



Tulsa Honor Academy

March 2026 Board Meeting

Date and Time

Tuesday March 10, 2026 at 5:00 PM CDT

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. Approval of Consent Agenda: Items B-I	Vote	Anna Montgomery	1 m
B. Approval of February Board Meeting Minutes	Approve Minutes		

	Purpose	Presenter	Time
<p>The meeting's board agenda ensures proper meeting conduct by outlining all matters to be considered by the public body.</p>			

C. Approval of February 2026 Financial Report Vote

This report represents our finances for the month of February 2026 as prepared by Oklahoma Consulting & Accounting Services, LLC.

D. Approval of Routine Staffing Vote

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 Memorandum of Understanding with Children's Entrepreneur Market Inc Vote

This MOU provides structured entrepreneurship support for our high school scholars, including resources and mentorship to help them successfully launch and operate a booth at a local market such as the Kendall Whittier Farmers Market.

F. Approval of Contract with Hubspot Vote

This contract includes access to a donor management (CRM) platform that centralizes and helps organizations manage donor and partner information.

G. Approval of Contract with HIVE Strategy Vote

This contract includes onboarding support and School Mint Enroll Integreation with HubSpot.

H. Approval of 2026 E-Rate Wired Contract Letter Vote

This contract letter includes internal connections and MIBS as a part of the 2026 E-Rate process.

I. Approval of Graves Consulting Contract

Graves Consulting will conduct an HR audit on behalf of THA.

III. Action Agenda 5:03 PM

A. Consideration and possible action to convene into Executive Session as provided for in 25 O.S.	Discuss	Elsie Urueta Pollock	10 m
--	---------	----------------------	------

	Purpose	Presenter	Time
Section 307 (B) (4) for the purpose of confidential communications between the public body and its attorney concerning a pending investigation, claim or action if the public body, with the advice of its attorney, determines that disclosure will seriously impair the ability of the public body to process the claim or conduct a pending investigation in public interest.			
B. 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: Bell Primary and Adjacent Land	Discuss	Elsie Urueta Pollock	15 m
C. Tulsa Honor Academy, Inc., as sole member and with authority to act as the director of the business affairs of THA Facilities, LLC, considers the approval of THA Facilities, LLC to enter into a memorandum of understanding with Tulsa Facilities, LLC for the Bell Primary facility project.		Elsie Urueta Pollock	5 m
IV. Information Agenda			5:33 PM
A. Facility Update	Discuss	Alison Moore	10 m
B. THA Familia Spotlight: THA High School Student Council	Discuss	Elsie Urueta Pollock	10 m
C. March CEO Report	Discuss	Elsie Urueta Pollock	15 m
D. THA Board Committee Reports	Discuss	Elsie Urueta Pollock	10 m
<ul style="list-style-type: none"> • Executive Committee • Governance Committee • Academic Achievement Committee • Finance Committee 			
E. Activity Fund Report	Discuss	Elsie Urueta Pollock	3 m
F. Bright Future Breakfast & Declaration Day Update	Discuss	Madison Dominguez	10 m

	Purpose	Presenter	Time
V. Action Agenda			6:31 PM
A. Approval of Contract with The Together Group, LLC	Vote	Alison Moore	5 m
<p>The Founder and CEO of Together Group, LLC will collaborate with the THA Exec Team to plan and lead three professional development sessions across the span of sixth months including: The Together Teacher®: Create a Personal Organization System, The Together Leader®: Plan, Prioritize and Protect Your Time, and The Together Leader®: Follow-Ups and Finalize Your System.</p>			
B. Approval of Proposal of Services from Jill Dunchick Consulting, LLC	Vote	Elsie Urueta Pollock	3 m
<p>THA will partner with Jill Dunchick Consulting, LLC to provide additional coaching to the School Leadership Team at THA Middle School.</p>			
C. Approval of New & Modified General Fund, Gift Fund, and Insurance Fund Encumbrances	Vote	Alison Moore	5 m
<p>New encumbrances and encumbrance changes reflect obligations of district funds issued in accordance with §70-5-135.</p>			
VI. New Business			
VII. Closing Items			6:44 PM
A. Adjourn Meeting	Vote	Anna Montgomery	1 m

Coversheet

Approval of February Board Meeting Minutes

Section: II. Consent Agenda
Item: B. Approval of February Board Meeting Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for February 2026 Board Meeting on February 17, 2026

DRAFT



Tulsa Honor Academy

Minutes

February 2026 Board Meeting

Date and Time

Tuesday February 17, 2026 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, Jimmy Rodriguez, Lorena Rivas, Mikeal Vaughn, Samantha Aponte-Atkins

Directors Absent

Eric Danklefsen, Ivan Godinez-Reyes

Directors who arrived after the meeting opened

Mikeal Vaughn

Guests Present

Omayra Rivera

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 Feb 17, 2026 at 5:06 PM.

II. Consent Agenda

A. Approval of Consent Agenda: Items B-G

Jimmy Rodriguez made a motion to approve the minutes from January 2026 January 2026 Board Meeting on 01-20-26.

Lorena Rivas seconded the motion.

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

B. Approval of January Board Meeting Minutes

C. Approval of January 2026 Financial Report

Jimmy Rodriguez made a motion to Approve January 2026 Financial Report.

Lorena Rivas seconded the motion.

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

D. Approval of Routine Staffing

Jimmy Rodriguez made a motion to Approve Routine Staffing.

Lorena Rivas seconded the motion.

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

E. Approval of OSU Tulsa Event Venue Rental Agreement

Jimmy Rodriguez made a motion to Approve OSU Tulsa Event Venue Rental Agreement.

Lorena Rivas seconded the motion.

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

F. Approval of Apuro Advisory LLC Contract

Jimmy Rodriguez made a motion to Approve Apuro Advisory LLC Contract.

Lorena Rivas seconded the motion.

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

G. Approval of 7Gen Legacy Group Contract

Jimmy Rodriguez made a motion to Approve 7Gen Legacy Group Contract.

Lorena Rivas seconded the motion.

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

III. Action Agenda

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 (Bell Primary and Adjacent Land)

Anna Montgomery made a motion to Move to Executive Session.

Jimmy Rodriguez seconded the motion.

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

Mikeal Vaughn arrived.

IV. Information Agenda

A. Facility Update

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

B. February CEO Report

THA CEO Elsie Urueta-Pollock provided the February CEO Report.

C. THA Board Committee Reports

THA CEO Elsie Urueta-Pollock provided the Executive and Governance Committee Reports. THA's Chief of Academics Kate Freudenheim provided the Academic Achievement Committee Report. THA's COO Alison Moore provided the Finance Committee Report.

D. Activity Fund Report

THA's CEO Elsie Urueta-Pollock provided the Activity Fund Report.

V. Action Agenda

A. Approval of Salary Scale for Support Roles

Lorena Rivas made a motion to Approve the Salary Scale for Support Roles.

Jimmy Rodriguez seconded the motion.

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

B. Approval of Cariina Implementation & Ongoing Contract for SY26

Lorena Rivas made a motion to Approve for Cariina Implementation & Ongoing Contract for SY26.

Samantha Aponte-Atkins seconded the motion.

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

C. Approval of HS Front Office Window Infill Contract with Miller Tippens

Samantha Aponte-Atkins made a motion to Approve the HS Front Office Window Infill Contract with Miller Tippens.

Ana Ponce seconded the motion.

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

D. Approval of New & Modified General Fund, Gift Fund, and Insurance Fund Encumbrances

Lorena Rivas made a motion to Approve the New & Modified General Fund, Gift Fund, and Insurance Fund Encumbrances.

Samantha Aponte-Atkins 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 6:53 PM.

Respectfully Submitted,
Anna Montgomery

Coversheet

Approval of February 2026 Financial Report

Section: II. Consent Agenda
Item: C. Approval of February 2026 Financial Report
Purpose: Vote
Submitted by:
Related Material: THA February 2026 Financial Report.pdf

TULSA HONOR ACADEMY
MONTHLY FINANCIAL REPORT
February 28, 2026 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

March 4, 2026

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 February 28, 2026 and the related statements of revenues and expenses – cash basis for the eight (8) 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,

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
FEBRUARY 28, 2026

	<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	\$ 2,967,650.88	1,054,083.39	579,743.62	166.03	38,067.95		4,639,711.87
Investments	2,986,602.00		1,462,763.78				4,449,365.78
Amounts to be provided for retirement of general long-term debt						10,168,336.17	
Total Assets	<u>5,954,252.88</u>	<u>1,054,083.39</u>	<u>2,042,507.40</u>	<u>166.03</u>	<u>38,067.95</u>	<u>10,168,336.17</u>	<u>9,089,077.65</u>
Liabilities							
O/S Payments	414,286.28	7,562.04	69.75	58,376.65			480,294.72
Reserves	3,641.15	3,834.75	6,647.12				14,123.02
Long-Term Debt - Capital Lease						10,168,336.17	
Funds Held for Student Organizations					38,067.95		38,067.95
Total Liabilities	<u>417,927.43</u>	<u>11,396.79</u>	<u>6,716.87</u>	<u>58,376.65</u>	<u>38,067.95</u>	<u>10,168,336.17</u>	<u>532,485.69</u>
Restricted for Construction				(58,210.62)			
Unrestricted Net Assets	<u>\$ 5,536,325.45</u>	<u>1,042,686.60</u>	<u>2,035,790.53</u>	<u>-</u>			<u>8,556,591.96</u>
<hr/>							
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	2025-26	% of YTD
<u>Revenue</u>	<u>Code</u>	<u>Actual</u>	<u>As of 2/28/25</u>	<u>to Actual</u>	<u>Budgeted</u>	<u>Estimated Budget</u>	<u>As of 2/28/26</u>	<u>to Budg.</u>
LOCAL SOURCES								
Interest	1310	\$ 84,649.35	57,881.61	68.4%		75,000.00	49,571.61	66.1%
Reimbursements	1500	156,761.11	155,221.55	99.0%	180,000.00	180,000.00	12,365.16	6.9%
Other Local Sources of Revenue	1600	165,698.29	102,622.46	61.9%	711,250.00	711,250.00	96,975.07	13.6%
Child Nutrition - Local (or 5150)	1700	8,815.92	6,663.91	75.6%	10,000.00	10,000.00	2,801.88	28.0%
Non-revenue Receipts	5000	32,717.50	342.52	1.0%		13.51	13.51	100.0%
Employee Retention IRS Tax Credit						1,035,614.71	1,035,614.71	100.0%
STATE SOURCES								
Foundation & Salary Incentive Aid	3210	9,518,008.86	5,997,992.96	63.0%	8,834,101.00	10,242,668.88	6,452,881.39	63.0%
Flexible Benefits Reimb.	3250	812,703.68	493,938.11	60.8%	913,560.60	913,560.60	577,182.10	63.2%
Inspired to Teach	3413			N/A		12,000.00	12,000.00	100.0%
Purchase of Textbooks	3420	78,794.22	78,794.22	100.0%	81,428.00	85,236.01	53,698.69	63.0%
School Resource Officer Grant	3436	176,108.08	176,108.08	100.0%	93,041.47	93,041.47	93,041.47	100.0%
Maternity Leave	3437	37,006.87	10,009.50	27.0%				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	3,661.11	50.0%		7,958.06	3,979.03	50.0%
FEDERAL SOURCES								
Title I (Proj. 511&515)	4210	410,175.54	327,601.19	79.9%	696,116.50	696,116.50	389,649.22	56.0%
Title II, Part A (541)	4271	174,036.61	79,594.65	45.7%	79,292.00	79,292.00	72,592.53	91.6%
Title III	4281	57,269.58	30,424.37	53.1%	63,416.49	63,416.49	54,192.45	85.5%
Special Education Programs	4300	172,900.33	87,561.04	50.6%	276,073.19	276,073.19	124,881.83	45.2%
Title IV, Part A	4442	59,760.51	36,157.68	60.5%	34,776.00	34,776.00	31,967.63	91.9%
ARP ESSER III	4689	214,418.93	214,418.93	100.0%				N/A
Miscellaneous Federal	4689			N/A	104,363.82	104,363.82		0.0%
Child Nutrition - Federal	4700	835,241.76	457,794.67	54.8%	650,000.00	650,000.00	502,992.50	77.4%
Total Revenue		13,010,292.29	8,316,788.56	63.9%	12,727,419.07	15,270,381.24	9,566,400.78	62.6%
Lapsed Appr/Estopped Warr.	6130/40	29,291.87	7,864.64					
Interfund Transfers	6200	69,133.20	-		(20,334.72)	(20,334.72)	(20,334.72)	
Net Assets - Beginning		4,713,475.42	4,713,475.42		4,923,563.51	4,923,563.51	4,923,563.51	
Balance Available		\$ 17,822,192.78	13,038,128.62		17,630,647.86	20,173,610.03	14,469,629.57	

