object Code</u>	<u>2024-25 Actual</u>	<u>2024-25 As of 10/31/24</u>	<u>% of YTD to Actual</u>	<u>2025-26 Budgeted</u>	<u>2025-26 As of 10/31/25</u>	<u>% of YTD to Budg.</u>
Salaries	100	\$ 6,786,676.02	1,994,411.93	29.4%	7,520,304.00	2,056,559.98	27.3%
Employee Benefits	200	1,366,180.91	394,368.31	28.9%	1,515,488.00	418,145.74	27.6%
Worker's Comp./State Unempl.	270-280	44,547.03	6,478.54	14.5%	43,778.00	12,573.00	28.7%
Professional Services	300	939,569.97	338,396.03	36.0%	555,994.00	153,290.23	27.6%
Utility Services	410	209,813.56	69,269.12	33.0%	349,927.00	100,269.92	28.7%
Cleaning Services	420	265,813.40	48,609.00	18.3%	254,322.00	70,335.75	27.7%
Repairs and Maintenance Services	430	114,948.62	12,223.39	10.6%	66,384.00	49,273.56	74.2%
Rentals or Lease Services	440	225,191.96	83,991.00	37.3%	945,012.00	309,811.91	32.8%
Construction Services	450			N/A		10,525.00	N/A
Student Transportation	510	661,714.89	244,724.05	37.0%	800,958.00	336,332.50	42.0%
Insurance Services	520	121,519.00		0.0%	125,906.00	28,561.08	22.7%
Communications Services	530	28,270.86	8,772.34	31.0%	9,456.00	12,212.87	129.2%
Advertising	540	7,749.47		0.0%	25,000.00		0.0%
Printing	550	9,594.65	10,420.76	108.6%	25,000.00	6,439.05	25.8%
Food Service Management	570	508,128.92	140,925.20	27.7%	656,250.00	386,645.85	58.9%
Out-of-District Travel	580	47,748.72	2,005.11	4.2%	20,184.00	997.23	4.9%
Commodity Distribution	599	2,091.65		0.0%	3,040.00		0.0%
General Supplies	610	236,002.52	64,533.01	27.3%	213,525.00	138,531.05	64.9%
Books	640	70,062.46	52.45	0.1%	41,295.00	9,757.02	23.6%
Furniture, Fixtures, Tech, etc.	650	221,865.86	93,979.49	42.4%	326,346.00	223,987.47	68.6%
Student and Staff	680	41,395.96	5,495.30	13.3%	14,110.00	1,984.75	14.1%
Property	700	784,070.79	292,057.28	37.2%		899.99	N/A
Sponsor Fees	805	104,025.69	23,706.67	22.8%	88,341.00	8,627.32	9.8%
Dues and Fees	810	38,758.29	5,333.07	13.8%	328,759.00	1,534.66	0.5%
Staff Registration & Tuition	860	49,270.96	20,150.00	40.9%		25,437.50	N/A
Reimbursement	930	13,617.11	3,238.05	23.8%	3,771.00	5,586.26	148.1%
Total Expenditures		<u>12,898,629.27</u>	<u>3,863,140.10</u>	<u>30.0%</u>	<u>13,933,150.00</u>	<u>4,368,319.69</u>	<u>31.4%</u>
Net Assets - Ending		<u>\$ 4,923,563.51</u>	<u>4,296,982.95</u>		<u>3,717,803.98</u>	<u>4,950,901.46</u>	

TULSA HONOR ACADEMY - 2025-26 FISCAL YEAR
STATEMENT OF REVENUE, EXPENDITURES AND NET ASSETS - CASH BASIS

	Source	2024-25	2024-25	% of YTD	2025-26	2025-26	% of YTD
	Codes	<u>Actual</u>	<u>As of 10/31/2024</u>	<u>to Actual</u>	<u>Budgeted</u>	<u>As of 10/31/2025</u>	<u>to Budgeted</u>
Building Fund							
<u>Revenue</u>							
Redbud Grant	3435	662,537.01	-	0.0%	730,620.00		0.0%
Total Revenue		662,537.01	-	0.0%	730,620.00	-	0.0%
Interfund Transfers	6200	419,758.40		0.0%			N/A
Net Assets - Beginning	6110	614,029.27	614,029.27		1,513,724.68	1,513,724.68	
Total Revenue Available		1,696,324.68	614,029.27		2,244,344.68	1,513,724.68	
<u>Expenditures</u>							
Repairs & Maint. Services	430	37,500.85	10,290.00	27.4%	5,000.00	556.23	11.1%
Property Services	440			N/A	1,000,000.00	619,256.00	61.9%
Supplies & Materials	600			N/A	50,000.00		0.0%
Capital Improvements	700	145,099.15	7,892.50	5.4%	50,000.00	52,453.88	104.9%
Total expenditures		182,600.00	18,182.50	10.0%	1,105,000.00	672,266.11	60.8%
Ending Net Assets		\$ 1,513,724.68	595,846.77		1,139,344.68	841,458.57	

TULSA HONOR ACADEMY - 2025-26 FISCAL YEAR
STATEMENT OF REVENUE, EXPENDITURES AND NET ASSETS - CASH BASIS

	Source	2024-25	2024-25	% of YTD		2025-26	2025-26	% of YTD
	<u>Codes</u>	<u>Actual</u>	<u>As of 10/31/2024</u>	<u>to Actual</u>		<u>Budgeted</u>	<u>As of 10/31/2025</u>	<u>to Budgeted</u>
Gifts Fund								
<u>Revenue</u>								
Interest Earnings	1300	\$ 84,649.34	31,025.43	36.7%			26,576.21	N/A
Donations	1610	799,111.52	204,635.05	25.6%			190,667.93	N/A
Correcting Entries	5000	1,824.75		0.0%				N/A
Total Revenue		885,585.61	235,660.48	26.6%		-	217,244.14	N/A
Lapsed Appr/Estopped Warr.	6130/40	1,749.65		0.0%				N/A
Interfund Transfers	6200	(139,585.89)		N/A				N/A
Net Assets - Beginning	6110	1,701,625.84	1,701,625.84			2,223,322.47	2,223,322.47	
Total Revenue Available		2,449,375.21	1,937,286.32			2,223,322.47	2,440,566.61	
<u>Expenditures</u>								
Professional Services	300	1,250.00		0.0%				N/A
Rentals or Lease Services	440	25,475.56		0.0%		405,000.00	404,054.00	99.8%
Student Transportation	510	3,755.50		0.0%				N/A
Printing and Binding	550	4,055.11		0.0%				N/A
Staff Travel	580	1,300.00		0.0%				N/A
Supplies & Materials	600	24,837.82	2,632.75	10.6%		32,000.00	4,968.40	15.5%
Capital Improvements	700	100,000.00		0.0%				N/A
Scholarships	880	63,554.00	62,114.00	97.7%		50,000.00	49,416.00	98.8%
Reimbursement	930	1,824.75		0.0%				N/A
Total expenditures		226,052.74	64,746.75	28.6%		487,000.00	458,438.40	94.1%
Ending Net Assets		\$2,223,322.47	1,872,539.57			1,736,322.47	1,982,128.21	

SUPPLEMENTAL INFORMATION

TULSA HONOR ACADEMY - 2025-26 FISCAL YEAR
THREE (3) YEAR COMPARISON - GENERAL FUND - CASH BASIS

	2023-24 Expenditures		2024-25 Expenditures		2025-26 Expenditures	
	<u>Salary</u>	<u>Non-salary</u>	<u>Salary</u>	<u>Non-salary</u>	<u>Salary</u>	<u>Non-salary</u>
July	\$ 265,321.21	120,735.67	382,776.66	101,897.29	355,161.39	303,925.01
August	555,616.57	134,332.98	662,927.49	226,256.20	702,134.03	581,301.85
September	593,769.47	596,083.72	670,611.43	539,425.94	704,848.99	396,801.32
October	564,164.00	466,985.20	678,943.20	600,301.89	712,561.31	611,585.79
November	587,179.52	453,912.98	672,114.42	252,256.99		
December	539,486.96	793,939.07	675,441.73	388,316.76		
January	560,652.37	227,122.85	686,033.45	736,808.02		
February	563,389.20	419,531.38	688,236.63	315,209.09		
March	521,169.51	584,663.91	662,472.40	354,946.52		
April	554,070.31	362,726.64	691,112.80	227,354.32		
May	578,126.12	372,712.44	671,097.18	465,636.40		
June	881,669.55	984,622.63	1,055,636.57	492,815.89		
	<u>\$ 6,764,614.79</u>	<u>5,517,369.47</u>	<u>8,197,403.96</u>	<u>4,701,225.31</u>	<u>2,474,705.72</u>	<u>1,893,613.97</u>
		<u>12,281,984.26</u>		<u>12,898,629.27</u>		<u>4,368,319.69</u>

	2023-24 Expenditures		2024-25 Expenditures		2025-26 Expenditures	
	<u>Salary</u>	<u>Non-salary</u>	<u>Salary</u>	<u>Non-salary</u>	<u>Salary</u>	<u>Non-salary</u>
July	\$ 265,321.21	120,735.67	382,776.66	101,897.29	355,161.39	303,925.01
August	555,616.57	134,332.98	662,927.49	226,256.20	702,134.03	581,301.85
September	593,769.47	596,083.72	670,611.43	539,425.94	704,848.99	396,801.32
October	564,164.00	466,985.20	678,943.20	600,301.89	712,561.31	611,585.79
November						
December						
January						
February						
March						
April						
May						
June						
	<u>\$ 1,978,871.25</u>	<u>1,318,137.57</u>	<u>2,395,258.78</u>	<u>1,467,881.32</u>	<u>2,474,705.72</u>	<u>1,893,613.97</u>
		<u>3,297,008.82</u>		<u>3,863,140.10</u>		<u>4,368,319.69</u>

