



Tulsa Honor Academy

October 2026 Board Meeting

Date and Time

Tuesday October 20, 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		Lorena Rivas	1 m
B. Call the Meeting to Order		Lorena Rivas	1 m
II. Consent Agenda			5:02 PM
A. Approval of Consent Agenda: Items B-L	Vote	Lorena Rivas	1 m
B. Approval of September Meeting Minutes	Approve Minutes		

	Purpose	Presenter	Time
	The meeting's board agenda ensures proper meeting conduct by outlining all matters to be considered by the public body.		
C.	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.		
D.	Approval of September Financial Report	Vote	
	This report represents our finances for the month of September 2026 as prepared by Oklahoma Consulting & Accounting Services, LLC.		
E.	Approval of 4Mativ and DS Bus Lines Contract Assignment Agreement	Vote	
	This agreement re-assigns the DS Bus Lines contract from Tulsa Honor Academy to 4Mativ to allow 4Mativ to act a true broker and manager of transportation services for the school.		
F.	Approval of Mike Fretz Event Center Rental Agreement	Vote	
	This agreement includes access to the venue for THA HS Prom. We have used the venue before, and it meets our needs and accomodates for the size of our group while also ensuring safety.		
G.	Approval of Junior Achievement Memorandum of Understanding	Vote	
	The goal of this Memorandum of Understanding (MOU) is to ensure a successful partnership between Junior Achievement of Oklahoma (JA) and Tulsa Honor Academy and Tulsa Flores in the execution of JA Inspire for all 8 th grade students for the 2026-2027 school year. This MOU is designed to outline the responsibility of each partner to ensure maximum benefit to students as well as accountability to the generous donors providing funding for this JA Inspire learning experience.		
H.	Approval of College Board Advanced Placement Terms & Agreements	Vote	
	These Terms and Agreements are required to participate in Advanced Placement Testing.		

	Purpose	Presenter	Time
I.	Approval of Updated 8x8 Agreement	Vote	
	This agreement adds a third paging intercom license which will allow staff to call emergency drills for the entire Sheridan Campus at one time.		
J.	Approval of Updated Medication Administration Policy	Vote	
	The updated policy includes minor revisions aligned with the most recent accreditation requirements		
K.	Approval of Josh's K-12 Job Blast CAO Applicant Search Proposal	Vote	
	This proposal includes consultation and coordination of a nationwide search and multistep interview process for Tulsa Honor Academy's next Chief Academic Officer.		
L.	Review of Opaa! September 2026 Food Service Report	Vote	
	Monthly, our food service management company provides a report update for the board's review.		
III.	Information Agenda		5:03 PM
A.	Facility Update	Discuss	Alison Moore 10 m
B.	THA Familia Spotlight: Fundraising Update	Discuss	Elsie Urueta Pollock 10 m
C.	October CEO Report	Discuss	Elsie Urueta Pollock 15 m
D.	Committee Reports	Discuss	Elsie Urueta Pollock 10 m
E.	Activity Fund Report	Discuss	Elsie Urueta Pollock 3 m
IV.	Action Agenda		5:51 PM
A.	Approval of 4Mativ Contract	Vote	Alison Moore 5 m
	4Mativ will act as a broker, technology provider, customer service provider, and logistics manager of Service Providers providing School transportation in buses, vans, TNC vehicle and taxis for students enrolled with the Client, including what the Client has identified as General Education (GenEd), Special Education (SPED), Homeless & Highly Mobile (HHM) or McKinney-Vento (MV) and students in Foster Care (hereinafter the "Service Providers" or "Subcontractors").		

	Purpose	Presenter	Time
B. Approval of Jill Dunchick Consulting, LLC Leader Coaching Proposal	Vote	Elsie Urueta Pollock	5 m
This proposal includes leader coaching of site principals and the Director of Scholar Interventions as additional support during the transition of THA's Chief Academic Officer.			
C. Approval of New & Modified General Fund, Gift Fund, Activity Fund, and Building Fund Encumbrances	Vote	Alison Moore	5 m
New encumbrances and encumbrance changes reflect obligations of district funds issued in accordance with §70-5-135.			