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 2/28/25</u>	<u>% of YTD to Actual</u>	<u>2025-26 Budgeted</u>	<u>2025-26 Estimated Budget</u>	<u>2025-26 As of 2/28/26</u>	<u>% of YTD to Budg.</u>
Salaries	100	\$ 6,786,676.02	4,254,501.91	62.7%	7,520,304.00	7,520,304.00	4,394,490.81	58.4%
Employee Benefits	200	1,366,180.91	852,285.37	62.4%	1,515,488.00	1,515,488.00	903,431.90	59.6%
Worker's Comp./State Unempl.	270-280	44,547.03	12,455.47	28.0%	43,778.00	17,539.00	12,573.00	71.7%
Professional Services	300	939,569.97	607,984.67	64.7%	555,994.00	578,396.52	448,563.92	77.6%
Utility Services	410	209,813.56	138,822.82	66.2%	349,927.00	258,000.00	189,697.98	73.5%
Cleaning Services	420	265,813.40	148,849.40	56.0%	254,322.00	267,742.00	142,689.35	53.3%
Repairs and Maintenance Services	430	114,948.62	57,546.82	50.1%	66,384.00	101,338.62	81,087.00	80.0%
Rentals or Lease Services	440	225,191.96	160,749.49	71.4%	945,012.00	841,169.00	575,327.11	68.4%
Construction Services	450			N/A		10,525.00	10,525.00	100.0%
Student Transportation	510	661,714.89	526,562.94	79.6%	800,958.00	776,968.48	618,358.89	79.6%
Insurance Services	520	121,519.00	120,644.00	99.3%	125,906.00	209,563.00	194,762.01	92.9%
Communications Services	530	28,270.86	13,500.15	47.8%	9,456.00	31,226.47	21,799.04	69.8%
Advertising	540	7,749.47	3,258.59	42.0%	25,000.00	14,071.70	7,625.84	54.2%
Printing	550	9,594.65	4,083.65	42.6%	25,000.00	17,846.14	9,180.36	51.4%
Food Service Management	570	508,128.92	408,696.70	80.4%	656,250.00	900,000.00	669,827.77	74.4%
Out-of-District Travel	580	47,748.72	15,728.20	32.9%	20,184.00	3,961.87	1,236.62	31.2%
Commodity Distribution	599	2,091.65		0.0%	3,040.00	3,000.00	2,250.02	75.0%
General Supplies	610	236,002.52	120,885.06	51.2%	213,525.00	511,023.26	274,641.16	53.7%
Books	640	70,062.46	45,203.84	64.5%	41,295.00	14,496.33	13,930.24	96.1%
Furniture, Fixtures, Tech, etc.	650	221,865.86	118,196.93	53.3%	326,346.00	356,965.20	245,569.38	68.8%
Student and Staff	680	41,395.96	18,450.89	44.6%	14,110.00	27,944.20	17,032.68	61.0%
Property	700	784,070.79	525,563.88	67.0%		28,399.99	899.99	3.2%
Sponsor Fees	805	104,025.69	60,256.97	57.9%	88,341.00	90,000.00	46,689.69	51.9%
Dues and Fees	810	38,758.29	31,525.17	81.3%	328,759.00	38,293.40	12,543.40	32.8%
Staff Registration & Tuition	860	49,270.96	28,020.96	56.9%		37,250.00	32,187.50	86.4%
Reimbursement	930	13,617.11	3,783.31	27.8%	3,771.00	8,422.18	6,383.46	75.8%
Total Expenditures		12,898,629.27	8,277,557.19	64.2%	13,933,150.00	14,179,934.36	8,933,304.12	63.0%
Net Assets - Ending		\$ 4,923,563.51	4,760,571.43		3,697,497.86	5,993,675.67	5,536,325.45	

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

	Source Codes	2024-25 Actual	2024-25 As of 2/28/25	% of YTD to Actual	2025-26 Budgeted	2025-26 Estimated Budget	2025-26 As of 2/28/26	% of YTD to Budgeted
Building Fund								
<u>Revenue</u>								
Redbud Grant	3435	662,537.01	384,271.46	58.0%	730,620.00	730,620.00	425,462.39	58.2%
Total Revenue		<u>662,537.01</u>	<u>384,271.46</u>	58.0%	<u>730,620.00</u>	<u>730,620.00</u>	<u>425,462.39</u>	58.2%
Interfund Transfers								
Net Assets - Beginning	6110	614,029.27	614,029.27		1,513,724.68	1,513,724.68	1,513,724.68	
Total Revenue Available		<u>1,696,324.68</u>	<u>998,300.73</u>		<u>2,244,344.68</u>	<u>2,244,344.68</u>	<u>1,939,187.07</u>	
<u>Expenditures</u>								
Repairs & Maint. Services	430	37,500.85	19,121.60	51.0%	5,000.00	5,000.00	2,418.81	48.4%
Property Services	440			N/A	1,000,000.00	1,017,812.76	841,627.78	82.7%
Supplies & Materials	600			N/A	50,000.00	50,000.00		0.0%
Capital Improvements	700	145,099.15	7,892.50	5.4%	50,000.00	52,453.88	52,453.88	100.0%
Total expenditures		<u>182,600.00</u>	<u>27,014.10</u>	14.8%	<u>1,105,000.00</u>	<u>1,125,266.64</u>	<u>896,500.47</u>	79.7%
Ending Net Assets		<u>\$1,513,724.68</u>	<u>971,286.63</u>		<u>1,139,344.68</u>	<u>1,119,078.04</u>	<u>1,042,686.60</u>	

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

	Source Codes	2024-25 Actual	2024-25 As of 2/28/25	% of YTD to Actual	2025-26 Budgeted	2025-26 Estimated Budget	2025-26 As of 2/28/26	% of YTD to Budgeted
Gifts Fund								
<u>Revenue</u>								
Interest Earnings	1300	\$ 84,649.34	57,881.61	68.4%		75,000.00	49,571.65	66.1%
Donations	1610	799,111.52	445,035.05	55.7%		450,000.00	245,082.05	54.5%
Correcting Entries	5000	1,824.75		0.0%				N/A
Total Revenue		<u>885,585.61</u>	<u>502,916.66</u>	56.8%	-	525,000.00	294,653.70	56.1%
Lapsed Appr/Estopped Warr.	6130/40	1,749.65						
Interfund Transfers	6200	(139,585.89)						
Net Assets - Beginning	6110	1,701,625.84	1,701,625.84		2,223,322.47	2,223,322.47	2,223,322.47	
Total Revenue Available		<u>2,449,375.21</u>	<u>2,204,542.50</u>		<u>2,223,322.47</u>	<u>2,748,322.47</u>	<u>2,517,976.17</u>	
<u>Expenditures</u>								
Professional Services	300	1,250.00		0.0%		2,000.00		0.0%
Rentals or Lease Services	440	25,475.56		0.0%	405,000.00	427,054.00	404,054.00	94.6%
Student Transportation	510	3,755.50		0.0%				N/A
Printing and Binding	550	4,055.11	55.11	1.4%				N/A
Staff Travel	580	1,300.00	420.71	32.4%		1,300.00	334.10	25.7%
Supplies & Materials	600	24,837.82	7,397.00	29.8%	32,000.00	30,438.71	28,381.54	93.2%
Capital Improvements	700	100,000.00		0.0%				N/A
Scholarships	880	63,554.00	63,554.00	100.0%	50,000.00	50,000.00	49,416.00	98.8%
Reimbursement	930	1,824.75		0.0%				N/A
Total expenditures		<u>226,052.74</u>	<u>71,426.82</u>	31.6%	<u>487,000.00</u>	<u>510,792.71</u>	<u>482,185.64</u>	94.4%
Ending Net Assets		<u>\$2,223,322.47</u>	<u>2,133,115.68</u>		<u>1,736,322.47</u>	<u>2,237,529.76</u>	<u>2,035,790.53</u>	

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	708,542.48	410,094.87
December	539,486.96	793,939.07	675,441.73	388,316.76	710,882.27	450,809.46
January	560,652.37	227,122.85	686,033.45	736,808.02	701,594.79	362,113.62
February	563,389.20	419,531.38	688,236.63	315,209.09	702,197.45	518,749.49
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>5,297,922.71</u>	<u>3,635,381.41</u>
		<u>12,281,984.26</u>		<u>12,898,629.27</u>		<u>8,933,304.12</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	587,179.52	453,912.98	672,114.42	252,256.99	708,542.48	410,094.87
December	539,486.96	793,939.07	675,441.73	388,316.76	710,882.27	450,809.46
January	560,652.37	227,122.85	686,033.45	736,808.02	701,594.79	362,113.62
February	563,389.20	419,531.38	688,236.63	315,209.09	702,197.45	518,749.49
March						
April						
May						
June						
	<u>\$ 4,229,579.30</u>	<u>3,212,643.85</u>	<u>5,117,085.01</u>	<u>3,160,472.18</u>	<u>5,297,922.71</u>	<u>3,635,381.41</u>
		<u>7,442,223.15</u>		<u>8,277,557.19</u>		<u>8,933,304.12</u>

FOR INTERNAL USE ONLY

Coversheet

Approval of Routine Staffing

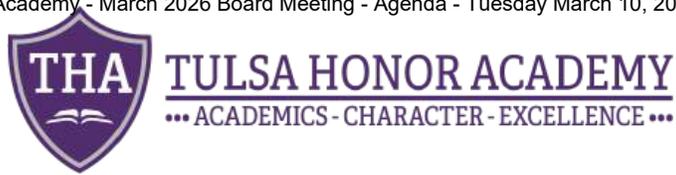
Section: II. Consent Agenda
Item: D. Approval of Routine Staffing
Purpose: Vote
Submitted by:
Related Material: Payroll PO List - March 2026.pdf

2025-2026 New Hires					
Last Name	First Name	Hire Date	Primary Location	Position	Compensation
Hood	Wesley	3/2/2026	THA High School	Algebra I Teacher	\$44,500.00
Resignations/Terminations					
Last Name	First Name	Hire Date	Primary Location	Position	Final Date
Munoz	Edward	10/6/2025	THA High School	Teacher Apprentice	2/17/2026
Fowler	Vania	3/31/2025	THA Middle School	ELA Teacher	2/27/2026
Vance	Corey	11/4/2024	THA High School	Assistant Principal	3/13/2026
2025-2026 Stipends					
Last Name	First Name	Stipend Amount	Location	Stipend Position	Timing
Morrison	John	\$1,250.00	THA High School	Lead Assistant Principal	02.16.26 - 06.30.26
Hayes	Megan	\$525.00	THA Middle School	Yearbook Support	02.16.26 - 04.30.26
Moreno	Jennifer	\$225.00	THA High School	High School Book Club	02.16.26 - 05.31.26
Salary Changes					
Last Name	First Name	Effective Date	Primary Location	Position/Reason	Corrected Salary

Coversheet

Approval of Memorandum of Understanding with Children's Entrepreneur Market Inc

Section: II. Consent Agenda
Item: E. Approval of Memorandum of Understanding with Children's
Entrepreneur Market Inc
Purpose: Vote
Submitted by:
Related Material: Children's Entrepreneur Market Inc - 2_24_2026 to 6_30_2026.pdf



CONTRACT COVER SHEET

BASIC INFORMATION

Vendor:	Children’s Entrepreneur Market Inc
Description of Service:	They would support our high school scholars in providing entrepreneurship resources and advice to launch a booth at a local market (the Kendall Whittier Farmer's Market for example). They would come into advisory for 4 days with the supervision of someone on College Readiness and then cover all entry fees for scholars to booth/sell. Someone on the CR team would be present as a guardian.
Jurisdiction or Governing Law:	Oklahoma
Term of contract:	3/11/2026 to 6/30/2026
Funding Source:	N/A
Total Cost:	0
THA Signer:	Chief Executive Officer
Contract Type:	New Contract If Renewal, price change notes:
Termination Clause:	The contract requires 30 days notice to terminate.
Term:	Term is within this fiscal year (preferable)
THA Relationships or Conflicts of Interest:	N/A
Notes for Clarity:	This is an MOU.

NOTES FROM THA STAFF

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



Memorandum of Understanding Tulsa Honor Academy, Inc. and Children's Entrepreneur Market Inc.

PURPOSE AND SCOPE

The purpose of this Memorandum of Understanding (MOU) is to clearly identify the roles and responsibilities of each party as they relate to Tulsa Honor Academy, Inc. and Children Entrepreneur Market. All services related to this partnership are at no cost.

Tulsa Honor Academy, Inc. is a public non-profit charter school, serving scholars in grades 5-12.

Children's Entrepreneur Market is an organization that supports young entrepreneurs ages 5-17 with developing a product to sell at local farmers markets. Their mission is To develop vibrant and resourceful children through entrepreneurship and creative play that create momentum in their personal, educational, work and community life.

MOU TERM

The term of the MOU is for one year, from March 11th, 2026, to June 30th, 2026

CHILDREN'S ENTREPRENEUR MARKET RESPONSIBILITIES

- Provide all teaching materials for instruction
- Instruct all lessons with the supervision of a THA staff member
- Organize all scholars with entry into local markets and be the overseer of the event
- Collect any materials needed for scholars to successfully participate in a market
- Communicate with the Director of College Readiness or designee if there is any questions or concerns

TULSA HONOR ACADEMY RESPONSIBILITIES

- Recruit all scholars who will participate in the program
- Provide a room for trainings to take place
- Supervise the person who is coming on campus
- Meet with any scholars if there is any issues or concerns
- Communicate with families about the program and expectation to attend a local market
- Attend the scheduled market to support the scholars as a guardian is needed and a THA staff member is acceptable.

Either party may terminate this agreement with 30 days prior written notice.