FOR INTERNAL USE ONLY

-6-

Coversheet

Routine Staffing

Section:	II. Consent Agenda
Item:	D. Routine Staffing
Purpose:	
Submitted by:	
Related Material:	Payroll PO List - November 2025.pdf

2025-2026 New Hires

Last Name	First Name	Hire Date	Primary Location	Position	Compensation
Bayne	Allicia	11/3/2025	THA Flores Middle School	Teacher Apprentice II	\$37,000.00
Obare	Charles	11/17/2025	THA High School	Teacher	\$47,500.00
Daniels	Kalib	11/17/2025	THA High School	Teacher	\$49,250.00
Harbin	Rachel	11/17/2025	THA High School	Discipline Specialist	\$48,000.00
Henderson	Olivia	11/17/2025	THA Middle School	ELA Teacher	\$47,250.00
Basks	Reagan	11/17/2025	THA High School	Teacher Apprentice I	\$33,000.00

Resignations/Terminations

Last Name	First Name	Hire Date	Primary Location	Position	Final Date
Hampton	Neosha	7/12/2024	THA Middle School	ELA Teacher	11/3/2025
Easter	Xavier	8/1/2025	THA Flores Middle School	PE Teacher	11/4/2025
Perkins	Chisa	7/11/2025	THA Middle School	Discipline Specialist	11/5/2025

2025-2026 Stipends

Last Name	First Name	Stipend Amount	Location	Stipend Position	Timing
Speegle	Zach	\$495.00	THA Middle School	Yearbook Club Sponsor	Spread
Speegle	Zach	\$435.00	THA Middle School	Student Council Sponsor	Spread
Mercado	Eddie	\$1,000.00	THA Network Office	Onboarding Support	11/17-12/31
Mercado	Eddie	\$450.00	THA Network Office	THA High School Support	12/1-12/19

Salary Changes

Last Name	First Name	Effective Date	Primary Location	Position/Reason	Corrected Salary

Coversheet

Approval of MLK Parade Participation Agreement

Section:	II. Consent Agenda
Item:	E. Approval of MLK Parade Participation Agreement
Purpose:	
Submitted by:	
Related Material:	MLK Tulsa Commemoration Society - 1_12_2026 to 1_12_2026.pdf



TULSA HONOR ACADEMY
... ACADEMICS - CHARACTER - EXCELLENCE ...

CONTRACT COVER SHEET

BASIC INFORMATION

Vendor:	MLK Tulsa Commemoration Society
Description of Service:	MLK Parade
Jurisdiction or Governing Law:	State of OK
Term of contract:	1/12/2026 to 1/12/2026
Funding Source:	Activity Fund
Total Cost:	\$0 because we fall under the Accredited Educational/Non-Profit Schools (K-12)
THA Signer:	Chief of Staff
Contract Type:	New Contract If Renewal, price change notes: N/A
Termination Clause:	The contract requires 0 days notice to terminate.
Term:	Term is within this fiscal year (preferable)
THA Relationships or Conflicts of Interest:	None
Notes for Clarity:	None

NOTES FROM THA STAFF

Staff members should add any additional context or notes for the board here.

N/A

MLK COMMEMORATION SOCIETY 2023 CELEBRATION SPONSORSHIP

PACKAGE INFORMATION

MLK LEGACY SPONSOR LEVEL - \$5,000.00

- Platinum Celebration sponsor will be recognized at the Commemorative Service and Student Award Assembly
- \$1,500 donated to the MLK Scholarship Fund on behalf of your organization, company or individual
- Parade entry
- Full page ad with premium placement in official event program booklet
- Year-round presence on MLKTULSA.com website
- Recognition in parade program, news and social media releases
- Invitation to Sponsor reception

SERVANT LEADER LEVEL - \$3,500.00

- Official Celebration sponsor will be recognized at Student Award Assembly
- \$1,000 donated to the MLK Scholarship Fund on behalf of your organization, company or individual
- Parade entry
- Full page ad with premium placement in official event program booklet
- Year-round presence on MLKTULSA.com website
- Invitation to Sponsor reception

CHANGE MAKER LEVEL - \$2,500.00

- \$750 donated to the MLK Scholarship Fund on behalf of your organization, company or individual
- Title Sponsor for a special designated event will be recognized at Student Award Assembly
- Parade entry
- Full page ad with premium placement in official event program booklet
- Year-round presence on MLKTULSA.com website
- Invitation to Sponsor reception

DREAM KEEPER LEVEL - \$2,000.00

- \$500 donated to the MLK Scholarship Fund on behalf of your organization, company or individual
- Parade entry
- Half page ad with premium placement in official event program booklet
- Year-round presence on MLKTULSA.com website
- Invitation to Sponsor reception

DRUM MAJOR FOR JUSTICE LEVEL - \$1,500.00

- \$375 donated to the MLK Scholarship Fund on behalf of your organization, company or individual
- Parade entry
- Half page ad with premium placement in official event program booklet
- Year-round presence on MLKTULSA.com website
- Invitation to Sponsor reception

MOUNTAIN OF HOPE LEVEL - \$1,000.00

- \$250 donated to the MLK Scholarship Fund on behalf of your organization, company or individual
- Parade entry
- Half page ad with premium placement in official event program booklet
- Year-round presence on MLKTULSA.com website
- Invitation to Sponsor reception

BELOVED COMMUNITY LEVEL - \$500

- \$75 donated to the MLK Scholarship Fund on behalf of your organization, company or individual
- Parade entry
- Half page ad with premium placement in official event program booklet
- Year-round presence on MLKTULSA.com
- Invitation to Sponsor reception

SCHOLARSHIP / PATRON DONATIONS

You may take a tax-deductible donation to the MLK Scholarship Fund or the Celebration without participating in the parade. Any amount would be greatly appreciated!! Donations of \$25.00 or more will receive a special letter of appreciation.

Note: The Dr. Martin Luther King, Jr Commemoration Society has provided direct programming, leadership development, civic engagement and opportunities for artistic expression for more than 20,000 boys and girls across the city of Tulsa, Tulsa County and the surrounding areas since it was founded in 1978. The Society has awarded over \$102,000 in scholarships over the past three decades to local high school graduates aspiring to achieve Dr. King's Dream.

For more information or inquiries, please call (918) 492-9495, leave your name, phone number and a brief message and your call will be returned as soon as possible. You can also email us at: mlktulsa@gmail.com

"The function of education is to teach one to think intensively and to think critically. Intelligence plus character – that is the goal of true education". **Martin Luther King, Jr.**

QUESTIONS? Call (918) 492-9495 and leave name, phone number and brief message

Or, email: mlktulsa@gmail.com

44th Annual Dr. Martin Luther King, Jr. Commemorative Parade

MONDAY, JANUARY 16, 2023 – 11:00AM

Theme: We Are Stronger When Working Together

PLEASE COMPLETE FORMS AND RETURN WITH PAYMENT TO:

MLK PARADE

P.O. BOX 14025 – TULSA, OK 74159-1025

USE REGULAR MAIL – NO CERTIFIED / SIGNATURE REQUIRED MAIL

KEEP A COPY OF YOUR ENTRY AND MAKE NOTE OF THE DATE MAILED

NOTE: All-terrain vehicles (ATVs) and three-wheelers are STRICTLY PROHIBITED from participating in the parade -- NO EXCEPTIONS

CHECKLIST

(DOES NOT NEED TO BE RETURNED)

- _____ ENTRY FORM (Please mark ALL applicable items on the form)
- _____ ENTRY DESCRIPTION FORM (MANDATORY – Please print or type)
- _____ ACKNOWLEDGEMENT FORM – RULES AND REGULATIONS (MANDATORY)
- _____ HOLD HARMLESS FORM (MANDATORY)
- _____ INSURANCE CERTIFICATES

(**ALL** motorized and/or trailer vehicles **MUST** have proof of current/valid insurance to participate in the parade. Insurance **MUST** be provided in advance and Driver/Vehicle **MUST** have proof with them on the day of the parade).

- _____ ENTRY FEE(S)* Check / Money Order or Stripe
Payable to: MLK Commemoration Society

*Denote name of organization on payment so it can be applied correctly

- _____ SCHOLARSHIP / PATRON DONATION (if applicable)
- _____ SOUVENIR BOOK AD PLUS FEE** (If applicable)
- SEE ENCLOSED AD COSTS SHEET

**If you selected a “Sponsor Package” or “Individual Ad”, please follow the directions regarding artwork submission for your ad.