V. New Business

VI. Closing Items

6:06 PM

A. Adjourn Meeting	Vote	Lorena Rivas	1 m
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Coversheet

Approval of September Meeting Minutes

Section:	II. Consent Agenda
Item:	B. Approval of September Meeting Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for September 2026 Board Meeting on September 15, 2026

DRAFT



Tulsa Honor Academy

Minutes

September 2026 Board Meeting

Date and Time

Tuesday September 15, 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, Justin Munn, Lorena Rivas, Verónica Rojas-Sotelo

Directors Absent

Eric Danklefsen, Mikeal Vaughn

Guests Present

Madison Dominguez

I. Opening Items

A. Roll Call

B. Call the Meeting to Order

Lorena Rivas called a meeting of the board of directors of Tulsa Honor Academy to order on Tuesday Sep 15, 2026 at 5:09 PM.

II. Consent Agenda

A. Approval of Consent Agenda: Items B-S

Justin Munn made a motion to approve Consent Agenda: Items B-S.

Ana Ponce seconded the motion.

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

B. Approval of August Meeting Minutes

Justin Munn made a motion to approve the minutes from August 2026 Board Meeting on 08-18-26.

Ana Ponce seconded the motion.

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

C. Approval of Routine Staffing

D. Approval of August Financial Report

E. Approval of July Financial Report

F. Approval of 26-27 Strawbridge Yearbook Contract

G. Approval of 26-27 Opportunity Project Data Sharing and Security Agreement

H. Approval of 2026-27 OASC Membership Agreement

I. Approval of Updated Hefley's Hard Knocks Training Contract

J. Approval of Updated 26-27 Renaissance STAR Reading Contract

K. Approval of 2026-2027 Grand Mental Health Memorandum of Understanding

L. Approval of 2026-2027 Board Appointees

M. Approval of SchoolMint Enroll Contract

N. Approval of PowerSchool SIS Adjustment

O. Approval of Open Transfer Numbers

P. Approval of Hubspot Payments Terms and Conditions

Q. Approval of Additional Board Policy Updates

R.

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 construction contract with Building & Earth Sciences LLC

S. August Opaa! Food Service Update

III. Information Agenda

A. Facility Update

THA's representative from Level Field Partners shared an update about THA's facility projects.

B. THA Familia Spotlight

Members of THA's curriculum team and an 8th grade algebra teacher shared an update about THA's algebra curriculum.

C. September CEO Report

THA's CEO, Elsie Urueta Pollock, provided the September CEO report.

D. Committee Reports

THA staff members and board members provided September's committee reports.

E. Activity Fund Report

THA's CEO, Elsie Urueta Pollock, provided the activity fund report.

F. 2024-2025 Drop Out Report

THA's CEO, Elsie Urueta Pollock, provided the 2024-2025 drop out report.

IV. Action Agenda

A. Approval of GT Advisory Committee

Justin Munn made a motion to approve the gifted and talented advisory committee.
Ana Ponce seconded the motion.
The board **VOTED** to approve the motion.

B. Consideration and possible action to convene into executive session pursuant to Title 25, Section 307 (B) (1): Discussing the employment matters related to Chief Academic Officer

Ana Ponce made a motion to executive session pursuant to Title 25, Section 307 (B) (1): Discussing the employment matters related to Chief Academic Officer with Elsie Urueta

Pollock (Chief Executive Officer), Madison Dominguez (Chief of Staff), and Bill Hickman (THA's lawyer) present.

Justin Munn seconded the motion.

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

C. Consideration and possible action to return to open session

Justin Munn made a motion to return to open session.

Verónica Rojas-Sotelo seconded the motion.

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

D. Reading of the executive session minute

Madison Dominguez read the executive session minute.

E. Consideration and possible action on items discussed in executive session

Justin Munn made a motion to approve the resignation agreement discussed in the executive session.

Verónica Rojas-Sotelo seconded the motion.

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

F. Approval of New & Modified General Fund, Gift Fund, Activity Fund, and Building Fund Encumbrances

Justin Munn made a motion to approve the New & Modified General Fund, Gift Fund, Activity Fund, and Building Fund Encumbrances.

Ana Ponce seconded the motion.

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

V. 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 7:07 PM.

Respectfully Submitted,

Lorena Rivas

Justin Munn made a motion to adjourn.

Verónica Rojas-Sotelo seconded the motion.