School Leader Name: Samantha Markley / Elsie Urueta Pollock

School Leader Signature:

Partner Name: Jennifer Carlson

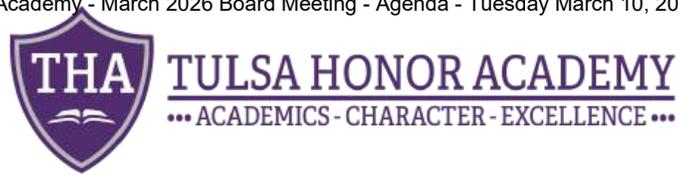
Partner Signature

Date

Coversheet

Approval of Contract with Hubspot

Section: II. Consent Agenda
Item: F. Approval of Contract with Hubspot
Purpose: Vote
Submitted by:
Related Material: HubSpot - 3_31_2026 to 3_31_2027.pdf



CONTRACT COVER SHEET

BASIC INFORMATION

Vendor:	HubSpot
Description of Service:	HubSpot is a donor management (CRM) platform that centralizes and helps organizations manage donor and partner information. The system tracks donor contact information, giving history, engagement, grant deadlines/ documents, and has a real-time reporting dashboard that allows teams to easily assess a number of data points to support stronger stewardship and organization. HubSpot supports fundraising efforts by tracking donations and prospects, automating donor follow-ups and thank-you communications, and providing reporting tools to analyze fundraising performance and donor retention. By replacing manual spreadsheets and disconnected tools, HubSpot will increase efficiency, improve relationship-building with supporters, and provide data insights to inform development strategy as the organization grows. This system includes Hubspot donor management CRM, marketing tools, and ongoing support. In the future, we can expand this system to support in other areas such as scholar recruitment and student volunteer tracking.
Jurisdiction or Governing Law:	Oklahoma
Term of contract:	3/31/2026 to 3/31/2027
Funding Source:	General Fund
Total Cost:	\$11,124
THA Signer:	Chief of Staff
Contract Type:	New Contract If Renewal, price change notes: N/A
Termination Clause:	We do not provide refunds if you decide to stop using the HubSpot subscription during your Subscription Term. Your Current Term will automatically renew for the period indicated above, unless you tell us that you don't want to renew by providing notice as required in the Customer Terms of Service. At the end of your current term your products will auto-renew. You can cancel auto-renewal at any time in Account & Billing.
Term:	Term is one year but crosses fiscal years
THA Relationships or Conflicts of Interest:	N/A
Notes for Clarity:	Contract quote displays as expired on Feb 20, 2026 but was in fact updated on February 20, 2026. Contract runs from March 31, 2026 - March 30, 2027.

HubSpot Quote

Quote ID: #RQRLBQV00I2VNS9P

Prepared for:

tulshonoracademy.org
Hub ID: #244450111

Details:

Expires: February 20, 2026
Commitment: 12 months
Billing cycle: Every 3 months
Currency: USD

Your HubSpot Sales Rep:

Tyler MacKay

Your first term	Starts upon purchase
12 month subscription	\$11,124.00
One-time purchases	-
Total (Before tax)	\$11,124.00
Total term savings	\$7,416.00

Your subscription will automatically renew and is subject to change at renewal as indicated in your Agreement. You may review your subscription or cancel your auto renewal at any time in the Account and Billing section.

This HubSpot quote expires on February 20, 2026. If you have any questions about this quote, please contact your HubSpot representative.

Subscription details

Billing Details	
Billing Cycle	Billed every 3 months
Commitment Term	12 month commitment Feb 20, 2026 - Feb 19, 2027
Products	
HubSpot for Marketers Professional	\$3,000.00
HubSpot for Non-Profits discount (40%)	-\$1,200.00
Billed every 3 months	\$1,800.00
Includes:	
Marketing Hub Professional (Includes 2,000 Marketing Contacts)	
Content Hub Professional	
3 Core Seats	
Sales Hub Enterprise (3 Sales Seats)	\$1,350.00
HubSpot for Non-Profits discount (40%)	-\$540.00
Billed every 3 months	\$810.00
Commerce Hub Professional (1 Commerce Seat)	\$285.00
HubSpot for Non-Profits discount (40%)	-\$114.00
Billed every 3 months	\$171.00
Total HubSpot Credits	
5,000 Included HubSpot Credits	
Total Seats	
3 Sales Seats (Enterprise)	
1 Commerce Seat (Professional)	
3 Core Seats (Enterprise)	
Summary	
Billed every 3 months	\$2,781.00

Auto-renewal details

Billing Details	
Billing Cycle	Billed every 3 months
Auto-Renewal Term	12 month commitment Feb 20, 2027 - Feb 19, 2028
Products	
HubSpot for Marketers Professional	\$3,000.00
HubSpot for Non-Profits discount (40%)	-\$1,200.00
Billed every 3 months	\$1,800.00
Includes:	
Marketing Hub Professional (Includes 2,000 Marketing Contacts)	
Content Hub Professional	
3 Core Seats	
Sales Hub Enterprise (3 Sales Seats)	\$1,350.00
HubSpot for Non-Profits discount (40%)	-\$540.00
Billed every 3 months	\$810.00
Commerce Hub Professional (1 Commerce Seat)	\$285.00
HubSpot for Non-Profits discount (40%)	-\$114.00
Billed every 3 months	\$171.00
Total HubSpot Credits	
5,000 Included HubSpot Credits	
Total Seats	
3 Sales Seats (Enterprise)	
1 Commerce Seat (Professional)	
3 Core Seats (Enterprise)	
Summary	
Billed every 3 months	\$2,781.00

Legal Terms

ADDITIONAL TERMS

The following additional terms apply to your Order:

By clicking "Complete Purchase" below, I certify that my organization qualifies as a Nonprofit entity in accordance with the HubSpot for Nonprofits Program eligibility criteria (<https://www.hubspot.com/nonprofit-eligibility-criteria>). I acknowledge and agree that providing false information, and/or making misrepresentations during the HubSpot for Nonprofits application process can constitute a material breach of the HubSpot Customer Terms of Service. In case of suspected or actual fraud or misrepresentation during the application process and without limitation to all other available remedies, HubSpot, at its discretion, reserves the right to revoke any discounts offered and charge you for discounts you received under this Order, terminate this Agreement and/or refuse to provide services to you and the organization making this purchase in the future.

WHAT YOU ALSO NEED TO KNOW

We do not provide refunds if you decide to stop using the HubSpot subscription during your Subscription Term.

Your Current Term will automatically renew for the period indicated above, unless you tell us that you don't want to renew by providing notice as required in the [Customer Terms of Service](#).

All amounts invoiced are due and payable within 30 days from the date of the invoice.

If you do not have the Smart CRM activated in your HubSpot portal, then we will activate it upon your purchase of Subscription Services.

Upon renewal, we may increase the fees to reflect future changes to our list prices. If this increase applies to you, we will notify you at least thirty (30) days in advance of your renewal. See the 'Fee Adjustments at Renewal' section of our [Customer Terms of Service](#) for more details.

If you add more Contacts than you purchased to your portal, we will automatically increase your Contact Limit and Subscription Fee based on the total number of Marketing Contacts in your account for the remainder of your Current Subscription Term; you will also be charged the increased amount for each following Billing Period remaining in your Current Term, even if you later reduce the number of Contacts. You can downgrade your Contact tier at your next renewal upon signing of a new Order Form.

You can designate a Contact as a Marketing Contact at any time. But there are limitations on when you can designate a Contact as a Non-Marketing Contact. We recommend reviewing the designation of your Contacts regularly to avoid an unintended Contact tier upgrade fee.

Except as specifically provided for in this Agreement, you may not cancel your subscription prior to the end of your Current Term, and we will not provide any refunds of prepaid fees or unused Subscription Fees through the end of your Current Term.

AUTO-RENEWAL

At the end of your current term your products will auto-renew. You can cancel auto-renewal at any time in Account & Billing.

Your recurring fees are subject to increase based on usage. Fees are also subject to increase to reflect future changes to our list price, as documented in Product and Services Catalog. See the [HubSpot Customer Terms of Service](#) for

more detail.

Order Summary

Billed every 3 months \$2,781.00

Sales tax ⓘ NOT CALCULATED

Order total (before tax) **\$2,781.00**

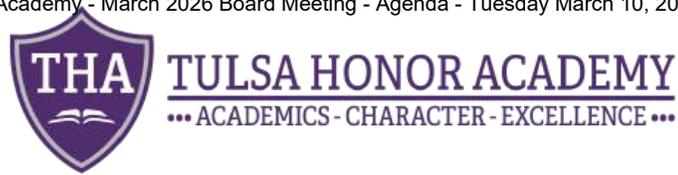
You save **\$1,854.00**

Please read and keep in mind the [HubSpot Customer Terms of Service](#) , including the [HubSpot Privacy Policy](#) and [HubSpot Acceptable Use Policy](#) , since you will be prompted to accept these terms during the HubSpot online checkout process. This is a HubSpot Quote, meaning this is a preview of your quote only and isn't a binding contract until you have completed HubSpot's online checkout process. To complete your order please click on "Checkout" from your quote preview link.

Coversheet

Approval of Contract with HIVE Strategy

Section: II. Consent Agenda
Item: G. Approval of Contract with HIVE Strategy
Purpose: Vote
Submitted by:
Related Material: HIVE STRATEGY - 3_30_2026 to 6_2_2026.pdf



CONTRACT COVER SHEET

BASIC INFORMATION

Vendor:	HIVE STRATEGY
Description of Service:	HIVE Strategy is providing THA 2 services, both connected to HubSpot. (1) HubSpot Onboarding: Hive Strategy's focus with HubSpot onboarding is to customize the tools specific to our organization and to train our team on how to best utilize HubSpot's program. (2) SchoolMint Integration: The purpose of this integration is to create a one-way integration from one SchoolMint Enroll account to one HubSpot account, utilizing Marketing Pro and Sales Enterprise. Essentially, Hive Strategy provides a "white glove" service in which they will build out all of the internal infrastructure needed to utilize these programs to their fullest potential, allowing us to maximize our scholar recruitment and donor management efforts.
Jurisdiction or Governing Law:	Oklahoma
Term of contract:	3/30/2026 to 6/2/2026
Funding Source:	General Fund
Total Cost:	\$13,000
THA Signer:	Board Chair
Contract Type:	New Contract If Renewal, price change notes: n/a
Termination Clause:	If either party materially breaches this AGREEMENT or any subsequent Statements of Work, Proposals, Quotes or Amendments and fails to cure such breach within ten (10) days after receiving notice of such breach from the other party, the non-breaching party may terminate the relevant AGREEMENT by providing written notice thereof. If either party materially breaches this AGREEMENT and fails to cure such breach within ten (10) days after receiving notice of such breach from the other party, the non-breaching party may terminate this AGREEMENT by providing written notice thereof, and if CLIENT is the non-breaching party, CLIENT may also terminate any and all Statements of Work, Quotes or Proposals hereunder. Notwithstanding the foregoing, the cure period for any breach relating to the failure to pay any monetary amounts owed hereunder shall be thirty (30) days.
Term:	Term is within this fiscal year (preferable)
THA Relationships or Conflicts of Interest:	N/A
Notes for Clarity:	N/A



Tulsa Honor Academy — HubSpot Onboarding + SchoolMint → HubSpot Integration

Quote created: February 27, 2026 Reference: 20260227-160019700

tulсахonor.org
209 South Lakewood Avenue
Tulsa, OK 74112
United States

Justine McGovern
jmcgovern@tulсахonor.org
(918) 324-4768

Madison Dominguez
mdominguez@tulсахonor.org
(918) 324-4768

Comments

Looking forward to working with you!

Dustin Brackett - CEO HIVE Strategy



Products & Services

HubSpot Onboarding — Marketing Pro + Sales Enterprise for Scholar Recruitment and Donor Management 1 x \$7,000.00

HubSpot Marketing Pro + Sales Enterprise Onboarding

Our focus with any HubSpot onboarding is to get your tools set up correctly from the start, to customize each of the tools for your organization, and to train your team on how to best utilize your new HubSpot tools.

Onboarding Process

→ Foundational Setup

→ Kickoff, strategy development, non-HubSpot tool access, migration strategy support, and initial foundational setup

→ Review the current data and determine recommended migration and mapping

→ Tracking and analytics configuration

→ Supered implementation

→ Process mapping

→ Marketing Hub Pro setup

→ Includes full onboarding and implementation of Marketing Hub Pro tools.

→ Import of data from current systems

→ Email template builds

→ Up to 5 email templates

→ Social media integration

→ Advertising integration

→ Form recreation

→ Up to 20 forms

→ Call-to-Action recreation

→ Initial workflow setup

→ Campaigns setup

→ Lead Scoring implementation

→ Domain and subdomain management

→ Dashboard and reporting build out

→ Content Hub Pro setup

→ Includes full onboarding and implementation of Content Hub Pro tools.

→ Landing page template creation

→ Migration of up to 2 landing pages

→ Blog import

→ Brand setup

→ Sales Hub Enterprise setup

→ Includes full onboarding and implementation of Sales Hub Enterprise tools.

-
- Deal (Application) pipelines and stage creation
 - Deal (Application) automation
 - Sensitive data mapping
 - Calling setup
 - Goals setup
 - Playbook build out
 - Lead rotation process setup
 - Sequences creation
 - Deal (Application) tag creation
 - Deal (Application) journey analytics setup
 - Custom object creation for students and donors/donations

→ Commerce Hub Pro setup

- Includes full onboarding and implementation of Commerce Hub Pro tools.
- Build out of donation platform

→ Training & Launch

→ Resources: Estimated at up to 35 hours of implementation time and training

→ Estimated timeline: 8-10 weeks

→ Training: We have dedicated up to 5 hours of training for your team once onboarding has been completed. All training sessions are recorded and shared with your team.

SchoolMint → HubSpot Integration

1 x \$6,000.00

The purpose of this integration is to create a one-way integration from one SchoolMint Enroll account to one HubSpot account utilizing Marketing Pro and Sales Enterprise (Best tier).

With an Enterprise hub, we are able to utilize custom objects to create seamless associations, reporting, and data mapping for parents/guardians (Contacts), students (Custom Students object), and applications (Deals).

What's Included:

- Seamlessly synchronize student application data from SchoolMint Enroll to HubSpot.
- Ensure near real-time data accuracy and reduce manual data entry.
- Provide troubleshooting support for common integration issues.
- Mapping and integration of up to 50 properties including the 25 standard SchoolMint properties.
- 12 months of maintenance and support.