QUESTIONS? Call (918) 492-9495 and leave name, phone number and brief message

Or, email: mlktulsa@gmail.com

44th Annual Dr. Martin Luther King, Jr. Commemorative Parade**2023 DR. MARTIN LUTHER KING, JR. COMMEMORATION SOCIETY PARADE ENTRY FORM**

COMPANY / ORGANIZATION / SCHOOL NAME: _____

MAILING ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____ PHONE () _____

CONTACT PERSON(S): _____

EMAIL ADDRESS: _____

TYPE OF ENTRY:**EARLY BIRD REGISTRATION****REGULAR REGISTRATION****LATE REGISTRATION**

Received by October 31st

Received by November 30th**Received by Dec. 31st**

____ Non-Profit* _____ \$65 _____ \$75 _____ \$125

____ Small Business _____ \$140 _____ \$150 _____ \$200

____ Corporate _____ \$290 _____ \$300 _____ \$350

____ Accredited Educational/Non-Profit Schools (K-12) _____ No Charge _____ No Charge _____ No Charge

____ Sponsor: _____ SPONSORSHIP LEVEL: _____

Car Clubs: Use Non-profit rate, plus add an additional charge of \$10 per vehicle.*****NO REGISTRATIONS WILL BE ACCEPTED AFTER DECEMBER 31ST – NO EXCEPTIONS*******ENTRY FEE:** Check, Money Order or Stripe (Denote name of organization on payment so it can be applied correctly)**MAIL TO:** MLK Commemoration Society – P.O. BOX 14025; Tulsa, OK 74159-1025

If you wish to purchase 11" x 17" posters which reflect the theme (black on white), please complete below:

<u>Quantity</u>	<u>Price</u>	<u>Poster Total Cost</u>
# _____	\$3.00/ea	\$ _____

DO YOU WISH FOR YOUR PARADE UNIT TO BE JUDGED? _____ YES _____ NO**SELECT CATEGORY (Check all that apply)(Floats and Vehicles Only):**

____ Float-Professional built (includes vehicle/trailer)	____ Float-100% Employee/group built (includes vehicle/trailer)
____ School Band	____ Precision Dance/Drill Team - YOUTH
____ Precision Dance/Drill Team - CORPORATE	____ Precision Dance/Drill Team - NONPROFIT

STAGING PURPOSES: (Please fill in numbers that apply):

Number of participants: _____

Number of vehicles (cars/pickups/vans): _____ Number of commercial vehicles (CDL): _____ Number of full-size buses: _____

Number of motorcycles: _____ Number of horses: _____ Number of bicycles: _____

FOR COMMITTEE USE ONLY:

DATE RECEIVED: _____ FEES RECEIVED: _____ SPONSOR: YES/NO _____ POSTED BY: _____

CATEGORY: _____ ASSIGNED: _____ REVIEWED BY: _____

44th Annual Dr. Martin Luther King, Jr. Commemorative Parade

MONDAY, JANUARY 16, 2023 – 11:00 AM

Theme: We Are Stronger When Working Together

MLK PARADE ENTRY DESCRIPTION

(MUST be submitted with Entry Form)

PRINT NAME OF ENTRY TO BE ANNOUNCED: _____

ENTRY DESCRIPTION - In 75 words or less, describe your entry and how it reflects the parade theme:

Note: The MLK Commemoration Society may have to edit your entry description if needed. We will make every effort to announce your entry as described above.

QUESTIONS? Call (918) 492-9495 and leave name, phone number and brief message

Or, email: mlktulsa@gmail.com

44th Annual Dr. Martin Luther King, Jr. Commemorative Parade

MONDAY, JANUARY 16, 2023 – 11:00 AM

Theme: We Are Stronger When Working Together

DR. MARTIN LUTHER KING, JR. COMMEMORATION SOCIETY

HOLD HARMLESS AGREEMENT

(revised 11/15/2014)

With consideration to participate in activities of the Dr. Martin Luther King, Jr Parade sponsored by the Dr. Martin Luther King, Jr. Commemoration Society, Inc, I/WE

(COMPANY / ORGANIZATION OR INDIVIDUAL)

as a participant in the events of this organization, do hereby agree to indemnify, to the extent that the law allows, and hold harmless the Dr. Martin Luther King, Jr. Commemoration Society, Inc. and including its past, present and future members; directors; officers; volunteers, associated corporations; sponsors; partners; heirs; legal representatives and successors involved with the parade from all liability arising from any injury, loss or damage to myself or any and all members of this organization, company or third party(ies) which results directly from a negligent act or omission by me/us or any of our employees, students or participants occurring during my/our participation in this parade.

The undersigned has the authority to execute this Hold Harmless Agreement on behalf of the party named above, for whom he/she is signing.

Authorized Representative Signature

Date

Authorized Representative Printed Name

Date

QUESTIONS? Call (918) 492-9495 and leave name, phone number and brief message

Or, email: mlktulsa@gmail.com

44th Annual Dr. Martin Luther King, Jr. Commemorative Parade

MONDAY, JANUARY 16, 2023 – 11:00 AM

Theme: We Are Stronger When Working Together

MLK PARADE COMMITTEE RULES AND REGULATIONS

ACKNOWLEDGEMENT FORM

I / WE (One name for Individual Entry, Two for Group or Company)

(Primary Contact Name, Email and Phone Number)

(Secondary Contact Name, Email and Phone Number)

Representatives for:

Individual / Group / Company Name

Do hereby acknowledge and affirm that I/We have read, fully understand, agree to and will adhere to and abide set forth by Dr. Martin Luther King, Jr. Commemoration Society Parade Rules-Regulations and Guidelines as published and presented (copy received and retained).

I / We further affirm that all members / participants of above-named entity have been advised of and agree to abide by said Rules and Regulations. The undersigned have the authority to execute this agreement on behalf of the party for whom he/she is signing.

Signed this _____ day of _____, 20_____

Signature of Primary Representative: _____ Title: _____

Signature of Secondary Representative: _____ Title: _____

QUESTIONS? Call (918) 492-9495 and leave name, phone number and brief message

Or, email: mlktulsa@gmail.com

44th Annual Dr. Martin Luther King, Jr. Commemorative Parade

MONDAY, JANUARY 16, 2023 – 11:00 AM

Theme: We Are Stronger When Working Together

DR. MARTIN LUTHER KING, JR. SOUVENIR BOOK ADVERTISEMENT PRICES

****ALL ADS, WITH FEES, MUST BE SUBMITTED NO LATER THAN DECEMBER 15, 2022****

<u>AD SIZE</u>	<u>PRICE</u>
<u>FULL PAGE</u>	<u>\$300.00</u>
<u>HALF PAGE</u>	<u>\$200.00</u>
<u>QUARTER PAGE</u>	<u>\$100.00</u>
<u>EIGHTH PAGE</u>	<u>\$ 75.00</u>
<u>PATRON LISTING*</u>	<u>\$ 20.00</u>

*Any individual, couple, group or business may have their name printed on the Patrons Page.

ANYONE MAY CHOOSE TO PURCHASE ONLY AD SPACE WITHOUT BEING IN THE PARADE

The MLK Souvenir Program Book will be printed in Black and White. Only the cover is in color.

ALL ADS MUST BE CAMERA READY (300 dpi)

Send the ads to: mlktulsa@gmail.com

Due date: No later than 12/15/22

ADVERTISING ACKNOWLEDGEMENT

_____ I have selected a Sponsorship Package that includes an ad

_____ I have enclosed \$_____ (for advertising only)

_____ I will email the camera-ready (300 dpi) copy to mlktulsa@gmail.com

Ad Copy Contact: _____ Email: _____

Phone number: _____

QUESTIONS? Call (918) 492-9495 and leave name, phone number and brief message

Or, email: mlktulsa@gmail.com

Coversheet

Approval of AMC Theater Contract

Section:	II. Consent Agenda
Item:	F. Approval of AMC Theater Contract
Purpose:	
Submitted by:	
Related Material:	AMC Theaters - 12_15_2025 to 12_15_2025.pdf


CONTRACT COVER SHEET
BASIC INFORMATION

Vendor:	AMC Theaters
Description of Service:	Theater Rental and movie tickets for 40 people for the alumni winter celebration
Jurisdiction or Governing Law:	Oklahoma
Term of contract:	12/15/2025 to 12/15/2025
Funding Source:	College Readiness Budget
Total Cost:	\$519.60
THA Signer:	Chief of Staff
Contract Type:	New Contract If Renewal, price change notes: N/A
Termination Clause:	The contract requires 7 days before event notice to terminate.
Term:	Term is within this fiscal year (preferable)
THA Relationships or Conflicts of Interest:	N/A
Notes for Clarity:	This contract is for our alumni winter celebration, and is the movie tickets for a theater for Zootopia 2. This is a one time event for 40 people total.

NOTES FROM THA STAFF

Staff members should add any additional context or notes for the board here.

This is the movie theater rental for our alumni winter celebration. The entire event cost may change with the addition of food/ drink options, however the theater rental (this statement) will stay the same.

***Past student engagement at events has increased check in rates and communication paths and helped engage students who were previously disconnected with alumni programming and survey completion.

		GROUP SALES FINAL STATEMENT	
		AMC Southroads 20	
		10/15/2025	
AMC Contact			Contact
Name:	Josh Marion		Charlene Johnson
Email:	jmarion@amctheatres.com		cjohnson@tulsahonor.org
Location			
Theatre Name:	AMC Southroads 20		
Phone:	918-622-6011		
Email:	0143@amctheatres.com		
Address:	4923 E. 41st Street TULSA, OK 74135-0000		
Event Details			
Date:	Monday, December 15, 2025		
Auditorium:	5		
Film:	Zootopia 2		
Format:	2D		
Access Start Time:	5:00 PM		
Film Start Time:	5:30 PM		
Access End Time:	After Film		
Event ID for payment Link	133864		
Order Details			
Description:	Unit Price:	Quantity:	Price:
Tickets	\$12.99	40	\$519.60
Total:			\$519.60

THEATRE GROUP SALES TERMS AND CONDITIONS
AMC THEATRES GROUP SALES TERMS AND CONDITIONS

CANCELLATIONS. This group sale may be canceled in writing as late as seven (7) days prior to the event at no charge. If the group cancels the event fewer than seven (7) days prior to the event, the group will pay AMC the total amount due.