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

Coversheet

Approval of Routine Staffing

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

2026-2027 New Hires					
Last Name	First Name	Hire Date	Primary Location	Position	Compensation
Marsh	Daniel	10/5/2026	Flores Middle School	ELA Teacher	\$50,250
Resignations/Terminations					
Last Name	First Name	Hire Date	Primary Location	Position	Final Date
Glover	Jackson	8/10/2026	THA High School	Chemistry/Physics Teacher	8/26/2026
Jamison	Angel	6/23/2025	THA Middle School	Teacher Apprentice I	9/22/2026
Releford	Keondra	7/9/2026	Flores Middle School	Teacher Apprentice	10/1/2026
2026-2027 Stipends					
Last Name	First Name	Stipend Amount	Location	Stipend Position	Timing
Rivera	Omayra	\$100.00	Network Office	Referral Stipend	Two Payments
Marshall	Tyler	\$150.00	THA High School	Referral Stipend	Two Payments
Salary Changes					
Last Name	First Name	Effective Date	Primary Location	Position/Reason	Corrected Salary

Coversheet

Approval of September Financial Report

Section:	II. Consent Agenda
Item:	D. Approval of September Financial Report
Purpose:	Vote
Submitted by:	
Related Material:	THA September 2026 Financial Report 10.7.26.pdf

TULSA HONOR ACADEMY
MONTHLY FINANCIAL REPORT
September 30, 2026 and Year to Date

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JENKINS & KEMPER
CERTIFIED PUBLIC ACCOUNTANTS, P.C.

JACK JENKINS, CPA
MICHAEL KEMPER, CPA

October 7, 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 September 30, 2026 and the related statements of revenues and expenses – cash basis for the three (3) months then ended for the General, Building, and Gifts Funds. Prior year's comparative revenue and expense information and current year budgetary information are included in the related statements of revenue and expenses, as well as items listed in the table of contents under the heading supplemental information, which are presented only for analysis purposes. My compilation was performed in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. The financial statements have been prepared on the cash basis of accounting and the budget laws of the State of Oklahoma, which is a basis of accounting other than generally accepted accounting principles.

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

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

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

We are not independent with respect to Tulsa Honor Academy.

Sincerely,

Jenkins & Kemper, CPAs P.C.

Jack H. Jenkins
Certified Public Accountant

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TULSA HONOR ACADEMY
STATEMENT OF ASSETS, LIABILITIES, AND NET ASSETS - CASH BASIS
SEPTEMBER 30, 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	\$ 533,228.44	1,471,955.97	1,069,262.82	58,529.18	16,999.67		3,149,976.08
Investments	3,027,087.74		1,503,249.52				4,530,337.26
Amounts to be provided for retirement of general long-term debt						10,055,732.12	
Total Assets	<u>3,560,316.18</u>	<u>1,471,955.97</u>	<u>2,572,512.34</u>	<u>58,529.18</u>	<u>16,999.67</u>	<u>10,055,732.12</u>	<u>7,680,313.34</u>
Liabilities							
O/S Payments	186,654.62	10,271.43	2,500.00	58,376.65			257,802.70
Reserves	36,544.10	-	-				36,544.10
Long-Term Debt - Capital Lease						10,055,732.12	
Funds Held for Student Organizations					16,999.67		16,999.67
Total Liabilities	<u>223,198.72</u>	<u>10,271.43</u>	<u>2,500.00</u>	<u>58,376.65</u>	<u>16,999.67</u>	<u>10,055,732.12</u>	<u>311,346.47</u>
Restricted for Construction				152.53			
Unrestricted Net Assets	<u>\$ 3,337,117.46</u>	<u>1,461,684.54</u>	<u>2,570,012.34</u>	<u>-</u>			<u>7,368,966.87</u>
Prior Year							
Net Assets 06/30/2026	<u>\$ 3,978,843.11</u>	<u>1,507,463.25</u>	<u>2,377,105.19</u>	<u>166.03</u>			<u>7,863,577.58</u>