→ Resources: Estimated at up to 30 hours of implementation time and training

→ Estimated timeline: 8-10 weeks

One-time subtotal \$13,000.00
Total \$13,000.00

Signature

Choose a profile to start the e-signature process.

<p>Madison Dominguez mdominguez@tulсахonor.org</p>	[sig req signer1]
---	---------------------

This quote expires on March 29, 2026

Purchase terms

1. Client communication: weekly 30 minute meeting with your designated HubSpot Admin, weekly progress updates, and ongoing communication through Teamwork.
2. This agreement shall commence upon signing.
3. No refunds or proration shall be offered.
4. If additional hours are needed, they will be scoped at \$200 per hour in increments of 1 hour.
5. All invoices are net-30.
6. Client agrees to [Terms of Service](#)

Questions? Contact me



Dustin Brackett

CEO

dustin@hivestrategy.com

+13035586211

HIVE Strategy

PO Box 462575

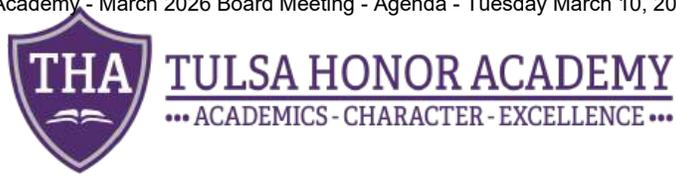
Aurora, CO 80046

US

Coversheet

Approval of 2026 E-Rate Wired Contract Letter

Section: II. Consent Agenda
Item: H. Approval of 2026 E-Rate Wired Contract Letter
Purpose: Vote
Submitted by:
Related Material: WIRED -E-Rate Contract - 3_11_2026 to 6_30_2026.pdf



CONTRACT COVER SHEET

BASIC INFORMATION

Vendor:	WIRED
Description of Service:	This letter will confirm our decision to purchase up to \$23,536.24 of products and/or services from WIRED during the Y 2026 E-rate funding year including internal connection improvements and MIBS.
Jurisdiction or Governing Law:	N/A
Term of contract:	3/11/2026 to 6/30/2026
Funding Source:	General Fund - E-Rate
Total Cost:	\$23,536.24
THA Signer:	Chief Operations Officer
Contract Type:	Renewal If Renewal, price change notes: Comparable
Termination Clause:	N/A
Term:	Term is one year but crosses fiscal years
THA Relationships or Conflicts of Interest:	N/A
Notes for Clarity:	All required E-Rate processes were followed in the procurement of this contract.

NOTES FROM THA STAFF

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



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

THA NETWORK OFFICE
1421 S. SHERIDAN RD.
TULSA, OK 74112
918-324-4768

March 2, 2026

Everett Ellis
WIRED! Technology Partners, Inc.
11221 Richardson Dr. N.
Little Rock, AR 72113

Dear Everett:

This letter will confirm our decision to purchase up to \$23,536.24 of products and/or services from your company during the Y 2026 E-rate funding year as specified in the attached documentation, as follows:

- Internal Connections \$77,628.54
- MIBS 12 months x 2479 \$29,748
- TOTAL \$23,536.24

For non-recurring services, the contract dates are 4-1-2026 through 12-31-2027.
For MIBS recurring services, the contract dates are 7-1-2026 through 6-30-2027.

The procurement of these network products and services will be dependent upon the following conditions:

1. Final approval of next year's fiscal budget;
2. Contract confirmation by next year's school board;
3. Award of associated Year 2026 E-rate funding

A SPIN change will be permitted by this agreement if WIRED is not able to meet timeline requirements of the project.

An extension of up to 36 months is permitted by this agreement.

This written acceptance of your proposal constitutes an agreement between us. Please sign below to acknowledge your acceptance and return a signed copy to us as soon as possible. Electronic and facsimile copies are deemed originals.

Sincerely,

Name and Title

Date

SERVICE PROVIDER:

Name and Title

Date

Attachment: Quote AAAQ14697

E-Rate Proposal

FY26



wiredtech.com



E-RATE QUOTE

WIRED! Technology Partners
SPIN: 143032937

11221 Richardson Drive | North Little Rock, AR 72113
 (877) 957-0780 | sales@wiredtech.com | www.wiredtech.com

QUOTED TO

THA - Sheridan HS
 1421 S Sheridan Rd
 Tulsa, OK 74112-6619
 United States

Quote #	AAAQ14697
Date	Jan 19, 2026
Exp Date	Feb 28, 2026
Terms	Due Upon Receipt
Ticket #	775199
Description	eRate NET FY26

This quote is valid for a period of 30 days. The balance of hardware and software is due when the order is placed. The remaining balance is due upon completion. WIRED Technology Partners thanks you for the opportunity to provide this quote and looks forward to serving you.

Mfg. P/N	Description	Qty	Unit Price	Total Price
FPR1120-ASA-K9	Cisco Firepower FPR-1120 Network Security/Firewall Appliance - 8 Port - 1000Base-T, 1000Base-X - Gigabit Ethernet - 2.30 Gbit/s Firewall Throughput - 150 VPN - 8 x RJ-45 - 4 Total Expansion Slots - 50 Hz, 60 Hz - 1U - Rack-mountable 	1	\$2,475.40	\$2,475.40
C9300L-48PF-4X-M	Cisco Meraki Catalyst 9300 48-Port 1G Copper With Fixed 4x10G/1G SFP+ Uplinks, Full PoE+, Advanced or Enterprise - 48 Ports - Manageable - Gigabit Ethernet, 10 Gigabit Ethernet - 10/100/1000Base-T, 10GBase-X - 2 Layer Supported - Modular - 1100 W Power Consumption - 890 W PoE Budget - Optical Fiber, Twisted Pair - PoE Ports - Compact 	1	\$5,230.41	\$5,230.41
LIC-C9300-48E-5Y	Cisco Meraki Enterprise - Subscription License - 48 Port - 5 Year	1	\$1,948.75	\$1,948.75
MS225-48FP-HW	Cisco Meraki MS225-48FP Ethernet Switch - 48 Ports - Manageable - Gigabit Ethernet, 10 Gigabit Ethernet - 10/100/1000Base-T, 10GBase-X - 3 Layer Supported - Modular - 882 W Power Consumption - Twisted Pair, Optical Fiber - 1U - Rack-mountable, Desktop - Lifetime Limited Warranty 	4	\$3,705.61	\$14,822.44
LIC-MS225-48FP-5YR	Meraki Enterprise + 5 Years Enterprise Support - Subscription License - 1 Switch - 5 Year - Cisco Meraki Cloud Managed MS225-48FP - Switch - 48 Ports - Subscription License 1 Switch - 5 Year License Validation Period	4	\$817.82	\$3,271.28
SFP-10G-SR-S=	Cisco 10GBASE-SR SFP+ Module for MMF - For Data Networking, Optical Network - 1 x LC/PC Duplex 10GBase-SR Network - Optical Fiber - Multi-mode - 10 Gigabit Ethernet - 10GBase-SR - Hot-swappable 	4	\$357.88	\$1,431.52

Mfg. P/N	Description	Qty	Unit Price	Total Price
MA-SFP-10GB-SR	Meraki 10G Base SR Multi-Mode - For Data Networking, Optical Network - 1 x 10GBase-SR Network 	4	\$547.64	\$2,190.56
MR44-HW	Meraki MR44 802.11ax 2.93 Gbit/s Wireless Access Point - 2.40 GHz, 5 GHz - MIMO Technology - 1 x Network (RJ-45) - 2.5 Gigabit Ethernet - Desktop, Ceiling Mountable, Wall Mountable 	46	\$610.66	\$28,090.36
LIC-ENT-5YR	Meraki MR Enterprise Cloud Controller License, 5 Years - Meraki MR Series Access Point - Subscription License - 5 Year License Validation Period	46	\$338.69	\$15,579.74
SMART1500RM2UN	Tripp Lite by Eaton UPS SmartPro 120V 1.5kVA 1.35kW Line-Interactive Sine Wave UPS 2U Rack/Tower WEBCARDLX Network Interface LCD USB 8 Outlets - 1500 VA/1350 W - 120 V AC - 4.50 Minute Stand-by Time - 2U Tower/Rack Mountable - 8 x NEMA 5-15R 	1	\$1,436.88	\$1,436.88
SMART750RM1UN	Tripp Lite by Eaton UPS SmartPro 120V 750VA 600W Line-Interactive Sine Wave UPS 1U Rack/Vertical Pre-installed WEBCARDLX Network Interface USB DB9 Serial - 750 VA/600 W - 120 V AC - 4.90 Minute Stand-by Time - 1U Rack-mountable - 6 x NEMA 5-15R 	1	\$1,151.20	\$1,151.20

Terms:

1. WIRED Technology Partners (E08-009) extends Manufacturer warranties on all products and 90 days on labor.
2. All changes to this quotation/contract must be in writing and signed by an authorized representative of WIRED! to be effective.
3. All estimates of installation and delivery time are estimates only.
4. Customer must notify WIRED! Technology Partners within seven business days of any defect in installation.
5. Customer agrees to provide WIRED! Technology Partners with a final punch list within seven business days of installation.
6. Any seal broken on any product automatically voids WIRED! Technology Partners and Manufacturer Warranty.
7. All payments must be made by company check payable to WIRED Technology Partners.
8. The invoice total reflects a cash/check discount of 3.5%. Discounts will be removed for payments made by credit card.

Subtotal	\$77,628.54
Sales Tax	\$0.00
Total	\$77,628.54

To accept this quotation, sign here and return:

I authorize the approval of this quote based on the funding commitment decision by USAC for this FRN.



E-RATE QUOTE

WIRED! Technology Partners
SPIN: 143032937

11221 Richardson Drive | North Little Rock, AR 72113
 (877) 957-0780 | sales@wiredtech.com | www.wiredtech.com

QUOTED TO

THA - Sheridan HS
 1421 S Sheridan Rd
 Tulsa, OK 74112-6619
 United States

Quote #	AAAQ14700
Date	Jan 19, 2026
Exp Date	Feb 28, 2026
Terms	Due Upon Receipt
Ticket #	775199
Description	eRate MIBS FY26

This quote is valid for a period of 30 days. The balance of hardware and software is due when the order is placed. The remaining balance is due upon completion. WIRED Technology Partners thanks you for the opportunity to provide this quote and looks forward to serving you.

Mfg. P/N	Description	Qty	Unit Price	Total Price
MIBS-Core	MIBS - Core Device (Firewall, Switch, Router, WLAN Controller) - Monthly	15	\$57.40	\$861.00
MIBS-Device	MIBS - Device (Wireless Access Point, UPS) - Monthly	116	\$12.62	\$1,463.92
MIBS-Cabling	MIBS - Cabling - Monthly	2	\$77.04	\$154.08
MIBS-Terms	MIBS services are provided by Wired Technology Partners for a period of 12 months at the monthly rate listed for the operation, management, and monitoring of eligible broadband internal connections components. Support is limited to eligible equipment that directly supports and are necessary for the broadband connectivity within the schools listed above.			

- Terms:
- WIRED Technology Partners (E08-009) extends Manufacturer warranties on all products and 90 days on labor.
 - All changes to this quotation/contract must be in writing and signed by an authorized representative of WIRED! to be effective.
 - All estimates of installation and delivery time are estimates only.
 - Customer must notify WIRED! Technology Partners within seven business days of any defect in installation.
 - Customer agrees to provide WIRED! Technology Partners with a final punch list within seven business days of installation.
 - Any seal broken on any product automatically voids WIRED! Technology Partners and Manufacturer Warranty.
 - All payments must be made by company check payable to WIRED Technology Partners.
 - The invoice total reflects a cash/check discount of 3.5%. Discounts will be removed for payments made by credit card.

Subtotal	\$2,479.00
Sales Tax	\$0.00
Total	\$2,479.00

To accept this quotation, sign here and return:

I authorize the approval of this quote based on the funding commitment decision by USAC for this FRN.

SERVICE PROVIDER QUALIFICATION FORM

Information about the Vendor

Company Name	WIRED! Technology Partners
E-rate SPIN	143032937
Years in Business	34
Number of years providing solutions similar to this proposal	20
Contact Person/Title	Everett Ellis
Full Mailing Address	11221 Richardson Dr. N. Little Rock, AR 72113
Telephone Number	(877) 957-0780
E-Mail Address	everett.ellis@wiredtech.com
Names and titles of personnel who will work on this project	Everett Ellis, CEO Victor Buie, Lead Network Engineer Tyler Holmes, Project Foreman

References – 3 required

School/District Name	KIPP Chicago
Contact Person	Michael Solmonowicz
Phone Number	(312) 733-8108
E-mail Address	msalmonowicz@kippchicago.org
Dates Services Provided	2018 - Present
Description of Services Provided	Cabling, Network, Server, Managed Services
School/District Name	KIPP Oklahoma
Contact Person	Mayra Burke
Phone Number	(918) 833-8822
E-mail Address	mburke@kippok.org
Dates Services Provided	2016 - Present

Description of Services Provided	Cabling, Network, Server, Managed Services
School/District Name	Central Arkansas Christian Schools
Contact Person	Karen Sullivan
Phone Number	(501) 758-3160
E-mail Address	ksullivan@cacmustangs.org
Dates Services Provided	2009 - Present
Description of Services Provided	Cabling, Network, Server, Managed Services

Technical Competencies – Please list technical certifications

1. MCSP, CCNP, CCNA, Commscope SP3801

Reseller Authorizations – Please list reseller authorizations

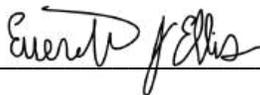
1. Cisco, Dell, HP, Microsoft, Ruckus, APC, Tripp Lite, Corning, Google

SERVICE PROVIDER ASSURANCE FORM

Service Provider agrees to provide:

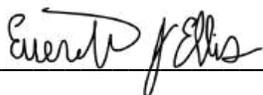
Installation and Testing

Service Provider will unbox, deliver, install, configure, and test all equipment based on the school’s installation schedule.