CHANGES. In the event the film you have selected (if applicable) is no longer available at the selected location or the release date of a film has changed making that selection no longer available, you will be permitted to select an alternate film. The rest of the group sale will remain the same per the Final Group Sales Statement. Any changes to the agreement must be put in writing and agreed on by both parties. A fee may be associated with any changes.

AUTHORIZED AGENT. Group's signatory to the Group Sales Payment agreement is authorized to bind Group to the Group Sales Terms and Conditions.

PAYMENT TERMS. All payments are due seven (7) days prior to the event. Non-payment will result the cancellation of the event.

NO WAIVER. Any failure by AMC to enforce any provision hereof shall not in any way affect the subsequent right of AMC to enforce such provision or any other provision of these Theatre Group Sale Terms and Conditions.

REFUNDS. There are no refunds or future redemptions on any unused tickets and/or concessions on day of event.

CONCESSIONS. Guests will be directed to contact the theatre directly to book any available concession offers, arrange pre-orders or special requests. Final concession counts must be confirmed and communicated to the theatre team at least 48 hours in advance of the group sale date. The Group Sales Team does not have the ability to book or accept payments for concessions.

Coversheet

Memorandum of Understanding with Junior Archives of Oklahoma, Inc.

Section:	II. Consent Agenda
Item:	G. Memorandum of Understanding with Junior Archives of Oklahoma, Inc.
Purpose:	
Submitted by:	
Related Material:	Junior Achieves of Oklahoma, Inc - 5_29_2025 to 6_30_2026.pdf


CONTRACT COVER SHEET
BASIC INFORMATION

Vendor:	Junior Achieves of Oklahoma, Inc
Description of Service:	This is an MOU for a partnership with Junior Achievement (JA) Oklahoma & THA in which we agree to teach the curriculum to prepare 8th graders for the JA career fair in February.
Jurisdiction or Governing Law:	Oklahoma
Term of contract:	5/29/2025 to 6/30/2026
Funding Source:	N/A
Total Cost:	N/A
THA Signer:	Chief of Staff
Contract Type:	Renewal If Renewal, price change notes: N/A
Termination Clause:	The contract requires 30 days notice to terminate.
Term:	Term is within this fiscal year (preferable)
THA Relationships or Conflicts of Interest:	We have worked with them previously & work with them for Biztown
Notes for Clarity:	This is for us to have an MOU with the organization so we can send our scholars to their career fair and have our teachers teach the preparation curriculum for it. We have had an MOU in the previous year.

NOTES FROM THA STAFF

Staff members should add any additional context or notes for the board here.



2025-2026 Memorandum of Understanding

Between Junior Achievement of Oklahoma, Inc. and:

School District: Tulsa Honor Academy/Tulsa Honor Academy Flores

School &/or Grade: 8th Grade

School Administrator: Samantha Markley

The goal of this *Memorandum of Understanding* (MOU) is to ensure a successful partnership between Junior Achievement of Oklahoma (JA) and THA in the execution of JA Inspire for all 8th grade students for the 2025-2026 school year. This MOU is designed to outline the responsibility of each partner to ensure maximum benefit to students as well as accountability to the generous donors providing funding for this JA Inspire learning experience.

Terms:

JA Responsibilities

- Provide JA Inspire curriculum that aligns to Oklahoma State standards for ICAP requirements.
- Provide necessary training to educators to prepare them to present the program. The training will be provided in a written format as well as a training video.
- Promote partnership with the school district to increase awareness of the successful partnership between each school, area business volunteers, and Junior Achievement of Oklahoma
- Provide a quality learning experience that will allow the students to explore a range of opportunities across a variety of career sectors.
- Provide students an opportunity to explore post high school education and training options.
- Communicate with schools and/or district to ensure a successful collaboration and JA Inspire program delivery.

District/School/Educator Responsibilities

- Communicate the partnership and the investment made by area donors/businesses to participating school representatives for their understanding of the community investment into their students.
- Educators at each school location agree to participate in the training that is provided to them by the JA Inspire Team.
- Educators at each school location agree to review the JA Inspire Teacher Guide and the Student Guide.
- Educators at each school location agree to have their students participate in the pre and post survey that is part of the curriculum.
- **JA has reserved and secured resources for all 8th grade students at the in-person career fair.** Should there be changes in the number of participating students, these changes should be communicated to the JA Inspire Team immediately.
- Educators agree to report via email the final numbers to the JA Inspire Team as soon as they have completed the program. This communication should include the following:
 - o How many students received the JA Inspire curriculum?
 - o Did the students take advantage of any of the additional activities that are part of the JA Inspire curriculum? If yes, please state how many activities.

Junior Achievement of Oklahoma

3947 S 103rd E Ave • Tulsa, OK 74146 • 918-663-2150

900 NW 59th Street • OKC • 73118 • 405.235.3399

Programs@jaok.org

- Follow other



federal and applicable copyright, trademark and secret laws respect to the Inspire curriculum and

trade with JA

related materials. By signing below, the school district, its representatives, including teachers and volunteers, acknowledge the copyrighted nature of the JA Inspire curriculum, and specifically agree that there shall be no copying, or scanning, or storage, use or dissemination by any other means (in electronic format or otherwise) of JA Inspire materials without the advance written consent of JA.

JA Inspire has 3 different implementation models described below. Each school and/or educator will choose the model that works best for them at either the district or school level. Participating educators will then follow steps outlined in the selected model only.

- Model 1 - In person only: Educators agree to teach classroom curriculum to the students attending the in-person event in February 2026 (Tulsa). Following the in-person experience the students will complete session seven.
- Model 2: In person and online: Educators agree to teach classroom curriculum prior to the students attending the in-person event in February 2026 (Tulsa). Following the in-person experience the students will complete session seven. In addition, educators agree to schedule time for each of the students to continue their exploration in the JA Here to Career site.
- Model 3: Online only: Educators agree to teach sessions one through five prior to the students exploring careers on the JA Here to Career site. They also agree to have each student complete session seven prior to closing out the curriculum for the year.

This MOU will begin on the signed date and extend through *June 30, 2026*.

Shannan Beeler

Date: May 29, 2025 /

Date: _____

Shannan Beeler, JA of Oklahoma

School Administrator

Junior Achievement of Oklahoma

3947 S 103rd E Ave • Tulsa, OK 74146 • 918-663-2150

900 NW 59th Street • OKC • 73118 • 405.235.3399

Programs@jaok.org

Coversheet

Updated Title IX Policy

Section:	II. Consent Agenda
Item:	H. Updated Title IX Policy
Purpose:	
Submitted by:	
Related Material:	Title IX Updated 2025.pdf



Title IX Notice of Non-Discrimination on the Basis of Sex

In compliance with Title IX of the Education Amendments of 1972 (Title IX), Tulsa Honor Academy does not discriminate on the basis of gender, which includes sex and gender identity or expression, or sexual orientation in its education programs or activities. Title IX of the Education Amendments of 1972, and certain other federal and state laws, prohibit discrimination on the basis of sex in employment, as well as in all education and athletic programs and activities operated by Tulsa Honor Academy (both on and off campus). The protection against discrimination includes sexual harassment, sexual misconduct, and gender based dating and domestic violence and stalking.

Title IX protects students, employees, applicants for employment, and other persons from all forms of sex discrimination, including discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity. All students (as well as other persons) are protected by Title IX—regardless of their sex, sexual orientation, gender identity, disability, race, or national origin—in all aspects of the educational programs and activities offered by Tulsa Honor Academy.

As part of its obligations under Title IX, Tulsa Honor Academy designates the following Title IX Coordinators:

Megan Cox | School Leader Fellow
 Chandler Moore | Scholar Life Manager
 Madison Dominguez | Chief of Staff
Tulsa Honor Academy
 1421 S Sheridan Ave Tulsa, OK 74112
 918.324.4768

In effort to comply with and carry out the responsibilities under Title IX this shall serve as an annual notice to all students and employees of Tulsa Honor Academy.

The essence of Title IX is that Tulsa Honor Academy may not exclude, separate, deny benefits to, or otherwise treat differently any person on the basis of sex unless expressly authorized to do so under Title IX or the USDE's implementing regulations.

If you have any questions, please contact the Title IX coordinator by emailing **titleix@tulsahonor.org**.

Any individual may file a complaint alleging that a violation of Title IX has occurred. In order for a complaint to be investigated:

- (A) Be submitted in writing, signed and dated by the complainant, including complaints submitted through electronic mail that include electronic signatures;
- (B) Identify the dates the alleged discriminatory act occurred;
- (C) Explain the alleged violation and/or discriminatory conduct;
- (D) Include relevant information that would enable a public school to investigate the alleged violation; and
- (E) Identify witnesses the school may interview, if applicable, provided the school will not dismiss a complaint for failure to identify witnesses.

42 of 84

Coversheet

November CEO Report

Section:	III. Information Agenda
Item:	C. November CEO Report
Purpose:	Discuss
Submitted by:	
Related Material:	2025 November CEO Report.pdf



ACTING CEO REPORT

- [Board Dashboard](#)
- [October Newsletter](#)

ACADEMICS

Arc 3 - Rigor through Discussion

THA's Arc of the Year is separated into five segments throughout the school year. It's the practice of setting clear, prioritized development goals for our teachers and leaders to drive scholar outcomes. Arc 2 was focused on exemplar planning, independent practice and monitoring scholars to collect data and provide in-the-moment feedback. By the end of Arc 2, teachers across all three schools saw meaningful gains in each area.