SEE ACCOUNTANT'S COMPILATION REPORT

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

General Fund	Source	2025-26	2025-26	% of YTD	2026-27	2026-27	% of YTD
Revenue	Code	Actual	As of 9/30/25	to Actual	Budgeted	As of 9/30/26	to Budg.
LOCAL SOURCES							
Interest	1310	72,562.82	20,086.81	27.7%	75,000.00	17,494.53	23.3%
Reimbursements	1500	14,197.88	4,313.04	30.4%	150,000.00	11,227.17	7.5%
Other Local Sources of Revenue	1600	102,142.11	87,503.12	85.7%	752,290.00	88,786.63	11.8%
Child Nutrition - Local (or 5150)	1700	9,845.28	815.28	8.3%	3,450.00	1,009.08	29.2%
Non-revenue Receipts	5000	13.51		0.0%			N/A
Employee Retention IRS Tax Credit		1,035,614.71	1,035,614.71				N/A
STATE SOURCES							
Foundation & Salary Incentive Aid	3210	10,242,481.34	1,725,311.30	16.8%	10,435,625.80	1,878,412.64	18.0%
Flexible Benefits Reimb.	3250	917,685.96	151,733.45	16.5%	921,811.32	165,926.03	18.0%
Inspired to Teach	3413	12,000.00	12,000.00	100.0%	8,000.00	8,000.00	100.0%
Purchase of Textbooks	3420	85,236.01	14,207.34	16.7%	84,824.86	84,824.86	100.0%
School Resource Officer Grant	3436	93,041.47	93,041.47	100.0%	92,421.44	16,635.86	18.0%
Maternity Leave	3437	13,062.09		0.0%			N/A
Advanced Placement	3470			N/A			N/A
Ace Technology	3690	10,002.27		0.0%			N/A
Child Nutrition - State	3700	7,957.66		0.0%	8,000.00		0.0%
FEDERAL SOURCES							
Title I (Proj. 511&515)	4210	520,897.98	171,149.50	32.9%	542,185.07	105,085.07	19.4%
Title II, Part A (541)	4271	73,376.12		0.0%	80,370.00		0.0%
Title III	4281	74,942.31	7,643.49	10.2%	78,286.13	12,601.77	16.1%
Special Education Programs	4300	295,495.18	56,842.19	19.2%	276,073.19		0.0%
Title IV, Part A	4442	32,403.60		0.0%	35,250.00		0.0%
Medicaid Resources	4580	8,620.60		0.0%			N/A
Miscellaneous Federal	4689			N/A	172,313.16		0.0%
Child Nutrition - Federal	4700	784,003.89	9,233.94	1.2%	803,700.00	188,517.49	23.5%
Total Revenue		14,405,582.79	3,389,495.64	23.5%	14,519,600.97	2,578,521.13	17.8%
Lapsed Appr/Estopped Warr.	6130/40	23,307.58					
Interfund Transfers	6200	(319,939.22)					
Net Assets - Beginning		4,923,563.51	4,923,563.51		3,978,843.11	3,978,843.11	
Balance Available		\$ 19,032,514.66	8,313,059.15		18,498,444.08	6,557,364.24	

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

<u>Expenditures</u>	<u>Object Code</u>	<u>2025-26 Actual</u>	<u>2025-26 As of 9/30/25</u>	<u>% of YTD to Actual</u>	<u>2026-27 Budgeted</u>	<u>2026-27 As of 9/30/26</u>	<u>% of YTD to Budg.</u>
Salaries	100	7,010,286.33	1,466,082.60	20.9%	8,809,498.00	1,730,435.25	19.6%
Employee Benefits	200	1,444,081.48	298,354.19	20.7%	1,881,976.00	338,448.11	18.0%
Worker's Comp./State Unempl.	270-280	41,251.66	12,573.00	30.5%	48,723.00	11,357.00	23.3%
Professional Services	300	1,033,675.05	89,523.54	8.7%	489,889.00	100,342.53	20.5%
Utility Services	410	286,432.22	63,525.33	22.2%	306,218.00	73,589.78	24.0%
Cleaning Services	420	270,995.02	44,377.97	16.4%	231,382.00	53,117.38	23.0%
Repairs and Maintenance Services	430	151,557.09	26,900.21	17.7%	14,100.00	20,060.97	142.3%
Rentals or Lease Services	440	1,117,299.34	215,090.46	19.3%	1,180,120.00	296,134.88	25.1%
Construction Services	450	13,167.22		0.0%			N/A
Student Transportation	510	892,456.78	159,339.60	17.9%	1,084,204.00	216,518.98	20.0%
Insurance Services	520	195,637.01	28,561.08	14.6%	135,925.00	24,689.94	18.2%
Communications Services	530	31,113.82	11,214.90	36.0%	10,271.00	17,261.27	168.1%
Advertising	540	12,723.31		0.0%	25,000.00		0.0%
Printing	550	18,475.28	6,439.05	34.9%	25,000.00	1,314.68	5.3%
Food Service Management	570	1,043,037.19	287,922.68	27.6%	775,500.00		0.0%
Out-of-District Travel	580	36,126.93	707.61	2.0%	21,837.00	10,014.15	45.9%
Commodity Distribution	599	2,250.02		0.0%	3,040.00	125.00	4.1%
General Supplies	610	515,711.58	101,014.55	19.6%	286,825.00	86,135.81	30.0%
Energy (Elect., Natural Gas, & Fuel)	620	9,052.39		0.0%			N/A
Food and Milk	630	859.32		0.0%			N/A
Books	640	102,996.44	6,126.45	5.9%		9,601.58	N/A
Furniture, Fixtures, Tech, etc.	650	592,679.13	193,891.03	32.7%	341,825.00	160,497.41	47.0%
Student and Staff	680	47,136.37	1,661.53	3.5%	15,670.00	9,224.40	58.9%
Property	700	22,980.37	899.99	3.9%			N/A
Sponsor Fees	805	84,582.07		0.0%	108,201.00	9,216.95	8.5%
Dues and Fees	810	18,621.11	1,296.56	7.0%	307,658.00	14,448.85	4.7%
Staff Registration & Tuition	860	49,623.84	23,550.00	47.5%		35,000.00	N/A
Reimbursement	930	8,863.18	5,120.26	57.8%	4,239.00	2,353.94	55.5%
Unidentified				N/A		357.92	N/A
Total Expenditures		15,053,671.55	3,044,172.59	20.2%	16,107,101.00	3,220,246.78	20.0%
Net Assets - Ending		\$ 3,978,843.11	5,268,886.56		2,391,343.08	3,337,117.46	