Signature  (enter “NA” if not applicable)

Administrator Training

Service Provider will provide training to the school’s network administrator(s) relative to the network operations of the new equipment and network software. Training will not cover end-user devices.

Signature  (enter “NA” if not applicable)

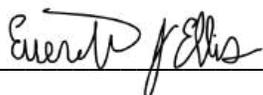
Asset Tagging and Inventory

Service Provider will tag all equipment with appropriate school and E-rate identification information and provide a digital and paper inventory.

Signature  (enter “NA” if not applicable)

Walk-through and Acceptance

After all of the services above have been provided, a Service Provider project manager will conduct a walk-through with a school representative. At that time, project documentation will be given to the school. Documentation will include: digital and paper inventory; installation and testing data; as-built drawings; product documentation and warranty information; and Service Provider contact information. When all elements are provided, the school representative will sign an Acceptance Page.

Signature  (enter “NA” if not applicable)

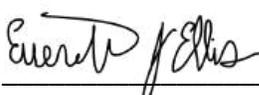
Service Provider agrees to the following:

Contingent upon Funding – This proposal/contract will be contingent upon approved E-rate funding. The contract (see page 8) does not bind the school to the project if SLD or matching funds are not appropriated.

Project Scaling – Service Provider understands that school may not have access to required funds and may need to scale back the project to meet budgetary needs.

Portion Billing – If implementation occurs after E-rate approval, the school will be billed only for the school’s USAC portion of charges.

Lowest Corresponding Price – The service provider will offer and charge the lowest price that the service provider charges to non-residential customers who are similarly situated to a particular school, library, or library consortium for similar services.

Signature 

CABLING REQUIREMENTS

Service Provider agrees to the following:

Project Requirements

Technical Requirements – Must be met per each entity’s specifications.

Complete Turnkey Solution – Cabling is to provide all materials and labor, including but not limited to: Cat6, Cat 6A wire, or fiber drops in colors per school requirements; patch panels, racks, raceway, hooks, connectors, outlets, firestop, and other materials as needed.

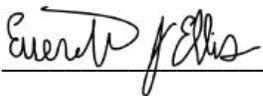
As-built drawings – To be provided upon project completion. (Floor plans showing circuit identification number and location and room number of each outlet.)

Installation and Testing Documentation - Certification test result documents to be provided upon project completion.

Labeling – All ports to be labeled at both ends per school requirements.

Patch Cables – 2 patch cables are to be provided per each cable run. Lengths and colors per school requirements.

One Year Warranty – Service Provider will warrant and support products/services for a minimum of 1 year.

Signature  _____

MASTER CONTRACT INFORMATION

Per SLD, a master contract is “a contract negotiated by a third party, the terms and conditions of which are then made available to an eligible entity that purchases directly from the service provider.”

- Yes, a master contract was used to provide pricing for this proposal/quote.
 No, a master contract was not used to provide pricing for this proposal/quote.

Contract Name:	
Contract Number:	
Start Date:	
End Date:	
Web address to find a copy of the contract:	

Contract Name:	
Contract Number:	
Start Date:	
End Date:	
Web address to find a copy of the contract:	

Coversheet

Approval of Graves Consulting Contract

Section: II. Consent Agenda
Item: I. Approval of Graves Consulting Contract
Purpose:
Submitted by:
Related Material: Graves Consulting Proposal - Tulsa Honor Academy.pdf

Consulting Proposal:

Internal Assessment of Hiring & People Management Practices

Prepared for:



March 3, 2026

Proposal: Tulsa Honor Academy

About Us

Graves Consulting is a Woman-Owned Small Business providing sustainable people-focused solutions in all areas of Human Resources as well as a broad range of business management consulting to clients in the municipal, private and non-profit sectors. Areas of expertise include strategic planning and operational execution, process design & improvement, organizational design & restructuring, performance management, executive coaching & leadership development, as well as all strategic HR processes and infrastructure including market-based compensation systems (including pay equity analysis), population health management and benefit plan design, employee engagement and feedback systems, individual and team development, and change management.

Graves Consulting is a collaborative partner and trusted advisor experienced in helping organizations create meaningful and impactful improvement in their organizations to exemplify their mission and achieve their goals. We believe organizations are most successful when they have a comprehensive and balanced approach to defining and orchestrating activity across the entirety of their system, breaking down barriers and silos to enable collaboration towards common organizational goals. We utilize proven methods with a customized approach, ensuring we meet our clients where they are, fully understand their needs and desires for the future, build bridges to successfully implement, and create sustainable change.

Background

Tulsa Honor Academy is requesting consulting services to evaluate hiring and people management policies, procedures, and practices to create recommendations for improved systems that drive alignment, accountability, and retention of a high-performing team.

Scope of Work

The following outlines the primary scope and activities included in the project:

1. Current State Assessment:
 - Conduct full review of key people management processes, policies, and procedures, including employee handbook, org structure (and rationale), job descriptions, selection and hiring, onboarding, training and development, dept/team communication, performance feedback & goal setting, ongoing 1:1s/coaching, discipline/corrective action, employee feedback (surveys), employee relations/complaints management, exit interviews, and related metrics/outcomes.
 - Collaborate with CEO & Chief of Staff (or Executive Leadership Team) through discovery process via virtual working sessions (and onsite as needed) and defining communication & engagement strategy of people leaders.
 - Conduct virtual or onsite 1:1s with each people leaders (24) to understand individual perspectives, current strengths, challenges, and opportunities within their team and overall organization (specifically related to people practices), and approach to people leadership duties of their position.
 - Debrief 1:1s, gather clarification needed, and explore any other identified gaps/opportunities for improvement with CEO and Chief of Staff (or Executive Leadership Team).
2. Report Findings and Recommendations:
 - Provide an overview of strengths, gaps, risks, and overall findings of current state.
 - Provide recommendations regarding mitigating risks, closing gaps, improve leadership alignment & compliance, and best practices.

Proposal: Tulsa Honor Academy

- 3. Strategic Advisory & Coaching Services
 - Provide consultative support to the CEO and Chief of Staff (or broader Executive Leadership Team) as needed through the completion of the project to address and effectively navigate people-related issues, complaints, or HR best practice opportunities that may arise during the course of the project.

Timeline

Project to begin upon approval, estimated March 16, 2026, with initial document request and beginning current state assessment. Individual meetings with people leaders targeted to occur throughout April, with conclusion of current state assessment by May 1st. Report of findings and recommendations to be delivered by May 22 (contingent on availability of resources and stakeholders required) with an allocation of time for final calibration, questions, and clarification to occur with Executive Team through May 29th.

Assigned Resources

Shelly Holden, Senior Consultant for Graves Consulting, will be the primary resource assigned. Additional support and consultation may be provided by Laurie Graves as needed. Administrative or non-client facing work may be performed by others at the sole discretion of Graves Consulting.

Shelly is a management consultant with more than 20 years of experience leading organizations across multiple industries domestically and internationally, as well as serving and supporting improvement in non-profit entities. Shelly has an extensive background in both HR and Operations leadership, including Six Sigma process design and improvement. She is also an ontological coach trained in strategies to facilitate transformative change in individual and team performance. Areas of expertise also include strategic planning & accountability, new business start-up, strategic business integration/acquisition, organizational design & restructuring, global account management & business development strategies.

Contact Information: shelly@graveshrconsulting.com / (918) 520-9727

Project Cost and Payment Terms

The total project cost is \$29,850 based on an allocation of 170 consulting hours for the defined scope of work. Billing will be divided into three (3) equal installments of \$9,950. Billing will occur on the first day of each month, beginning 4/1/26 (payment #1), 5/1/26 (payment #2), and 6/1/26 (payment #3) upon conclusion of the project. Payments are due within 10 business days of invoice receipt.

Agreed to this ____ day of _____, 2026 by:

Tulsa Honor Academy

Graves Consulting, LLC

Elsie Urueta Pollock, CEO

Laurie Graves, President

Coversheet

March CEO Report

Section: IV. Information Agenda
Item: C. March CEO Report
Purpose: Discuss
Submitted by:
Related Material: 2026 March CEO Report.pdf



MARCH CEO REPORT

- [February Newsletter](#)

ACADEMICS

Excellent School Visits

As we begin the design process for THA’s first elementary school, we began a series of excellent school visits the first week of March. These visits are an opportunity for us to observe excellent instruction, study strong systems, and learn from strong school leaders.

Last week, I had the privilege of visiting Yu Ming Charter School and Voices College Prep — two outstanding dual language immersion schools that are expanding opportunities for their communities. By participating in these excellent school visits, we are living out our core value of Pursuit of Excellence, as we too strive to expand opportunities for our community.



Testing Season - WIDA ACCESS

We have successfully completed the WIDA ACCESS test across our three campuses. This is the first time ever that we have completed the tests within one week of instruction. This was the goal of the new testing window structure: reducing the testing window to limit disruption to instruction as much as possible.

For your reference, below is the list of assessments taken during this year’s testing season.

Dates	Assessment	Description	Who is Tested
March 2 - 9	WIDA ACCESS	Nationally normative, measures mastery and growth of language acquisition	Multilingual learners who qualify for ELD services



March 12 -13	Q3 Interim Assessments	Internal assessment measuring mastery of content	ALL scholars
April 14	ACT and Pre-ACT	Nationally normative, college entrance exam	9th - 11th graders
April 22 - 23	CCRA	State assessments for high school science and social studies	11th graders
May 5 - 8	OSTP	State assessments for ES and MS students	5th - 8th graders
May 5 - 15*	AP Tests	Placement tests that grants college credits to HS scholars based on performance	HS scholars who are taking an AP class(es) and signed up for the test(s)
May 19 - 22	MAP	Nationally normative assessment measuring growth	5th - 8th graders
May 27 - 28	Q4 Interim Assessments	Internal assessment measuring mastery of content	ALL scholars

* These dates have not been finalized yet, but these tests will likely occur in this window.

2026 Academic All-Staters

We are incredibly proud to announce that two THA seniors, Sydney and Julie Tran, have been named to the 2026 Academic All-State class by the Oklahoma Foundation for Excellence!

Selected from hundreds of nominations statewide, Sydney and Julie are among only 100 seniors in Oklahoma to receive this prestigious honor. This award recognizes not only their elite academic performance but also their leadership, community service, and character. To even be eligible, students must meet rigorous benchmarks, such as a minimum 30 ACT score or being named a National Merit Semifinalist.





CULTURE

Honor Roll Town Hall

THA High School proudly awarded the first round of Honor Roll Shirts, a new tradition at THA HS, to scholars who earned a 3.6 GPA or higher for the quarter. Honor Roll Shirts may be worn as part of the daily uniform for the remainder of the school year. This new initiative was a big success, and we are thrilled to recognize their focus, discipline, and commitment to academic excellence!



OPERATIONS

2026 - 2027 Scholar Enrollment

There are no updates on enrollment for the upcoming school year as the enrollment window closed on January 12. We will have more updates in the April Board meeting. Below are the application numbers for your reference:

NETWORK ENROLLMENT GOALS										
Grade	# of Scholars As of 2/9 *Placed into next year's grade level	Conservative Persistence Estimate: 75%	Likely # to Stay at THA Based on Conservative Persistence Estimate	Budgeted Seats	Seats Open to Budgeted w/ Persistence Estimate	Total # of Apps	GOAL: 1 App Per Open Budgeted Seat	PROGRESS TO GOAL: 1 App Per Open Budgeted Seat	GOAL: 1.5 Apps Per Open Budgeted Seat	PROGRESS TO GOAL: 1.5 Apps Per Open Budgeted Seat
5	0	0	0	60	60	15	60	25.00%	90	16.67%
6	49	75.00%	37	220	183	381	183	207.91%	275	138.61%
7	221	75.00%	166	220	54	41	54	75.58%	81	50.38%
8	217	75.00%	163	220	57	27	57	47.16%	86	31.44%
9	218	75.00%	164	250	87	117	87	135.26%	130	90.17%
10	254	75.00%	191	240	50	25	50	50.51%	74	33.67%
11	149	75.00%	112	120	8	10	8	121.21%	12	80.81%
12	79	75.00%	59	80	21	-	-	-	-	-
TOTALS	1187		890	1410	520	616	520	118.52%	780	79.01%



Although the window has closed, we will likely still have spots available after the lottery. Therefore, we will continue recruiting for the second window. If you know a family with a scholar entering grades 5-11, tell them to check out THA at www.tulсахonor.org/enroll.

25-26 Staffing

Our team continues to work hard to fill open roles as quickly as possible. That said, in the near future, we will shift our focus to staffing for the 26-27 school year.