We've officially launched Arc 3, which is focused on Rigor through Discussion: Who is doing the talking and the meaning-making? Teachers are focused on increasing scholar participation ratio through turn and talks, whole group discussion and habits of discussion. This centers on one of THA's key questions: How do we get most of the scholars doing most of the thinking most of the time? During our most recent PD Day, teachers and school leaders were showcasing **Real Change Now** by diving into the Arc 3 techniques and practicing their skills.

2026-2027 OSTP and CCRA News

Oklahoma's new State Superintendent, Lindel Fields, has officially provided an update regarding state testing for the 2025-2026 school year. Under his direction, the Oklahoma State Department of Education will not be implementing any changes to the OSTP or CCRA for this school year. As a result, we will proceed business as usual for the OSTP and CCRA for the 2025-2026 school year.

Our goals for OSTP and CCRA remain true.

- 60% or more of all THA scholars will score advanced, proficient or basic on the OSTP and CCRA.

The OSDE plans to continue discussions with the U.S. Department of Education to explore changes to state assessments in future years.

CULTURE

THA's 10 Year Celebration

THA had an awesome 10 Year Celebration on Friday, November 7. It was so great to celebrate with scholars, staff, families, board members and community partners. We are so grateful for the big and small ways those in the room have contributed to THA throughout the years.





TULSA HONOR ACADEMY
... ACADEMICS - CHARACTER - EXCELLENCE ...

OPERATIONS

25-26 Enrollment

We have our official October 1 counts! Please see updated enrollment numbers below. Our school leaders and operations teams really worked hard to meet this goal.

GRADE	FINAL	Budgeted	% of Budgeted
TOTAL	1327	1250	106.16%
5th Grade	54	40	135.00%
6th Grade	222	220	100.91%
7th Grade	220	220	100.00%
8th Grade	222	220	100.91%
9th Grade	271	260	104.23%
10th Grade	163	130	125.38%
11th Grade	92	90	102.22%
12th Grade	83	70	118.57%

25-26 Staffing

Our team continues to work hard to fill open roles as quickly as possible. *(Please note that we may have offers out at this moment or may have made new ones since this report was drafted. The % filled accounts for all signed LOAs. By the time of this board meeting, these figures may be slightly off.)*

Site	Total Roles	Open Roles	% Filled
MS	34	3	91.18%
FMS	31	3	90.32%
HS	51	2.5	95.10%
Network	22.1	0	100%
Total	138.1	131.6	95.29%

Type of Role	Total Roles	Open Roles
Gen. Ed. Teachers	73.5	3
SPED/ELD Teachers	8.5	1.5
Operations	27.1	4
Mid-Level Leaders	18	0
Senior Leaders	11	0
Total	138.1	8.5

Finally, if you know of any educator interested in joining the THA Familia or in joining a mission oriented team working relentlessly towards one common goal, tell them to apply [here](#).



UPCOMING EVENTS

- **November 10:** NHS Induction
- **November 11:** NJHS Induction & THA FMS College Visits
- **November 13:** THA MS College Visits
- **November 18:** THA HS College Visits and THA Board Meeting
- **November 17-21:** THA's Week of Caring
- **November 24-28:** Thanksgiving Break for School Staff
- **November 27-28:** Thanksgiving Break for All Staff

Coversheet

Activity Fund Report

Section:	III. Information Agenda
Item:	E. Activity Fund Report
Purpose:	Discuss
Submitted by:	
Related Material:	Activity Fund Report - Nov 2025.pdf

49 of 84

Coversheet

Notice of Property Insurance Change

Section:	III. Information Agenda
Item:	F. Notice of Property Insurance Change
Purpose:	
Submitted by:	
Related Material:	Tulsa Honor Liability Insurance Proposal.pdf



PROPERTY & CASUALTY INSURANCE PROPOSAL

Tulsa Honors Academy

Liability Renewal 11/9/2025-20226

Presented by EPIC Team

Aaron Zetterower
Principal

Heidi Newell
Client Executive

10/29/2025



TABLE OF CONTENTS

YOUR EPIC ACCOUNT TEAM & CONTACT INFORMATION 3

PREMIUM COMPARISON 4

MARKETING SUMMARY 6

NAMED INSURED & LOCATION SCHEDULE 7

COMMERCIAL GENERAL LIABILITY 8

EDUCATORS PROFESSIONAL 10

NON-OWNED & HIRED AUTO 11

UMBRELLA LIABILITY 12

STUDENT ACCIDENT 13

CYBER..... 14

BEST RATING GUIDE 17

BROKER COMPENSATION & CARRIER RELATIONS 18

EPIC COMPENSATION DISCLOSURE..... 19

EPIC SERVICE COMMITMENT 20

WHEN TO NOTIFY EPIC 21

EPIC CLAIMS ADVOCACY 22

EPIC CLAIMS SERVICES 23

AUTHORIZATION TO BIND COVERAGE..... 24

The information in this Proposal or Summary contains abbreviated descriptions of the various coverages in the insurance program(s) presented herein. This document is intended only as a summary. The actual policy contract is subject to various definitions, limitations and exclusions that are not included in this summary.



YOUR EPIC ACCOUNT TEAM & CONTACT INFORMATION



Aaron Zetterower
Charter School Practice
Sales Team | Dallas, TX
C: 214.923.7867 | O: 469.210.6735
Aaron.Zetterower@EPICBrokers.com



Heidi Newell, CSRM
Client Executive Charter School
Risk Management | Dallas, TX
C: 714.878.8759 | O: 469.217.7690
Heidi.Newell@EPICBrokers.com



Cynthia Lechuga
Client Manager Charter School
Client Representative | Dallas, TX
C: 214.500.6796 | O: 214.500.6796
Cynthia.Lechuga@EPICBrokers.com



Bailey Collins
Client Manager Charter School
Client Representative | Dallas, TX
C: 469.315.0867 | O: 469.974.6095
Bailey.Collins@EPICBrokers.com



Leesianna Pruneda
Assistant Client Mgr Charter School
Policy Service | Dallas, TX
C: 214.551.5391 | O: 469.974.6156
Leesianna.Pruneda@EPICBrokers.com



Norma Brehm
P&C Claims Manager
Complex Claims | West Region
C: 623.326.3132
Norma.Brehm@EPICBrokers.com



Kendra Mackey
SW Region P&C Claims
Claims Advocate | West Region
C: 623.326.3132
Kendra.Mackey@EPICBrokers.com



PREMIUM COMPARISON

Coverage	Renewal 2024/2025	Renewal 2025/2026	Renewal 2025/2026
General Liability	Philadelphia	Philadelphia	Wright Specialty
General Aggregate	\$2,000,000	\$2,000,000	\$3,000,000
Each Occurrence	\$1,000,000	\$1,000,000	\$1,000,000
Medical Expense	\$5,000	\$5,000	\$10,000
Employee Benefits Liab. - Aggregate	\$60,000	\$60,000	\$2,000,000
Employee Benefits Liab. - Ea Claim	\$60,000	\$60,000	\$1,000,000
Self Insured Retention			\$0
Abuse/Molestation - Aggregate	\$600,000	\$600,000	\$2,000,000
Abuse/Molestation - Ea Conduct	\$300,000	\$300,000	\$1,000,000
Total Est. # of Students		1,335	1,335
Rate per Student	#DIV/0!	21.71985019	10.83520599
Total Est. Annual Premium	\$23,636.00	\$28,996.00	\$14,465.00
Commercial Auto	Philadelphia	Philadelphia	Wright Specialty
Hired/Non-Owned Liability	\$1,000,000	\$1,000,000	\$1,000,000
Deductible Structure:			
Hired Comp	\$1,000	\$1,000	\$1,000
Hired Collision	\$1,000	\$1,000	\$1,000
# of Units	0	0	0
Total Est. Annual Premium	\$908.00	\$1,000.00	\$1,396.00
Crime	Philadelphia	Philadelphia	Wright Specialty
Employee Theft	\$60,000	\$60,000	Can add
Forgery or Alteration			with application
Money/Securities (Inside)			
Money/Securities (Outside)			
Computer Fraud			
Cyber Deception	\$25,000	\$25,000	
Deductible	\$1,000	\$1,000	
Total Est. Annual Premium	\$414.00	\$414.00	\$0.00
Educators Legal Liability	Philadelphia	Philadelphia	Wright Specialty
Aggregate - All Lines	\$1,000,000	\$1,000,000	\$3,000,000
Educators Legal Liability	\$1,000,000	\$1,000,000	\$1,000,000
Employment Practices Liability	\$1,000,000	\$1,000,000	\$1,000,000
Non-Monetary Defense Expense	\$100,000/\$300,000	\$100,000/\$300,000	\$100,000/\$300,000
Self Insured Retention Structure:			
D&O/ELL	\$25,000	\$25,000	\$25,000
EPL	\$25,000	\$25,000	\$25,000
Non-Monetary Expense	\$1,000	\$1,000	\$25,000
Total Est. Annual Premium	\$7,472.00	\$8,368.00	\$12,668.00
TOTAL EST. PROGRAM PREMIUM	\$32,430.00	\$38,778.00	\$28,529.00