TULSA HONOR ACADEMY - 2026-27 FISCAL YEAR
STATEMENT OF REVENUE, EXPENDITURES AND NET ASSETS - CASH BASIS

	Source	2025-26	2025-26	% of YTD	2026-27	2026-27	% of YTD
	Codes	Actual	As of 9/30/25	to Actual	Budgeted	As of 9/30/26	to Budgeted
Building Fund							
<u>Revenue</u>							
Redbud Grant	3435	733,555.85		0.0%	730,620.00		0.0%
Total Revenue		733,555.85	-	0.0%	730,620.00	-	0.0%
Lapsed Appr/Estopped Warr.	6130/40	3,834.75					
Interfund Transfers	6200	319,939.22					
Net Assets - Beginning	6110	1,513,724.68	1,513,724.68		1,507,463.25	1,507,463.25	
Total Revenue Available		2,571,054.50	1,513,724.68		2,238,083.25	1,507,463.25	
<u>Expenditures</u>							
Repairs & Maint. Services	430	4,160.16	556.23	13.4%	160,000.00	34,227.98	21.4%
Property Services	440	951,957.21	548,900.49	57.7%		5,500.00	N/A
Supplies & Materials	600			N/A	50,000.00	6,050.73	12.1%
Capital Improvements	700	107,473.88	52,453.88	48.8%	50,000.00		0.0%
Total expenditures		1,063,591.25	601,910.60	56.6%	260,000.00	45,778.71	17.6%
Ending Net Assets		\$1,507,463.25	911,814.08		1,978,083.25	1,461,684.54	

TULSA HONOR ACADEMY - 2026-27 FISCAL YEAR
STATEMENT OF REVENUE, EXPENDITURES AND NET ASSETS - CASH BASIS

	Source	2025-26	2025-26	% of YTD	2026-27	2026-27	% of YTD
	Codes	Actual	As of 9/30/25	to Actual	Budgeted	As of 9/30/26	to Budgeted
Gifts Fund							
<u>Revenue</u>							
Interest Earnings	1300	72,562.86	20,086.84	27.7%		17,494.53	N/A
Donations	1610	603,820.99	190,299.93	31.5%		225,623.21	N/A
Correcting Entries	5000			N/A			N/A
Total Revenue		676,383.85	210,386.77	31.1%	-	243,117.74	N/A
Lapsed Appr/Estopped Warr.	6130/40	6,716.87					
Net Assets - Beginning	6110	2,223,322.47	2,223,322.47		2,377,105.19	2,377,105.19	
Total Revenue Available		2,906,423.19	2,433,709.24		2,377,105.19	2,620,222.93	
<u>Expenditures</u>							
Professional Services	300	250.00		0.0%			N/A
Rentals or Lease Services	440	428,269.00	404,054.00	94.3%			N/A
Student Transportation	510	204.88		0.0%			N/A
Staff Travel	580	970.64		0.0%		111.65	N/A
Supplies & Materials	600	50,207.48	4,012.04	8.0%	36,000.00	5,348.94	14.9%
Scholarships	880	49,416.00	49,416.00	100.0%	60,000.00	44,750.00	74.6%
Total expenditures		529,318.00	457,482.04	86.4%	96,000.00	50,210.59	52.3%
Ending Net Assets		\$2,377,105.19	1,976,227.20		2,281,105.19	2,570,012.34	