(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	4	88.24%
FMS	31	5	83.87%
HS	51	3.5	93.14%
Network	22.1	0	100%
Total	138.1	12.5	90.95%

Type of Role	Total Roles	Open Roles
Gen. Ed. Teachers	73.5	8
SPED/ELD Teachers	8.5	0.5
Operations	27.1	3
Mid-Level Leaders	18	1
Senior Leaders	11	0
Total	138.1	12.5

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

- **March 12-13:** Q3 Interim Testing
- **March 13:** Last day of Q3
- **March 23:** First Day of Q4
- **March 16 - 20:** NO SCHOOL - Spring Break
- **March 23:** NO SCHOOL for scholars - PD Day
- **March 27:** NO SCHOOL for scholars - Q3 Report Card Pick Up
- **April 14:** ACT Testing
- **April 22-23:** CCRA Testing
- **April 24:** NO SCHOOL for scholars - PD Day
- **May 5:** THA Board Retreat (details to follow)
- **May 29:** Declaration Day

Coversheet

Activity Fund Report

Section: IV. Information Agenda
Item: E. Activity Fund Report
Purpose: Discuss
Submitted by:
Related Material: February 2026 Activity Fund Report.pdf

Activity Fund Deposits				Cleared Activity Fund Expenditures			
Description	Date	Project Code	Total	Description	Date	Project Code	Total
October 2025 Carryover	1/1/2026	801 THA HIGH SCHOOL	\$3,480.13	THA MS Winter Dance Supplies	02/17/26	830 THA MIDDLE SCHOOL	\$157.58
October 2025 Carryover	1/1/2026	802 THA HS STUDENT COUNCIL	\$10,453.97	MLK Parade Supplies	02/17/26	802 THA HS STUDENT COUNCIL	\$53.36
October 2025 Carryover	1/1/2026	830 THA MIDDLE SCHOOL	\$6,455.12	High School Basketball Ref: Mya English	02/06/26	801 THA HIGH SCHOOL	\$85.00
October 2025 Carryover	1/1/2026	861 FLORES MS STUDENT COUNCIL	\$5,329.88	High School Basketball Ref: E. English	02/04/26	801 THA HIGH SCHOOL	\$85.00
October 2025 Carryover	1/1/2026	862 FLORES MIDDLE SCHOOL ATHLETICS	\$2,288.20	Gateway Tulsa: HS Prom Venue	02/18/26	802 THA HS STUDENT COUNCIL	\$250.00
October 2025 Carryover	1/1/2026	863 FLORES MIDDLE SCHOOL CLUBS	\$1,629.85	Middle School Basketball Ref: J. McCoy	02/18/26	830 THA MIDDLE SCHOOL	\$25.00
October 2025 Carryover	1/1/2026	898 STAFF FUND	\$0.00	Middle School Basketball Ref: J. McCoy	02/18/26	862 FLORES MIDDLE SCHOOL ATHLETICS	\$25.00
October 2025 Carryover	1/1/2026	899 GENERAL FUND REFUND	\$693.43				
High School Prom Ticket Sales	2/2/2026	802 THA HS STUDENT COUNCIL	\$300.00				
NHS Fees	2/2/2026	801 THA HIGH SCHOOL	\$20.00				
Yearbook Ad Sales	2/2/2026	801 THA HIGH SCHOOL	\$25.00				
THA Middle School Book Fair	2/2/2026	830 THA MIDDLE SCHOOL	\$2,544.00				
FMS Winter Dance Ticket Sales	2/5/2026	861 FLORES MS STUDENT COUNCIL	\$75.00				
College Readiness NYC Trip	2/9/2026	802 THA HS STUDENT COUNCIL	\$100.00				
SQUARE: THA HS Prom Tickets	2/9/2026	802 THA HS STUDENT COUNCIL	\$144.45				
FMS Winter Dance Ticket Sales	2/9/2026	861 FLORES MS STUDENT COUNCIL	\$320.00				
FMS Concession Sales	2/9/2026	861 FLORES MS STUDENT COUNCIL	\$491.00				
THA HS Prom Tickets	2/9/2026	802 THA HS STUDENT COUNCIL	\$810.00				
HS StuCo Friendship Grams	2/9/2026	802 THA HS STUDENT COUNCIL	\$20.00				
SQUARE: THA HS Prom Tickets	2/12/2026	802 THA HS STUDENT COUNCIL	\$57.75				
NHS Fees	2/12/2026	801 THA HIGH SCHOOL	\$40.00				
HS Soccer Fees	2/12/2026	801 THA HIGH SCHOOL	\$30.00				
THA Middle School Soccer Fees	2/12/2026	830 THA MIDDLE SCHOOL	\$100.00				
THA HS Prom Tickets	2/12/2026	802 THA HS STUDENT COUNCIL	\$240.00				
HS StuCo Friendship Grams	2/12/2026	802 THA HS STUDENT COUNCIL	\$294.50				
College Readiness NYC Trip	2/17/2026	802 THA HS STUDENT COUNCIL	\$1,000.00				
THA HS Prom Tickets	2/17/2026	802 THA HS STUDENT COUNCIL	\$180.00				
FMS Soccer Fees	2/19/2026	862 FLORES MIDDLE SCHOOL ATHLETICS	\$100.00				
College Readiness NYC Trip	2/19/2026	802 THA HS STUDENT COUNCIL	\$100.00				
THA HS Prom Tickets	2/25/2026	802 THA HS STUDENT COUNCIL	\$720.00				
NHS Fees	2/25/2026	801 THA HIGH SCHOOL	\$60.00				
College Readiness NYC Trip	2/25/2026	802 THA HS STUDENT COUNCIL	\$300.00				
THA HS Soccer Fees	2/25/2026	801 THA HIGH SCHOOL	\$180.00				
SQUARE: THA HS Prom Tickets	2/26	802 THA HS STUDENT COUNCIL	\$48.10				
THA HS Prom Tickets	2/26	802 THA HS STUDENT COUNCIL	\$200.00				
THA Middle School Soccer Fees	2/26	830 THA MIDDLE SCHOOL	\$250.00				
College Readiness NYC Trip	2/26	802 THA HS STUDENT COUNCIL	\$350.00				
SQUARE: THA HS Prom Tickets	2/27	802 THA HS STUDENT COUNCIL	\$105.85				
Total Previous Month Carryover				Subaccount			
\$30,330.58				801 THA HIGH SCHOOL			
Total Current Month Deposits				802 THA HS STUDENT COUNCIL			
\$9,205.65				830 THA MIDDLE SCHOOL			
Total Current Month Expenditures				861 FLORES MS STUDENT COUNCIL			
-\$680.94				862 FLORES MIDDLE SCHOOL ATHLETICS			
End of Month Balance				863 FLORES MIDDLE SCHOOL CLUBS			
\$38,855.29				898 STAFF FUND			
				899 GENERAL FUND REFUND			

Total Cleared Expenditures

\$680.94

Total Previous Month Carryover \$30,330.58
Total Current Month Deposits \$9,205.65
Total Current Month Expenditures -\$680.94
End of Month Balance \$38,855.29

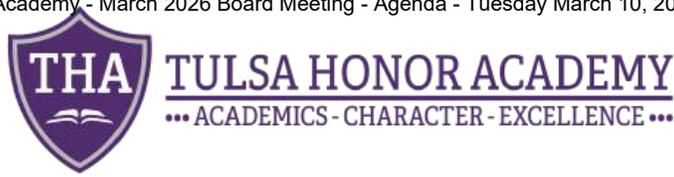
Chandler E. Moore
 Activity Fund Custodian
 Date: 3/3/26

G. U. Moore
 Chief Executive Officer
 Date: 3/6/26

Coversheet

Approval of Contract with The Together Group, LLC

Section: V. Action Agenda
Item: A. Approval of Contract with The Together Group, LLC
Purpose: Vote
Submitted by:
Related Material: The Together Group, LLC - 3_11_2026 to 9_30_2026.pdf



CONTRACT COVER SHEET

BASIC INFORMATION

Vendor:	The Together Group, LLC
Description of Service:	The Founder and CEO will collaborate with the THA Exec Team to plan and lead three professional development sessions across the span of sixth months including: The Together Teacher®: Create a Personal Organization System, The Together Leader®: Plan, Prioritize and Protect Your Time, and The Together Leader®: Follow-Ups and Finalize Your System.
Jurisdiction or Governing Law:	Maryland
Term of contract:	3/11/2026 to 9/30/2026
Funding Source:	General Fund - PD Budget Line
Total Cost:	Up to \$54,260.00
THA Signer:	Chief Operations Officer
Contract Type:	New Contract If Renewal, price change notes: N/A
Termination Clause:	If Client cancels Consultant's Engagement at any time after Client's execution of any SOW but prior to provision of the Services, fifty percent (50%) of the total Engagement Fee, inclusive of any Change Orders and amended SOWs, and any other non-refundable expenses incurred by Consultant such as non-cancellable travel plans, shall be due and payable to Consultant and, if such fee has already been paid, is non-refundable. If Consultant cancels the Engagement at any time without cause, Consultant shall refund to Client all fees prepaid by Client for the Engagement as of the date of such cancellation.
Term:	Term is one year but crosses fiscal years
THA Relationships or Conflicts of Interest:	N/A
Notes for Clarity:	The total cost is the maximum cost. The final cost will be determined by the final number of participants at the time of the training, which could be less than the maximum allotted in the original contract.



THIS MASTER SERVICE AGREEMENT (“Agreement”) is entered into by and between Tulsa Honor Academy (“Client”) and The Together Group, LLC (“Consultant”) collectively referred to as the “Parties,” as of March 2, 2026 (“Effective Date”). Each of Client and Consultant are referred to separately as “Party” and are referred to collectively as the “Parties.”

WHEREAS, (a) Client desires to engage Consultant as an independent contractor for the specific purposes of coaching and/or providing one or more workshops or presentations in accordance with the terms of the Statement of Work (the “Engagement”) and (b) the Consultant desires to provide to Client with such services, subject to the terms and conditions of this Agreement.

NOW, THEREFORE, in consideration of the mutual covenants, terms and conditions set forth herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties, intending to be legally bound, agree as follows:

1. STATEMENT OF WORK. Client is hiring Contractor to provide Services in accordance with the terms and conditions of this Agreement and one or more Statements of Work (“SOW”). A “Statement of Work” or “SOW” means the description of the tasks and/or services to be provided by Consultant based on written orders that are executed by the Parties from time to time. Each executed SOW is incorporated into and made a part of this Agreement.

2. ENGAGEMENT AND PERFORMANCE OF SERVICES.

2.1 Services and Work Product. Client hereby engages Consultant to provide the Services and Work Product to Client, and Client will pay Consultant for the Services and Work Product in accordance with the terms and conditions of this Agreement and any applicable SOW. As used in this Agreement, the “**Services**” means any and all services delivered by Consultant as described in a SOW and delivered to Client in the performance of the Engagement. As used in this Agreement, the “**Work Product**” means any and all materials delivered or made accessible by Consultant to Client for the provision of the Services.

2.2 Consultant’s Performance. Consultant will provide the Services in a timely and professional manner and in accordance with the applicable SOW and this Agreement. The manner, means, format, and method that Consultant uses to provide the Services are in Consultant’s sole discretion and control.

2.3 Client’s Responsibilities. Client is responsible to meet all Client deadlines and responsibilities set forth in the SOW and/or in the preparation call(s) and emails including, but not limited to, the final exact number of participants and information that needs to be provided by Client in a timely manner. Client shall be liable for late or missed Client deadlines, which may include a possible increase of materials and costs including shipping fees. Consultant maintains the right to cancel or postpone any workshop and/or other tasks or Services as a result of missed Client deadlines that impact Consultant’s ability to prepare materials and plan effectively and Client will be liable for any expenses incurred as a result of any such cancellation or postponement.

2.4 Term. This Agreement shall commence on the Effective Date and shall remain in effect for as long as Consultant is providing any Services pursuant to any SOW, unless otherwise agreed to in a writing signed by both Parties.

2.5 Material Changes to the Scope of Service. If, while this Agreement or any SOW is in effect, Client requests a change that will alter the scope of the Engagement as contemplated in the SOW (e.g., additional participants and/or materials, extended access to Work Product, provision of additional Services), Consultant will promptly notify Client with an estimate of anticipated changes and any associated additional fees (the “Change Order”). Payment under the changed scope of Engagement will be negotiated at the time of notification. The Change Order, a new SOW, or amended SOW will then be incorporated, by reference, into this Agreement.

3. COMPENSATION. Unless otherwise agreed to in a SOW, Client is obligated to pay fifty percent (50%) of the total fee for the Engagement as set forth in the applicable SOW (“Engagement Fee”) upon execution of the SOW. The fifty percent (50%) payment, plus all per person fees and charges for materials, will be paid by Client within four (4) weeks prior to the scheduled engagement date or within five (5) business days of the invoice date if the invoice date is within four (4) weeks of the scheduled engagement date. The final payment will be billed after completion of the Engagement and will



include any additional amounts owed for any Change Orders/SOW amendment and travel costs, including round-trip travel, ground transportation, lodging, and meals as well as any additional expenses incurred as a result of late or missed Client deadlines as described in Section 2.3 above. The final payment is due within thirty (30) days of the invoice date.

Consultant will submit invoices electronically to Client for the Engagement Fee and the final payment. Except for Client's obligation to pay fifty percent (50%) of the Engagement Fee upon execution of the SOW, all charges shall be due and payable thirty (30) days from the date of the invoice and shall be deemed overdue if not paid within such thirty (30) day time period. Overdue payments shall be subject to a late payment charge of 1.5% per month on any outstanding balance or the maximum permitted by law, whichever is lower, plus all reasonable expenses and fees of collection.

4. INDEPENDENT CONTRACTOR RELATIONSHIP. Consultant's relationship with Client will be that of an independent contractor, and nothing in this Agreement should be construed to create a partnership, joint venture, or employer-employee relationship. Client will not withhold or make payments for social security, unemployment insurance or disability insurance contributions, or obtain workers' compensation insurance on Consultant's behalf.