**OPTIONAL COVERAGE**

Commercial Umbrella	Philadelphia	Philadelphia	Wright Specialty
Aggregate	No Coverage	No Coverage	\$3,000,000
Each Occurrence			\$3,000,000
Abuse Sublimit			
Self Insured Retention			
U/L Policies			GL, AL, EPLI, ELL, Abuse
Total Est. Annual Premium	\$0.00	\$0.00	\$6,498.00
Cyber		Amtrust	Amtrust
Policy Aggregate	No current	\$1,000,000	\$1,000,000
Breach Response	Coverage	\$1,000,000	\$1,000,000
First Party Loss			
Business Interruption		\$1,000,000	\$1,000,000
Contingent Business Interruption		\$500,000	\$500,000
Digital Asset Destruction, Data Retrieval		\$1,000,000	\$1,000,000
System Failure		\$1,000,000	\$1,000,000
Social Engineering & Cyber Crime Coverage		\$250,000	\$250,000
Reputational Loss Coverage		\$1,000,000	\$1,000,000
<i>Self Insured Retention</i>			
Each Incident, Claim, Loss		\$10,000	\$10,000
Reputational Loss Coverage		\$10,000	\$10,000
Total Est. Annual Premium (Incl fees & tax)		\$9,468.00	\$9,468.00
Student Accident - Base		Everest	Everest
Accidental Death Benefit		\$25,000	\$25,000
Accidental Dismemberment Benefit		\$25,000	\$25,000
Accident Medical Expense Benefit		\$25,000	\$25,000
Self Insured Retention		\$0	\$0
Rate per Student		1,335	1,335
Total Est. Annual Premium		\$6,219.00	\$6,219.00

Proposals Are Valid For 20 Days
Taxes and Fees are included if applicable

SUBJECTIVITIES:

- Signed Wright Specialty Applications

PAYMENT SCHEDULE: (show per insurance company or/and line of business)

- **PACKAGE - 10 Monthly Installments directly to Carrier**
- **CYBER – Annual Payment to EPIC**
- **ACCIDENT – Annual Payment to EPIC**



MARKETING SUMMARY

Carriers Approached

Carrier	Result
Guidone	Coverage not as robust
Philadelphia	Quoted (incumbent)
Wright Specialty	Quoted

EPIC subscribes to A.M. Best & Co.’s rating services and relies on same in evaluating the financial condition of insurers. The current rating of the carrier is indicated. EPIC makes no representations and warranties concerning the solvency of any carrier nor does it make any representation or warranty concerning the rating of the carrier, which may change.



NAMED INSURED & LOCATION SCHEDULE

Named Insureds Schedule

Named Insured	
Tulsa Honot Academy	

Location Schedule

Loc.	Description	Address
1.		1421 S Sheridan Rd, Tulsa OK 74112
2.		209 S Lakewood Ave, Tulsa OK 74112
3.		1515 S 71 st East Ave, Tulsa OK 74112
4.		

COMMERCIAL GENERAL LIABILITY

Carrier: Wright Specialty
 AM Best Rating: A+
 Admitted/Non-Admitted: Admitted

The Commercial General Liability policy provides coverage for damages and legal costs arising from business operations for which you are held legally responsible for bodily injury, property damage, or personal and advertising injury to a third party, subject to policy terms and conditions.

Coverage Limits

Coverage	Limits
General Aggregate	3,000,000
Products & Completed Operations Aggregate	1,000,000
Personal & Advertising Injury Liability	1,000,000
Each Occurrence	1,000,000
Damage Rented To You	100,000
Medical Expense – Per Person (Student coverage excluded)	19,000

Employee Benefits Liability provides coverage to employers against claims brought by employees for negligent acts or omissions in the administration of the insured's employee benefits programs per policy terms and conditions.

Employee Benefits Liability	Limits
Aggregate	2,000,000
Each Claim	1,000,000
Employee Benefits Retroactive Date	11/9/2025
Deductible – Per Claim	\$0

Abuse & Molestation provides coverage against claims arising from physical and/or sexual abuse per policy terms and conditions.

Abuse & Molestation	Limits
---------------------	--------



Aggregate	2,000,000
Each Abusive Conduct	1,000,000

Notable Endorsements

- Blanket Additional Insured
- Blanket Waiver of Subrogation
- Blanket Primary & Non-Contributory

(Additional Coverages/Sublimits/Broadening Endorsement[change according to quote])

Coverage	Limits



EDUCATORS PROFESSIONAL

Carrier: Wright Specialty
 AM Best Rating: A+
 Admitted/Non-Admitted: Admitted

Coverage Limits

Total Limits of Liability	Limits
Shared Limits Liability	\$3,000,000

Educators Legal Liability provides coverage for the insured for which the insured is legally obligated to pay the claim arising from a wrongful act in performance of educational services per policy terms and conditions.

Educators Legal Liability	Limits
Educators Legal Liability Each Claim	1,000,000
Retention	25,000
Retroactive Date	11/9/2015

Employment Practices Liability provides coverage for the insured for which the insured is legally obligated to pay the claim arising from employment process per policy terms and conditions.

Employment Practices Liability	Limits
Employment Practices Liability Each Claim	1,000,000
Retention	25,000
Retroactive Date	11/9/2015

Non-Monetary Coverage provides reimbursement the insured for reasonable defense expenses incurred because of a claim seeking solely non-monetary or injunctive relief per policy terms and conditions.

Non-Monetary	Limits
Non-Monetary Defense Expense Each Claim	100,000
Non-Monetary Defense Expense Aggregate	300,000
Retention	25,000



NON-OWNED & HIRED AUTO

Carrier: Wright Specialty
AM Best Rating: A+
Admitted/Non-Admitted: Admitted

The Business Auto policy provides coverage for damages and legal costs when your business is held legally responsible for bodily injury or property damage to a third party resulting from the ownership, maintenance or use of a covered auto covered autos, subject to the policy terms and conditions.

Hired Car Physical Damage

Limit	Comprehensive Deduct	Collision Deduct
\$1,000,000	\$1,000	\$1,000

Auto Symbol Definitions

Symbol	Description
01	Any "Auto"
02	Owned "Autos" Only
07	Specifically Described "Autos" Only
08	
09	



UMBRELLA LIABILITY

Carrier: **Wright Specialty**
 AM Best Rating: **A+**
 Admitted/Non-Admitted: **Admitted**

The Commercial Umbrella policy provides liability coverage in excess of the limits provided by the scheduled underlying policy, subject to policy terms and conditions.

Coverage Limits

Coverage	Limits
General Aggregate	3,000,000
Each Occurrence	3,000,000

Scheduled Underlying Policies

General Liability	Wright Specialty
General Aggregate	3,000,000
Each Occurrence	1,000,000

Sexual Abuse/Molestation	Wright Specialty
Aggregate	2,000,000
Each Abusive Conduct	1,000,000

Auto Liability	Wright Specialty
Bodily Injury / Property Damage – CSL	1,000,000

Educators Legal Liability	Wright Specialty
General Aggregate	3,000,000
Each Occurrence	1,000,000

Employment Practices Legal Liability	Wright Specialty
General Aggregate	3,000,000
Each Occurrence	1,000,000



STUDENT ACCIDENT

Carrier: Everest Insurance Company

AM Best Rating: A+

Admitted/Non-Admitted: Admitted

The Student Accident policy provides coverage for your students specifically for covered injuries sustained, subject to policy terms and conditions. The purpose of this coverage is to provide assistance to meet some of the expenses for accidental injury.

Benefits – BASE	Limits
Accidental Death Benefit	10,000
Accidental Dismemberment Benefit	25,000
Exposure and Disappearance Benefit	25,000
Accidental Medical Expense Benefit	25,000
Aggregate Limit Amount	500,000



CYBER

Carrier: Amtrust
AM Best Rating: A (Excellent) XV
Admitted/Non-Admitted: Non-Admitted

Coverage Limits

Total Limits of Liability	Limits
Policy Aggregate	\$1,000,000

Coverage	Limits
Breach Response	
Legal Forensic & Public Relations/Crisis Management	\$1,000,000
Additional Breach Response	\$1,000,000
First Party Loss	
Business Interruption Loss	
Resulting from Security Breach	\$1,000,000
Resulting from System Failure	\$1,000,000
Dependent Business Loss	
Resulting from Dependent Security Breach	\$1,000,000
Resulting from Dependent System Failure	\$1,000,000
Cyber Extortion Loss	\$1,000,000
Data Recovery Costs	\$1,000,000
Liability	
Data & Network Liability	\$1,000,000
Regulatory Defense & Penalties	\$1,000,000
Payment Card Liabilities & Costs	\$500,000
Media Liability	\$1,000,000
eCrime	
Fraudulent Instruction	\$500,000
Funds Transfer Fraud	\$500,000
Telephone Fraud	\$500,000

Deductible Structure

Coverage	Limits
Breach Response	
Legal	\$10,000
Forensic, Public Relations/Crisis Management	\$10,000
Each Incident, Claim, or loss	\$10,000
Waiting Period	8 Hours

Explanation of Coverage

Breach Response Services
To provide breach response services to the insured organization because of an actual or reasonably suspected data breach or security breach that the insured first discovers during the policy period. To notify those individuals whose personally identifiable information was potentially impacted by a data breach.
First Party Loss
First Party loss indemnify the insured organization for: Business Interruption loss that the insured sustains as a result of a security breach or system failure. Dependent Business Interruption loss that the insured sustains as a result of a dependent security breach or a dependent system failure. Cyber Extortion loss that the insured incurs as a result of an extortion threat. Data Recovery Costs that the insured incurs as a direct result of a Security Breach or System Failure.
Liability
Data & Network liability coverage will pay damages and claims expenses which the insured is legally obligated to pay because of any claim for data breach, a security breach, the insured organization's failure to timely disclose a data breach or security breach, failure by the insured to comply with the part of a privacy policy. Regulatory Defense & Penalties coverage will pay penalties and claims expenses, which insured is legally obligated to pay because of a regulatory proceeding made against the insured for a data breach or a security breach. Payment Card Liabilities & Costs coverage will indemnify the insured organization for PCI fines, expenses and costs which it is legally obligated to pay because of a claim. Media Liability coverage will pay for damages and claim expenses which the insured is legally obligated to pay for media liability.