SUPPLEMENTAL INFORMATION

TULSA HONOR ACADEMY - 2026-27 FISCAL YEAR
THREE (3) YEAR COMPARISON - GENERAL FUND - CASH BASIS

	2024-25 Expenditures		2025-26 Expenditures		2026-27 Expenditures	
	<u>Salary</u>	<u>Non-salary</u>	<u>Salary</u>	<u>Non-salary</u>	<u>Salary</u>	<u>Non-salary</u>
July	382,776.66	101,897.29	355,161.39	303,925.01	418,841.76	306,683.54
August	662,927.49	226,256.20	702,134.03	581,301.85	823,813.35	374,540.20
September	670,611.43	539,425.94	704,848.99	396,801.32	826,228.25	470,139.68
October	673,952.36	601,501.69	712,561.31	611,585.79		
November	672,114.42	256,048.03	708,542.48	410,094.87		
December	676,111.77	387,646.72	710,882.27	450,809.46		
January	680,056.52	742,784.95	701,594.79	362,113.62		
February	688,236.63	315,209.09	702,197.45	518,749.49		
March	662,472.40	354,946.52	687,975.41	501,648.10		
April	702,724.55	215,742.57	688,425.91	694,235.24		
May	642,940.68	493,792.90	681,568.82	682,749.01		
June	1,040,089.76	508,362.70	1,098,474.96	1,085,289.98		
	<u>\$ 8,155,014.67</u>	<u>4,743,614.60</u>	<u>8,454,367.81</u>	<u>6,599,303.74</u>	<u>2,068,883.36</u>	<u>1,151,363.42</u>
		<u>12,898,629.27</u>		<u>15,053,671.55</u>		<u>3,220,246.78</u>

	2024-25 Expenditures		2025-26 Expenditures		2026-27 Expenditures	
	<u>Salary</u>	<u>Non-salary</u>	<u>Salary</u>	<u>Non-salary</u>	<u>Salary</u>	<u>Non-salary</u>
July	382,776.66	101,897.29	355,161.39	303,925.01	418,841.76	306,683.54
August	662,927.49	226,256.20	702,134.03	581,301.85	823,813.35	374,540.20
September	670,611.43	539,425.94	704,848.99	396,801.32	826,228.25	470,139.68
October						
November						
December						
January						
February						
March						
April						
May						
June						
	<u>\$ 1,716,315.58</u>	<u>867,579.43</u>	<u>1,762,144.41</u>	<u>1,282,028.18</u>	<u>2,068,883.36</u>	<u>1,151,363.42</u>
		<u>2,583,895.01</u>		<u>3,044,172.59</u>		<u>3,220,246.78</u>

FOR INTERNAL USE ONLY

-6-

Coversheet

Approval of 4Mativ and DS Bus Lines Contract Assignment Agreement

Section:	II. Consent Agenda
Item:	E. Approval of 4Mativ and DS Bus Lines Contract Assignment Agreement
Purpose:	Vote
Submitted by:	
Related Material:	4Mativ - DS Bus Lines Assignment Agreement 2026.pdf



Contract Request Response

Submitted By:
Alison Moore (Faculty)

Submitted At:
Thu, Oct 1, 2026, 3:20 PM

Current Status:
In Review

Faculty Involved:
No faculty involved in this response

Responses

Contract Request Date
Date
2026-10-01

Board Meeting Date
Date
2026-10-20

Did you receive approval from a chief to submit this contract request?
Select Custom
• Yes - The COO approved this request.

Vendor Name
Text
4Mativ

Description of Service
Text Large
This agreement re-assigns the DS Bus Lines contract from Tulsa Honor Academy to 4Mativ to allow 4Mativ to act a true broker and manager of transportation services for the school.

Jurisdiction or Governing Law
Text
Oklahoma

Contract Start Date
Date
2026-10-20

Contract End Date
Date
2027-06-30

Funding Source
Select Custom
• General Fund

Total Cost
Number
0

THA Signer
Select Custom
• Chief Operations Officer

Who is responsible for sending the contract for signature?
Select Custom
• THA

Contract Contact Name
Text
Terry McDonough

Contract Contact Email
Text
terry@4mativ.org

Contract Type

Select Custom

- New Contract

Termination Clause - Number of Days Notice (Required)

Number

90

Contract Term

Select Custom

- Term is within one fiscal year (preferable)

THA Relationships or Conflicts of Interest

Text Large

No answer given

Clarity

Text Large

Should THA decide to not continue services with 4Mativ at the end of this fiscal year, THA can choose to re-enter a direct agreement with DS Bus Lines for services.