5. INTELLECTUAL PROPERTY RIGHTS. Consultant retains all right, title, ownership, and interest in and to BRASS TACKS, TOGETHER GROUP, TOGETHER TEACHER, TOGETHER LEADER, TOGETHER STUDENT, TOGETHER PRESS, and any other trademark registered and/or common law right either now or in the future, as well as all materials of The Together Group systems and routines, including, without limitation, the service mark, webinars, presentations, publications, workshops, blog posts, products, materials, information, ideas, concepts, know-how, techniques, tools, templates, models, software, procedures, documentation, technology, interfaces, databases, reports, processes, best practices and methodologies owned or licensed by or developed on behalf of Consultant or any of its suppliers as well as any other method or script utilized by Consultant related to or arising from provision of any Services. Nothing in this Agreement shall be construed to grant Client any right, title, license, ownership, or interest in or to any Services, Work Product, and in any underlying intellectual property, other than the specific right to use the Services and Work Product granted under this Agreement. Client's use of any materials provided, distributed, and/or made accessible by Consultant is only for Client's personal use and may not be uploaded to any shared servers or used for purposes of any re-training. Client may not exploit or make any commercial use of any of Consultant's materials and/or Work Product. For the avoidance of doubt, Client is not granted any right, title, license, or interest in or to any Consultant materials and/or Work Product and Consultant reserves all rights not explicitly granted in this Agreement or a SOW. Client must obtain Consultant's prior written consent for any use of any Consultant materials and/or Work Product not explicitly allowed in this Agreement.

Client grants Consultant permission to include Client's name and logo and publicly identify Client as a client. Neither Party may, without the express written consent of the other Party, divulge the terms of this Agreement or make any public statement about the specifics of the Services to be provided by Client hereunder.

6. CONFIDENTIAL INFORMATION. As used herein, "Confidential Information" means all information of a Party ("Disclosing Party") disclosed to the other Party ("Receiving Party") that is designated in writing or identified as confidential at the time of disclosure or should be reasonably known by the Receiving Party to be Confidential Information due to the nature of the information disclosed and the circumstances surrounding the disclosure. For avoidance of doubt, "Confidential Information" shall mean any and all technical and non-technical information provided by Consultant to the Client including, without limitation, worksheets, templates, systems, calendars, ideas, techniques, sketches, drawings, works of authorship, models, inventions, know-how, processes, apparatuses, equipment, algorithms, software programs, software source documents, and formulae related to the current, future, and proposed products and services of each of the Parties, and including, without limitation, their respective information concerning research, experimental work, development, design details and specifications, financial information, customer lists, business and contractual relationships, business forecasts, sales and merchandising, marketing plans, and information the Disclosing Party provides or makes accessible regarding third parties. Except as expressly authorized herein, the Receiving Party will hold in confidence and not use or disclose any of the Disclosing Party's Confidential Information. The Receiving Party's non-disclosure obligation shall not apply to information which the Receiving Party can document: (i) was rightfully in its possession or known to it prior to receipt of the Confidential Information; (ii) is or becomes public knowledge or publicly available through no fault of the Receiving Party; (iii) is rightfully obtained by the Receiving Party from a third party without breach of any confidentiality obligation; (iv) is independently developed by employees of the Receiving Party without



reliance on or use of the Disclosing Party's Confidential Information; or (v) is required to be disclosed in order to enforce this Agreement or pursuant to a regulation, law or court order (but only to the minimum extent required to comply with such regulation or order and with advance written notice to the Disclosing Party to the extent legally permitted). The Receiving Party acknowledges that disclosure of the Disclosing Party's Confidential Information could cause substantial harm to the Disclosing Party for which damages alone might not be a sufficient remedy and, therefore, that upon any such actual or threatened disclosure by the Receiving Party the Disclosing Party shall be entitled to seek appropriate equitable relief in addition to whatever other remedies it might have at law or in equity.

Subject to the terms and conditions of this Agreement, the Receiving Party shall not disclose or use any Confidential Information of the Disclosing Party for any purpose outside the scope of this Agreement, except with the Disclosing Party's prior written permission.

The Receiving Party shall keep confidential all Confidential Information disclosed to it by the Disclosing Party, and will protect the confidentiality thereof in the same manner as it protects the confidentiality of its own Confidential Information and at all times shall exercise at least a reasonable degree of care in the protection of Disclosing Party's Confidential Information.

7. TERMINATION.

7.1 Termination. If Client cancels Consultant's Engagement at any time after Client's execution of any SOW but prior to provision of the Services, fifty percent (50%) of the total Engagement Fee, inclusive of any Change Orders and amended SOWs, and any other non-refundable expenses incurred by Consultant such as non-cancellable travel plans, shall be due and payable to Consultant and, if such fee has already been paid, is non-refundable. If Consultant cancels the Engagement at any time without cause, Consultant shall refund to Client all fees prepaid by Client for the Engagement as of the date of such cancellation.

7.2 Return of Property. Upon termination of the Agreement or upon Consultant's request at any other time, Client will promptly return to Consultant all of Consultant's Work Product together with all copies thereof, and any other material containing or disclosing any Work Product, third party information, and/or any Confidential Information.

7.3 Survival. The following provisions will survive termination of this Agreement: Sections entitled "Client's Responsibilities", "Material Changes to the Scope of Service", "Compensation", "Independent Contractor Relationship", "Intellectual Property Rights," "Confidential Information," "Termination", "Return of Property", "Indemnification and Limitation of Liability," "Return of Property," "Survival," and "General Provisions."

8. INDEMNIFICATION AND LIMITATION OF LIABILITY.

8.1 Indemnification. Each Party ("Indemnifying Party") will, at its expense, defend, indemnify, and hold harmless the other Party ("Indemnified Party"), its directors, officers, employees, contractors, and agents, from and against any third party claim, demand, cause of action, lawsuit, or liability, including reasonable attorney's fees and costs (collectively, a "Claim"), to the extent that any Claim: (i) arises from or is caused by the Indemnifying Party's gross negligence, willful misconduct, or violation of law; or (ii) arises from or is caused by any of the Indemnifying Party's content or other materials infringing or misappropriating any United States copyright, trademark, or patent, or other proprietary or intellectual right of any third party.

In the event Consultant believes that any of its Services or Work Product is likely to be held to constitute an infringement, Consultant shall, at its expense, use commercially reasonable efforts either (i) to procure for Client the right to continue to use the Work Product; or (ii) to modify the Work Product so that it is non-infringing; or (iii) if both of the foregoing options are not commercially feasible or impractical, in its sole reasonable discretion, Consultant may terminate this Agreement or the affected SOW and refund to Client the fees prepaid by Client for the portion of the Services which was not rendered by Consultant. Consultant's indemnification obligations under this Section shall not apply: (1) if any Work Product and/or Service is modified by anyone other than Consultant; (2) any Work Product is combined with other non-Consultant products, services, materials, and/or content not authorized by Consultant in writing; (3) to any unauthorized use of any of any Work Product or Services; (4) to any third party deliverables, materials, or components contained within any of Work Product and not provided by Consultant; or (5) to any action arising as a result of any materials and/or content provided



by Client. THIS SECTION SETS FORTH CONSULTANT'S SOLE LIABILITY AND CLIENT'S SOLE AND EXCLUSIVE REMEDY WITH RESPECT TO ANY CLAIM OF INTELLECTUAL PROPERTY INFRINGEMENT.

The Indemnified Party must notify the Indemnifying Party promptly in writing of any claim hereunder and provide, at the Indemnifying Party's expense, all reasonable and necessary assistance, information, and authority to allow the Indemnifying Party to exclusively control the defense and settlement of any Claim.

8.2 Limitation of Liability. Except for amounts owed by Client to Consultant under this Agreement and any SOW, in no event shall either Party be liable to the other Party for any damages resulting from lost profits and/or revenue or for any special, indirect, incidental, punitive, exemplary, or consequential damages in any way arising out of, related to, or in connection with the Services or any Work Product, or otherwise relating to this Agreement or any SOW, however caused, even if the other Party has been made aware of the possibility of such damages. To the maximum extent permitted by law, in no event shall either Party's total liability arising under or relating to this Agreement and/or any SOW exceed the amounts paid and payable by Client to Consultant under this Agreement and any SOW. The foregoing limitation of liability is cumulative for all claims in any matter related to this Agreement and any SOW is not on a per incident basis.

9. GENERAL PROVISIONS.

9.1 Governing Law and Venue. This Agreement and any claim, controversy, right, obligation, or dispute arising under or related to this Agreement or any SOW, the relationship of the parties, and the interpretation and enforcement of the rights, performance obligations, and/or duties of the Parties shall be governed by and construed in accordance with the laws of the State of Maryland, without regard to conflicts of laws principles. The parties irrevocably and unconditionally agree to the exclusive jurisdiction of the state courts in Montgomery County, Maryland and the federal courts in Maryland.

9.2 Modifications; Waiver; Severability. No modification of or amendment or addition to this Agreement or any SOW is valid or binding unless set forth in writing and fully executed by both Parties. Any waiver of any right or remedy under this Agreement and/or any SOW must be in writing and signed by each Party. No delay in exercising or enforcing any right, remedy, or obligation shall operate as a waiver of such right, remedy, obligation, or any other right, remedy, or obligation. A waiver on one occasion shall not be construed as a waiver of any right, remedy, or obligation on any future occasion. If any provision of this Agreement and/or any SOW is, for any reason, held to be invalid or unenforceable, all other provisions of this Agreement and, if applicable, affected SOW, will be unimpaired and the invalid or unenforceable provision will be deemed modified so that it is valid and enforceable to the maximum extent permitted by law, preserving to the fullest permissible extent the intent and the agreement of the parties.

9.3 No Assignment. This Agreement and any SOW, and the Parties' rights and obligations herein, may not be assigned by either Party without the other's Party's prior written consent, and any attempted assignment in violation of the foregoing will be null and void. The terms of this Agreement and any SOW will be binding upon any permitted assignee.

9.4 Notices. Any notice or communication permitted or required by this Agreement shall be in writing and sent via certified or registered mail, return receipt requested, or by overnight courier service to the other Party as follows:

Notices to the Client (Client's principal point of contact and official mailing address):

Notices to the Consultant:
Maia Heyck-Merlin
The Together Group, LLC
10319 Westlake Drive, #381
Bethesda, Maryland 20817



maia@thetogethergroup.com

9.5 Force Majeure. Neither Party shall be liable to the other Party for any delay or failure to perform hereunder (excluding payment obligations) due to circumstances beyond such Party's reasonable control including, without limitation, acts of God, acts or mandates of government, flood, fire, earthquake, civil unrest, acts of terror, strikes or other labor problems (excluding those involving such Party's employees or contractors), disease, sickness, epidemic or pandemic, service disruptions involving hardware, software or power systems not within such Party's possession or reasonable control. A force majeure event does not include economic hardship.

9.6 Entire Agreement; Facsimile Transmission/Counterparts. This Agreement including all executed SOWs is the final, complete and exclusive agreement of the Parties with respect to the subject matter hereof and supersedes and merges all prior discussions between the Parties with respect to such subject matter. In the event of any conflict or inconsistency between the terms and conditions of this Agreement and any SOW now or hereafter executed by the Parties, the terms of the SOW shall govern. There are no third party beneficiaries to this Agreement. This Agreement does not create any right enforceable by any person or entity who is not a Party to this Agreement. This Agreement including any SOW may be executed and delivered by facsimile, electronic signature, or emailed PDF and, upon receipt such transmission, shall be deemed delivery of an original. This Agreement (including any SOW) may be executed in several counterparts each of which when executed shall be deemed to be an original, and such counterparts shall each constitute one and the same instrument.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed by their duly authorized representatives to be effective as of the Effective Date.

The Together Group, LLC

Tulsa Honor Academy

Signature: _____

Signature: _____

Name: Maia Heyck-Merlin

Name: _____

Title: Founder and CEO

Title: _____

Date: _____

Date: _____

Version: 070620



STATEMENT OF WORK NO. 1

This Statement of Work No. 1 (“SOW”) is entered into as of March 2, 2026 (“Effective Date”) and governed by the terms of the Master Service Agreement (“Agreement”) between The Together Group, LLC (“Consultant”) and Tulsa Honor Academy (“Client”), dated March 2, 2026. In the event of any inconsistency between this SOW and the Agreement, the terms of this SOW shall control. All capitalized terms used but not defined herein shall have the meanings set forth in the Agreement.

Client Name: Tulsa Honor Academy

Class Location: Tulsa, OK

Fee Structure:

Class Information The Together Teacher			
Class Type:	The Together Teacher®: Create a Personal Organization System		
Class Date / Time:	Monday, July 27, 2026, from 8:00 AM – 12:30 PM Central Time		
Number of Participants:	~88 (TBD by June 26, 2026)		
Class Location:	Tulsa, OK		
Fee Description for The Together Teacher	Quantity	Rate	Estimated Amount
Engagement Fee For instructional design and delivery	1	\$19,500	\$19,500
ESTIMATED Per Person Costs for Materials (Materials Fee) This is based on Client-provided participant estimate only. The final number will be determined four weeks prior for billing and production purposes. Client assumes the cost of no-shows after final projections have been made and assumes the cost of all extra materials for the number of participants which exceeds the participant estimate.	~88	\$65	\$5,720
			\$25,220

Class Information The Together Leader			
Class Type:	The Together Leader®: Plan, Prioritize and Protect Your Time		
Class Date / Time:	Tuesday, July 28, 2026, from 8:00 AM – 4:00 PM Central Time		
Number of Participants:	~36 (TBD by June 26, 2026)		
Class Location:	Tulsa, OK		
Fee Description for The Together Leader	Quantity	Rate	Estimated Amount
Engagement Fee For instructional design and delivery	1	\$24,500	\$24,500
ESTIMATED Per Person Costs for Materials (Materials Fee) This is based on Client-provided participant estimate only. The final number will be determined four weeks prior for billing and production purposes. Client assumes the cost of no-shows after final projections have been made and assumes the cost of all extra materials for the number of participants which exceeds the participant estimate.	~36	\$65	\$2,340



\$26,840

Class Information (Optional Session) The Together Leader Follow-Up Class			
Class Type:	The Together Leader®: Follow-Ups and Finalize Your System		
Class Date / Time:	To be determined date and time (class length of 75 minutes)		
Number of Participants:	~36 (TBD by June 26, 2026)		
Class Location:	Online Classroom (<i>remote classes done via Zoom, Nearpod, and dedicated website</i>)		
Fee Description for The Together Leader Follow-Up	Quantity	Rate	Estimated Amount
Engagement Fee For instructional design and delivery	1	\$0	\$0
			\$0

Travel Costs	Quantity	Rate	Estimated Amount
Travel Costs For plane, lodging, meals, ground transportation. Travel Costs are based on our past travel patterns.	Total across two classes	\$2,200	\$2,200
			\$2,200

Billing Cycle:

Billing takes place in two phases. All invoices should be paid within thirty (30) days of the invoice date.