Notable Endorsements

- Amend Other Insurance Clause – Primary with respect to breach response services and first party loss
- Consequential Reputational Loss - \$1,000,000
- Voluntary Shutdown Coverage
- Post Breach Remedial Services Endorsement
- Public Schools Amendatory Endorsement



BEST RATING GUIDE

If the coverage is placed with a Non-Admitted Carrier, the carrier is doing business in the state as a surplus lines or non-admitted carrier. As such, this carrier is not subject to the same regulations which apply to an Admitted carrier nor do they participate in any insurance guarantee fund applicable in that state.

GUIDE TO BEST RATINGS Rating Levels and Categories

Level	Category	Level	Category	Level	Category
A++, A+	Superior	B, B-	Fair	D	Poor
A, A-	Excellent	C++, C+	Marginal	E	Under Regulatory Supervision
B++, B+	Very Good	C, C-	Weak	F	In Liquidation
				S	Rating Suspended

Rating "Not Assigned" Categories

NR-1	Special Data Filing	NR-6	Reinsured by Unrated Reinsurer
NR-2	Less than Minimum Size	NR-8	Incomplete Financial Information
NR-3	Insufficient Operating Experience	NR-9	Company Request
NR-4	Rating Procedure Inapplicable	NR-11	Rating Suspended
NR-5	Significant Change		

Financial Size Categories

(In \$000 of Reported Policyholders' Surplus Plus Conditional Reserve Funds)

FSC I		Up to	1,000	FSC IX	250,000	to	500,000
FSC II	1,000	To	2,000	FSC X	500,000	to	750,000
FSC III	2,000	To	5,000	FSC XI	750,000	to	1,000,000
FSC IV	5,000	To	10,000	FSC XII	1,000,000	to	1,250,000
FSC V	10,000	To	25,000	FSC XIII	1,250,000	to	1,500,000
FSC VI	25,000	To	50,000	FSC XIV	1,500,000	to	2,000,000
FSC VII	50,000	To	100,000	FSC XV	2,000,000	or more	
FSC VIII	100,000	To	250,000				

Best's Insurance Reports, published annually by A.M. Best Company, Inc., presents comprehensive reports on the financial position, history, and transactions of insurance companies operating in the United States and Canada. Companies licensed to do business in the United States are assigned a Best's Rating which attempts to measure the comparative position of the company or association against industry averages.

Copies of the Best's Insurance Reports on the insurance companies are available upon your request.

EPIC subscribes to A.M. Best Company's rating services and relies on same in evaluating the financial condition of insurers. The current rating of the carrier is indicated. EPIC makes no representations and warranties concerning the solvency of any carrier nor does it make any representation or warranty concerning the rating of the carrier, which may change.

BROKER COMPENSATION & CARRIER RELATIONS

Broker Compensation

EPIC's main source of revenue comes in the form of commissions paid by insurance carriers. EPIC may, from time to time, enter into agreements with various insurance carriers that provide compensation in addition to commissions. These agreements are based on volume, growth and profitability and often provide additional resources valuable to our clients such as claims advocacy, risk management consultation, loss control services, certificate issuance, contract review and compliance, etc. In no way do these agreements influence the placement and/or pricing of our clients' insurance policies. At times, a fee in lieu of a commission may be assessed, with the clients' permission. If you should have any questions or concerns regarding our compensation please feel free to contact us.

Carrier Relations

We pride ourselves on our strong relationships within the insurance marketplace. EPIC selects the best carriers as strategic partners in order to offer our policyholders superior coverages and pricing. Our carriers appoint us as a preferred broker because of our reputation, integrity and volume.

What does this mean for our clients?

- Commitment from the best insurance carriers.
- Negotiating power for the most advantageous Insurance Program.
- Inside track on emerging exposures and new insurance products.
- Competitive rates and comprehensive coverage.

EPIC COMPENSATION DISCLOSURE

This proposal is provided to you as a summary of insurance. It is intended as a guide and does not confer coverage or alter or extend the terms and conditions of the insurance policies ultimately secured. The terms and conditions of those policies will govern the coverage afforded to you. Please refer to the policy wordings for a more complete understanding of the coverage provided.

The quotes presented in this document are based on information supplied by you and are preliminary, non-binding and may be subject to additional underwriting. EPIC takes no responsibility for the accuracy and/or completeness of the information supplied. You understand that the insurance carriers providing quotes to EPIC on your behalf will rely on the accuracy and completeness of the information supplied to you and that failure to provide complete or accurate information may result in the loss of coverage and inaccurate quotes. If there are any changes in the information provided by you, please let us know immediately. EPIC cannot guarantee that coverage will be available based on changes in information supplied by you.

It is EPIC's practice to seek insurance policies from insurance carriers that possess an A.M. Best financial strength rating of A- VIII or better. Notwithstanding the foregoing, EPIC does not warrant or guarantee an insurance company's financial strength, condition, solvency or ability to meet its obligations to policyholders. EPIC shall have no responsibility in connection with an insurance company's failure to meet its current or future financial obligations.

Electronic Communications

By accepting this proposal, you consent to the electronic delivery of policies, endorsements, ID Cards, invoices and other related communications. If you wish to withdraw your consent to the electronic delivery of these documents, please contact your Account Executive.

Compensation Disclosure

Edgewood Partners Holdings, LLC, along with its subsidiaries or affiliates (collectively, "EPIC") is a leading insurance broker and is committed to loyally providing quality service to its clients in a transparent manner. EPIC is compensated in a variety of ways for the services it provides to its clients, and a particular placement may involve one or a combination of such arrangements. We refer you to our website, www.epicbrokers.com for further information regarding, or should you have questions about, EPIC's compensation.

EPIC SERVICE COMMITMENT

EPIC will provide you with the following services:

- Return all telephone calls within 24 hours.
- Issue Certificates of Insurance on a 24-hour turnaround or same day if received before 3:00 PM (as needed).
- Process requests for insurance program changes promptly.
- Monitor the status of all open claims.
- Review exposures annually.
- Review coverages with you as needed or at least annually.
- Stewardship meetings to discuss business opportunities and risk management strategy.
- Present renewal insurance program in a timely manner.
- Keep you up-to-date about important insurance industry developments throughout the year.
- Coordinate all service visits.



WHEN TO NOTIFY EPIC

It is very important that we are informed whenever a significant change in your operation takes place.

We should be notified promptly of any change, such as:

- Additional locations, new construction/projects
- Change in property values
- Change of ownership
- Sudden changes in sales/income/payroll
- EEOC Complaint
- Change in hazards (increase or decrease)
- Change in security or protection
- Change in product line
- New contractual obligations
- Change of vehicles/drivers
- Change of operation
- Begin operations in the State of New York
- Change in shipment
- Leased, rented and borrowed equipment

The above are listed as examples of situations we should be made aware of; there are many others as well. If any questions arise, please call us.



EPIC CLAIMS ADVOCACY

Claim reporting is simple!

Choose the most convenient method to report your claim:

- **Property & Casualty Claims and questions**

Heidi Newell – Heidi.Newell@epicbrokers.com

Your EPIC Claims Team...second to none.

We have highly effective Claims Advocacy and Specialists with extensive depth and breadth. They have held positions with insurance carriers, insurance brokers and managing general agents representing reinsurance carriers. This experience provides our clients with broad-based claims expertise in multiple areas of insurance. Because of this diversity they are successful in communicating with all parties including claims adjusters, attorneys and you.

Our dedicated team responds to all of your Commercial Insurance claims needs including:

- Assisting you with reporting of Property & Casualty claims
- Providing you with Workers' Compensation claims reviews & advocacy
- Acting as liaison between you and the insurance carrier
- Reviewing summons and complaints prior to insurance carrier submission

EPIC CLAIMS SERVICES



PROPERTY CLAIMS

- Provide advocacy in all Property claim issues
- Send all claims through our office so that the loss is reported to the appropriate carrier(s). We want to have first notice to ensure that we maintain control of the claim.
- We visit claims sites with the Risk Manager and adjuster(s) as soon as possible after a loss.
- We will request contracts from you at the time the loss to enable you to secure coverage from the appropriate parties.
- We will also work with other parties' carriers until your needs are met.
- We facilitate claim reviews with carriers and TPAs to provide you with an ongoing understanding of your claim issues.
- We can assist in pursuing subrogation from other parties.

LIABILITY CLAIMS:

- Set-up protocols to address settlement prior to reporting. Review/draft insurer and client claim handling instructions.
- Provide customized claims reporting forms and associated training.
- Receive and report claims within 24 hours.
- Assist with selection of counsel.
- One email address for the entire Claims Department.
- Contract review and coverage analysis on reported claims.
- We use a system that allows us to have electronic files, enabling us to access each other's files.
- Facilitate claim reviews with carriers and TPAs and manage claim closures.
- Provide advocacy in all Liability claim issues.