Additional Notes

Text Large

No answer given

Contract File Upload

File Upload

Scan the QR code to view the file



ASSIGNMENT, ASSUMPTION, AND CONSENT AGREEMENT

This Assignment, Assumption, and Consent Agreement (the “Agreement”) is entered into as of _____, 2026, by and among Tulsa Honor Academy, an Oklahoma not-for-profit corporation operating public charter schools (“School”), 4MATIV Technologies, Inc., a Delaware corporation (“4MATIV”), and DS Bus Lines, Inc., a Kansas corporation (“Vendor”) (each a “Party” and collectively, the “Parties”).

Recitals

- A. School and Vendor are parties to that certain Agreement for School Bus Services made as of April 22, 2024 with an effective date of July 1, 2024, as updated August 23, 2024 (the “Vendor Agreement”), pursuant to which Vendor provides student transportation services to School for a term ending June 30, 2029.
- B. School has engaged 4MATIV pursuant to a Transportation Management Services Agreement (the “4MATIV Management Agreement”) to administer and manage School’s transportation program and transportation service providers.
- C. The Parties desire to transition administration of the Vendor Agreement from School to 4MATIV while maintaining uninterrupted transportation services for School students.

NOW, THEREFORE, in consideration of the mutual covenants and conditions and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

Section 1. Assignment

Effective _____, 2026 (the “Effective Date”), School hereby assigns, transfers, and conveys to 4MATIV all of School’s rights, interests, responsibilities, and obligations arising under the Vendor Agreement from and after the Effective Date.

Section 2. Assumption

4MATIV hereby accepts such assignment and assumes all duties, responsibilities, and obligations of School under the Vendor Agreement arising on and after the Effective Date.

Section 3. Vendor Consent

Vendor acknowledges and consents to the assignment and assumption contemplated herein and agrees that, from and after the Effective Date, 4MATIV shall administer and manage the Vendor Agreement on behalf of School. Vendor further acknowledges that School has designated 4MATIV as School’s designee and liaison under Section 15 of the Vendor Agreement, and that Vendor may rely on the acts and communications of 4MATIV as the binding acts and communications of School.

Section 4. Continuation of Existing Agreement

Except as expressly modified herein, the Vendor Agreement shall remain in full force and effect. All pricing, service levels, operational requirements, insurance obligations, and other terms and conditions of the Vendor Agreement shall continue unchanged.

Section 5. Operational Administration

From and after the Effective Date:

- (a) All invoices, together with the route summaries described in Section 16.2 of the Vendor Agreement, shall be submitted to 4MATIV for review, processing, and payment;
- (b) All routing, stop, and schedule directives under Sections 3.1 through 3.3 of the Vendor Agreement, and all operational communications, route discussions, service requests, compliance reporting, incident reporting, and performance management activities, shall be directed through 4MATIV; and
- (c) 4MATIV shall serve as Vendor's primary contractual and operational point of contact.

Section 6. School as Beneficiary

The Parties acknowledge and agree that all transportation services provided under the Vendor Agreement shall continue to be provided for the benefit of School and its students.

Section 7. Pre-Effective Date Obligations

School shall remain responsible for all obligations accruing under the Vendor Agreement prior to the Effective Date. 4MATIV shall be responsible for all obligations accruing under the Vendor Agreement on and after the Effective Date.

Section 8. Insurance and Compliance

Vendor shall continue to maintain all insurance, licensing, driver qualification, safety, training, and compliance obligations required under the Vendor Agreement and applicable law, and shall name 4MATIV as an additional insured on the policies required by Section 8 of the Vendor Agreement.

Section 9. Re-Assignment

Upon expiration or termination of the 4MATIV Management Agreement, the Vendor Agreement shall be re-assigned by 4MATIV to School without further consent of Vendor, School shall assume all obligations thereunder accruing after the date of re-assignment, and 4MATIV shall be released from obligations accruing thereafter. 4MATIV shall give Vendor written notice of any such re-assignment.

Section 10. No Waiver

Nothing contained herein shall be deemed to waive, release, or modify any rights, claims, or remedies of any Party existing under the Vendor Agreement except as expressly set forth in this Agreement.

Section 11. Counterparts

This Agreement may be executed electronically and in counterparts, each of which shall be deemed an original and all of which together shall constitute one and the same instrument.

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the date first written above.

TULSA HONOR ACADEMY

By: _____

Name: _____

Title: _____

Date: _____

4MATIV TECHNOLOGIES, INC.

By: _____

Name: _____

Title: _____

Date: _____

DS BUS LINES, INC.