Invoice 1	The first invoice will include the first half the Engagement Fees. It will be sent at the time of agreement on this Statement of Work and signing of the Master Service Agreement.
Invoice 2	The final invoice will include the second half of the Engagement Fees, the Materials Fees, and Travel Costs. It will be sent after the final number of participants for each class have been confirmed.

Consultant Obligations (timeline outlined in Class Preparation document):

- Intake calls with Client
- Self-assessments and analysis
- Customize class website, handouts, and examples
- Deliver class to Client
- Summarize participant feedback for Client
- Conduct debrief call with Client, if requested

Client Obligations:

- One to three phone calls to customize class
- Completion of pre-class questionnaire and preparation call
- Designate one person to be the principal point of contact for responding to Consultant questions regarding content or logistics
- Designate one person to be the principal point of contact for participants, send reminders, and follow-up
- Commitment to be prompt in reviewing and responding to all email correspondence from Consultant
- Prompt payment of all invoices

Logistics:

Provide the following tools in order to optimize the class effectiveness.



Audio-Visual Equipment

- Wireless, hands-free microphone for facilitator
- Internet-ready PC laptop or desktop, that has been tested with the projector, running Microsoft PowerPoint with two USB ports and the ability to play music
- Projector or Smart Board with clear, large projection screen (at least 7’X12’)
- Power source near projector
- High quality speakers connected to computer

Additional Audio-Visual equipment for classes with greater than 50 participants

- Two stationary microphones for participants
- At least two large projection screens
- High quality speakers

Staffing Requests

- One senior staffer and one logistics person in room during entire class to answer questions as needed, change batteries in any equipment that fails, assist participants with internet needs, etc.
- Two–three staff members to assist with room and materials set-up the day before the class takes place; the set-up is labor intensive, with a lot of handouts and other materials, and usually takes 1-2 hours to complete

Room Set Up and Snacks

- Thoroughly test the audio-visual equipment before the class date
- Provide healthy snacks and/or meals for participants (depending on timing of class)
- Ensure easy access to water and restrooms
- Confirm ability to control the room temperature
- Put out clear signage directing participants to class location; Consultant has a sample template available
- Ensure room set-up allows for each participant to have space to spread out materials – ideally tables with 3’ x3’ of surface area per participant and set up for discussion
- Tulsa Honor Academy team meets Consultant at the room location at least 90 minutes prior to the class start time
- Ensure internet access is available in the room for all participants at one time

IN WITNESS WHEREOF, the Parties hereto have caused this Statement of Work to the Master Service Agreement to be executed by their duly authorized representatives to be effective as of the Effective Date set forth above.

The Together Group, LLC

Tulsa Honor Academy

Signature: _____

Signature: _____

Name: Maia Heyck-Merlin

Print Name: _____

Title: Founder and CEO

Print Title: _____

Date: _____

Date: _____

Version: 041816

Coversheet

Approval of Proposal of Services from Jill Dunchick Consulting, LLC

Section: V. Action Agenda
Item: B. Approval of Proposal of Services from Jill Dunchick Consulting, LLC
Purpose: Vote
Submitted by:
Related Material: 3.5.2026 Tulsa Honor Academy Proposal_ Services.pdf

Jill Dunchick Consulting, LLC

Proposal for Services

March 5, 2026

Elsie Urueta-Pollock, Founder, Tulsa Honor Academy

1421 S. Sheridan Rd., Tulsa, OK 74112

Mission: Jill Dunchick Consulting, LLC exists to inspire and support adult learning that makes a significant, positive impact on a leader’s influence, productivity, and joy in their work. In all training and coaching relationships, Jill ensures the leader’s actions align with their core values, giving them the power to lead from their whole being and face challenging situations with ease.

Service Proposed: This proposal from Jill Dunchick Consulting, LLC details recommended support services for your COMPANY/SCHOOL:

Service Proposal	<p>(1) Transformational Coaching</p> <p>(a) Principal (options)</p> <ul style="list-style-type: none"> o Weekly coaching April-November (8 months) \$12,000 o Biweekly coaching April - November (8 months) \$8,000 o Combo Weekly/Bi-weekly April-November (8 months) \$10,000 <ul style="list-style-type: none"> ■ (4 months)/biweekly coaching (2-4 months) <p>(b) Asst. Principals (options- 4 APs total)</p> <ul style="list-style-type: none"> o Four sessions over 4 months (\$1000 x 4) \$4,000 o Six sessions each over 4 months (1500 x 4) \$6,000 <p>(2) Customized Training -1 day in person \$5,000</p> <p>(a) Principal/Assistant Principals</p> <p>(3) Site Visit *fee waived for Weekly/Combo coaching for 8 months or \$2,000</p> <p>(a) Principal/Assistant Principals</p> <p>(4) Check In Calls *fee waved</p> <p>(a) CEO</p> <ul style="list-style-type: none"> o Three progress/planning calls
Total Cost	<p>Recommendations</p> <p>(1) Transformational Coaching:</p> <ul style="list-style-type: none"> (a) Principal- Combo \$10,000 (b) Asst. Principals-4 sessions \$4,000 <p>(2) Customized Training</p> <ul style="list-style-type: none"> (a) One day \$5,000 <p>(3) Site Visit</p> <ul style="list-style-type: none"> (a) Fee waived with Combo Coaching \$0 <p>(4) Check In Calls</p> <ul style="list-style-type: none"> (a) Fee waived \$0 <p>TOTAL: \$19,000</p>
Date of service	<p>(5) Transformational Coaching</p> <p>(a) Principal: April 1-November 30, 2026</p>

Jill Dunchick Consulting, LLC

Proposal for Services

	<p>(b) Asst. Principals April 1-July 31, 2026</p> <p>(6) Customized Training -1 day in person (a) May/June 2026</p> <p>(7) Site Visit (a) August/September 2026</p> <p>(8) Check In Calls (a) April/May, July/August, October/November</p>
<p>Description of services</p>	<p><u>Transformational Coaching</u></p> <ul style="list-style-type: none"> ● Principal + Assistant Principals <ul style="list-style-type: none"> ○ Prework: self-awareness building; trust; response to conflict ○ Review feedback surveys ○ Review any Leadership inventories previously completed ○ Aligned to establishing/reestablishing trust ○ Aligned to open communication between adults <ul style="list-style-type: none"> ■ Communication to ensure open dialog and all opinions matter ■ Communication to build cohesion ■ Communication to inspire ○ Conscious communication to hold adults accountable ● Principal <ul style="list-style-type: none"> ○ Creating systems and structures to ensure authentic feedback <ul style="list-style-type: none"> ■ Rebuilding agendas to ensure open communication and all opinions matter ■ Create/utilize tools for feedback (informal + formal) <p><u>Customized Training</u></p> <ul style="list-style-type: none"> ● Building + Restoring Trust <ul style="list-style-type: none"> ○ Texts/articles guiding coaching/training <ul style="list-style-type: none"> ■ Dare to Lead ■ Strong Ground ■ Neuroscience of Trust ● Effective Communication <ul style="list-style-type: none"> ○ Texts/articles guiding coaching/training <ul style="list-style-type: none"> ■ Non-violent communication ■ Crucial Conversations ■ Neuroscience of Trust <p>NOTES:</p> <ul style="list-style-type: none"> ● Jill Dunchick Consulting will provide the slide decks, worksheets (electronic), tools (electronic + printed out) and training two weeks prior to each training session for Tulsa Honor Academy approval. ● Tulsa Honor Academy will provide location/space for training. ● Tulsa Honor Academy will be responsible for refreshments for all attendees (if desired) ● One day customized Training is roughly 7 hours content/practice and 1 hour for lunch/connect Training time 8:00am-4:00pm (this is flexible).

Jill Dunchick Consulting, LLC

Proposal for Services

Please reach out to me to ask any questions or make any changes to this proposal. Once we agree on the services for your COMPANY/SCHOOL, we will send you an AGREEMENT FOR SERVICES for you to sign and an INVOICE for services. Jill Dunchick is honored to be part of your COMPANY/SCHOOL'S leadership development.

Coversheet

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

Section: V. Action Agenda
Item: C. Approval of New & Modified General Fund, Gift Fund, and Insurance Fund Encumbrances
Purpose: Vote
Submitted by:
Related Material: PO Board Report - Mar. 10, 2026.pdf
Modified POs - Activity Fund - March 2026.pdf
Modified POs - Gen Fund - March 2026.pdf
New POs - Gen Fund - March 2026.pdf

PO Board Report | Mar. 10, 2026

PO Number	Vendor	Amount	Description
PO 11-206	Miller-Tippens Construction	\$36,294.00	This encumbrance includes the infill of the HS Front Office Window for added security. The standard RFP process was followed in securing this bid, and the contract was approved in the Feb. 2026 board meeting.
PO 11-214	The Together Group, LLC	\$54,260.00	The Founder and CEO of Together Group, LLC will collaborate with the THA Exec Team to plan and lead three professional development sessions across the span of sixth months including: The Together Teacher®: Create a Personal Organization System, The Together Leader®: Plan, Prioritize and Protect Your Time, and The Together Leader®: Follow-Ups and Finalize Your System.

Tulsa Honor Academy

Change Order Listing

Options: Fund(s): SCHOOL ACTIVITY FUND, Year: 2025-2026, ReferenceDate: Prior To Begin Date, Date Range: 2/17/2026 - 3/9/2026, Include Negative Changes: False

PO No	Date	Vendor No	Vendor	Description	Amount
1	07/01/2025	816	Amazon Capital Services	HS Activity Fund Purchases	100.00
2	07/01/2025	816	Amazon Capital Services	Flores MS Activity Fund Purchases	150.00
8	07/15/2025	1256	DS Bus Lines, Inc.	Activity Fund Purchases	2.60
Non-Payroll Total:					\$252.60
Payroll Total:					\$0.00
Report Total:					\$252.60

Tulsa Honor Academy

Change Order Listing

Options: Fund(s): General Fund, Year: 2025-2026, ReferenceDate: Prior To Begin Date, Date Range: 2/17/2026 - 3/9/2026, Include Negative Changes: False

PO No	Date	Vendor No	Vendor	Description	Amount
31	07/01/2025	1564	SFP Holdings, Inc	Security Alarm Monitoring & Inspections	6.00
57	07/01/2025	1019	Prosperity Bank	Network Office & College Readiness Purchases	648.18
73	07/01/2025	927	3M Psychometric Services	Psychometric Testing Service	4,601.08
77	07/01/2025	816	Amazon Capital Services	Network Office General Supplies	114.91
105	07/08/2025	1632	Revolving Enrichment, LLC	Substitute classroom staffing service	3,632.00
151	08/19/2025	1532	Tape & Media Com LLC	INK for ID Printer	4.12
155	09/02/2025	1684	Wells Coach. & Consult. Svs	CEO & Acting CEO Coaching	9,000.00
157	09/03/2025	875	Madison R Curley	Reimbursement for PD costs	165.00
200	01/28/2026	1144	Eddie Mercado	Reimbursement for PD Costs	41.56
Non-Payroll Total:					\$18,212.85
Payroll Total:					\$348,967.40
Report Total:					\$367,180.25

Tulsa Honor Academy

Purchase Order Register

Options: Year: 2025-2026, Fund(s): General Fund, Date Range: 2/17/2026 - 3/9/2026

PO No	Date	Vendor No	Vendor	Description	Amount
204	02/17/2026	1307	Carolina Biological Supply Company	Science Supplies for the High School	8,271.54
205	02/17/2026	1921	ELIZABETH SEDORE	Reimbursement for fingerprint costs	58.25
206	02/18/2026	1079	Miller-Tippens Construction	Construction to infill the HS Front Office Window	36,294.00
207	02/25/2026	1924	Cariina, Inc	Operations Management System	12,500.00
208	02/26/2026	1923	OSU Tulsa Events	Conference Room rental for Quest for Success	784.00
209	02/27/2026	1890	OMAYRA RIVERA	Reimbursement for PD Costs	194.50
210	02/27/2026	1670	MEGAN ELIZABETH COX	Reimbursement for PD Costs	32.00
211	03/02/2026	1908	Focus Retirement Strategies, LLC	401K Administration Fees	1,585.00
212	03/02/2026	1925	WESLEY SCOTT HOOD	Reimbursement for fingerprint costs.	58.25
213	03/03/2026	787	Elsie P Urueta	Reimbursement for PD Costs	200.00
214	03/04/2026	1926	The Together Group, LLC	Professional Development	54,260.00
215	03/04/2026	771	Kathryn M Freudenheim	Reimbursement for PD Costs	207.00
216	03/05/2026	767	Emily J Odon	Reimbursement for meals	736.77
217	03/05/2026	1347	Sarah E Luna	meal for staff	225.47
Non-Payroll Total:					\$115,406.78
Payroll Total:					\$0.00
Report Total:					\$115,406.78