AUTHORIZATION TO BIND COVERAGE

DATE: _____ Email _____
 TO: EPIC _____ ATTN: _____
 FROM: _____
 RE: Insurance Program _____ CC: _____

☐ Proposal Delivered by Broker

☐ Proposal Delivered by Fax/Email

IMPORTANT NOTICE: We need written authorization to bind insurance coverage. After reviewing the attached insurance proposal, to request coverage, please sign and return this form in person or by fax or email to your Broker _____ at EPIC.

Authorization to Bind Coverage

I have reviewed the attached insurance proposal and am instructing Edgewood Partners Insurance Center to bind coverage on my behalf effective _____. Any material change in exposure, including, but not limited to: changes in limits, vehicle schedules, locations, payrolls or receipts will impact this proposal and its corresponding premium charges. Please communicate these changes to us, if any, under separate cover, as soon as possible. Thank You!

Preferred Method of Payment:

- ☐ Agency Bill
☐ Direct Bill
☐ Finance Agreement

 Authorized Signature

Coversheet

Proposed updated THA High School Graduation Requirements

Section:	IV. Action Agenda
Item:	B. Proposed updated THA High School Graduation Requirements
Purpose:	
Submitted by:	
Related Material:	THA HS Graduation Requirements .pdf



	Class of '27 &'28	Class of '29	Class of 30+
Language Arts	4 (ELA I, ELA II*, ELA III*, ELA IV*)	4 (ELA I, ELA II*, ELA III*, ELA IV*)	4 (ELA I, ELA II*, ELA III*, ELA IV*)
Mathematics	4 (Algebra I, Geometry, Algebra II, and Pre-Calculus*) (with a minimum of three math credits taken in high school)	4 (Algebra I, Geometry, Algebra II, and Pre-Calculus*) (with a minimum of three math credits taken in high school)	4 (Algebra I, Geometry, Algebra II, and Pre-Calculus*) (with a minimum of three math credits taken in high school)
Science	4 (Biology, Chemistry, Physics*, and one science elective)	4 (Biology, Chemistry, Physics*, and one science elective)	4 (Biology, Chemistry, Physics*, and one science elective)
Social Studies	4 (Global History I, Global History II*, US History*, ½ OK History, ½ US Government*)	4 (Global History I, Global History II*, US History*, ½ OK History, ½ US Government*)	4 (Global History I, Global History II*, US History*, ½ OK History, ½ US Government*)
World Languages	2 of the same language*	2 of the same language*	2 of the same language*
Fine Arts/Speech	1	1	0
Electives	5	5	6 Pathway Units
TOTAL	24	24	24
ADDITIONAL REQUIREMENTS			
Community Service Hours¹	15 per year or a total of 60	15 per year or a total of 60	15 per year or a total of 60
AP Coursework	0 Credits	1 Credit	1 Credit
College Acceptance	Scholars must receive at least one acceptance letter from a 4-year university.	Scholars must receive at least one acceptance letter from a 4-year university.	Scholars must receive at least one acceptance letter from a 4-year university.
Additional State Requirements Subject to Change by OSDE	For example: satisfactory completion of <i>CPR training</i> , <i>Personal financial literacy</i> , <i>Naturalization test</i> , <i>FAFSA</i> , etc.		

¹ For Scholars transferring to THA in their Sophomore Year or later, community service requirements are prorated to 15 per year of enrollment at THA HS.

* - Or equivalent 'Advanced Placement' / Dual Enrollment Course as Designated in the HS Course Catalog

Scholars who qualify for Self-Contained instruction, as part of their Least Restrictive Environment—defined by their Individualized Education Plan, may have alternative coursework for some courses to satisfy graduation requirements.

Coversheet

New & Modified General Fund, Gift Fund, and Insurance Fund Encumbrances

Section:	IV. Action Agenda
Item:	C. New & Modified General Fund, Gift Fund, and Insurance Fund
Encumbrances	
Purpose:	Vote
Submitted by:	
Related Material:	PO Board Report - Nov. 18, 2025.pdf Modified POs - Build Fund - Nov. 2025.pdf New POs - Gift Fund - Nov. 2025.pdf New POs - Act Fund - Nov 2025.pdf Modified POs - Gen Fund - Nov 2025.pdf New POs - Gen Fund - Nov 2025.pdf New POS - Build Fund - Nov. 2025.pdf

PO Board Report | Nov. 18, 2025

PO Number	Vendor	Amount	Description
Fund 11 - PO 184	Wright Specialty Insurance Agency, LLC	\$37,769.00	Liability Insurance

11/17/2025 8:11:39 AM

Tulsa Honor Academy

Page 1 of 1

Change Order Listing

Options: Fund(s): BUILDING FUND, Year: 2025-2026, ReferenceDate: Prior To Begin Date, Date Range: 10/21/2025 - 11/17/2025, Include Negative Changes: False

PO No	Date	Vendor No	Vendor	Description	Amount
8	08/28/2025	1311	THA Facilities, LLC	Link Group Consulting	4,000.00
Non-Payroll Total:					\$4,000.00
Payroll Total:					\$0.00
Report Total:					\$4,000.00

11/17/2025 8:09:24 AM

Tulsa Honor Academy

Page 1 of 1

Purchase Order Register**Options:** Year: 2025-2026, Fund(s): GIFT FUND, Date Range: 10/21/2025 - 11/17/2025

PO No	Date	Vendor No	Vendor	Description	Amount
15	10/23/2025	1457	Oral Roberts University	Declaration Day & Graduation	23,000.00
16	10/23/2025	984	Omni Lighting Sales & Service, LLC	Lighting service for 10 Year Celebration	1,000.00
17	10/28/2025	816	Amazon Capital Services	Gift Purchases - Network Office	551.58
18	10/29/2025	1893	DJ Connection Tulsa Inc	Music DJ for 10 year Celebration	425.00
19	10/30/2025	1894	Sisserou's Restaurant	Catering for 10 Year Celebration	5,643.11
Non-Payroll Total:					\$30,619.69
Payroll Total:					\$0.00
Report Total:					\$30,619.69

11/17/2025 8:09:21 AM

Tulsa Honor Academy

Page 1 of 1

Purchase Order Register**Options:** Year: 2025-2026, Fund(s): SCHOOL ACTIVITY FUND, Date Range: 10/21/2025 - 11/17/2025

PO No	Date	Vendor No	Vendor	Description	Amount
15	10/31/2025	1771	English, Mynthia	Basketball Ref	260.00
16	10/31/2025	1770	Eugene English II	Basketball ref	260.00
17	11/14/2025	1900	Mya English	Basketball ref	50.00
Non-Payroll Total:					\$570.00
Payroll Total:					\$0.00
Report Total:					\$570.00

11/17/2025 8:11:36 AM

Tulsa Honor Academy

Page 1 of 1

Change Order Listing

Options: Fund(s): General Fund, Year: 2025-2026, ReferenceDate: Prior To Begin Date, Date Range: 10/21/2025 - 11/17/2025, Include Negative Changes: False

PO No	Date	Vendor No	Vendor	Description	Amount
14	07/01/2025	1439	Propios LS, LLC	Language Interpretation services	934.44
57	07/01/2025	1019	Prosperity Bank	Network Office & College Readiness Purchases	10,084.98
105	07/08/2025	1632	Revolving Enrichment, LLC	Substitute classroom staffing service	11,248.00
119	07/23/2025	1823	Quik Print of Tulsa, INC	Printing Needs	27.00
140	07/30/2025	1858	American Air Conditioning of Tulsa	Air Conditioning Services for Sheridan Campus	1,616.51
Non-Payroll Total:					\$23,910.93
Payroll Total:					\$708,748.83
Report Total:					\$732,659.76

11/17/2025 8:09:14 AM

Page 1 of 1

Tulsa Honor Academy**Purchase Order Register****Options:** Year: 2025-2026, Fund(s): General Fund, Date Range: 10/21/2025 - 11/17/2025

PO No	Date	Vendor No	Vendor	Description	Amount
179	10/28/2025	980	Scholastic, Inc	Books for classrooms	0.00
180	11/03/2025	1892	JAYME PAUL LEVINE MATTHEWS	Reimbursement for fingerprint costs	58.25
181	11/03/2025	1895	ALLICIA NYKOLE BAYNE	Reimbursement for fingerprint costs	58.25
182	11/05/2025	1029	J & M Plumbing Inc	Plumbing Services	500.00
183	11/11/2025	1718	JASMINE DESHON WILLIAMS	travel reimbursement	20.00
184	11/12/2025	1898	WrightSpecialtyInsurance Agency,LLC	Liability Insurance	37,769.00
185	11/14/2025	1899	Mackin Book Company	Books for Classrooms	2,504.56
Non-Payroll Total:					\$40,910.06
Payroll Total:					\$19,122.99
Report Total:					\$60,033.05

11/17/2025 8:09:18 AM

Tulsa Honor Academy

Page 1 of 1

Purchase Order Register**Options:** Year: 2025-2026, Fund(s): BUILDING FUND, Date Range: 10/21/2025 - 11/17/2025

PO No	Date	Vendor No	Vendor	Description	Amount
11	11/04/2025	1311	THA Facilities, LLC	Legal Fees for Procuring & Developing Facilities	3,276.00
12	11/12/2025	1311	THA Facilities, LLC	Sherwood & Robert Consulting	0.00
Non-Payroll Total:					\$3,276.00
Payroll Total:					\$0.00
Report Total:					\$3,276.00