By: _____

Name: _____

Title: _____

Date: _____

Coversheet

Approval of Mike Fretz Event Center Rental Agreement

Section:	II. Consent Agenda
Item:	F. Approval of Mike Fretz Event Center Rental Agreement
Purpose:	Vote
Submitted by:	
Related Material:	Mike Fretz Event Center Rental Contract 2026.pdf



Contract Request Response

Submitted By:

Chandler Moore (Faculty)

Submitted At:

Tue, Sep 15, 2026, 11:54 AM

Current Status:

In Review

Faculty Involved:

No faculty involved in this response

Responses

Contract Request Date

Date

2026-09-15

Board Meeting Date

Date

2026-10-20

Did you receive approval from a chief to submit this contract request?

Select Custom

- Yes - The CEO approved this request.

Vendor Name

Text

Home Builder Association of Greater Tulsa's: Mike Fretz Event Center

Description of Service

Text Large

This would be the venue for THA HS Prom. We have used the venue before and it suits our needs and accomidates for the size of our group while also ensuring safety.

Jurisdiction or Governing Law

Text

State of OK

Contract Start Date

Date

2027-05-01

Contract End Date

Date

2027-05-01

Funding Source

Select Custom

- Activity Fund

Total Cost

Number

2500

THA Signer

Select Custom

- Chief Executive Officer

Who is responsible for sending the contract for signature?

Select Custom

- THA

Contract Contact Name

Text

Caleb Rice

Contract Contact Email

Text

crice@tulsahba.com

Contract Type

Select Custom

- New Contract

Termination Clause - Number of Days Notice
(Required)

Number

90

Contract Term

Select Custom

- Term is within one fiscal year (preferable)

THA Relationships or Conflicts of Interest

Text Large

None

Clarity

Text Large

No answer given

Additional Notes

Text Large

No answer given

Contract File Upload

File Upload

Scan the QR code to view the file





Rental Agreement

<u>About You:</u> Name: <u>Tulsa Honor Academy</u> Phone: <u>864-350-8994</u> Email: <u>cmoore@tulsahonor.org</u> Address: <u>1421 S. Sheridan Rd</u> City: <u>Tulsa</u> State: <u>OK</u>	<u>About Event:</u> Date: <u>5/1/27</u> Guest Count: <u>100</u> Type: <u>Prom</u> Hours: <u>Set up 9am-12pm, Event 7pm-10pm</u>
---	--

<u>Price:</u>	
Deposit: <u>\$500</u>	Total Rental Fee: <u>\$2,500</u>

A card will be kept on file which will be kept in the event of damages. Damages will be assessed following the event. A detailed list of any damages will be provided via email prior to any charges. If the Customer wants to provide a different form of payment, following the event, that can be arranged.

Card Number: <u> - - - </u>	Expiration: <u> </u>
CVC: <u> </u>	ZIP: <u> </u>

<u>NOTES:</u>	
4-corner drape \$750 <u>NA</u>	Bartender \$200 <u>NA</u>

Terms and conditions are featured on the website <https://www.mikefretzeventcenter.com/>

By signing this agreement, you agree to be up to date, and follow the Terms and Conditions the day of your event.

If any term or provision of this Agreement or the application thereof to any person or circumstance shall, to any extent, be judged invalid or unenforceable, the remaining terms and provisions of this Agreement, or the application of such terms or provisions to persons or circumstances other than those as to which is held invalid or unenforceable, shall not be affected thereby, and each term and provision of this Agreement shall be valid and be enforceable to the fullest extent permitted.

Sign Date

Rental Agreement

Home Builder Association of Greater Tulsa's

Mike Fretz Event Center

11545 E. 43rd st Tulsa, OK 74146

This Lease Agreement (the "Agreement") is made and entered into by and between the HBA of Greater Tulsa, Inc. (the "Association") and the ("Lessee")

Recitals: A. The Association is the owner of the certain building located at 11545 East 43rd Street Tulsa, Oklahoma ("the Premises")

B. Lessee desires to rent a portion of the Premises as set forth below from the Association, and the Association desires to lease the same to lessee pursuant to the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the foregoing, and other good and valuable consideration, the adequacy and receipt of which are hereby acknowledged, the Association and lessee hereby agree as follows:

1. **Leased Promises.** The Association hereby leases to Lessee that certain portion of the Premises described as the reception hall, the restroom facilities Kitchen, bar area and parking lot (the "Leased Premises") The offices, meeting room and the entire second floor of the Premises are specifically excluded from the definition of the Lease Premises. By executing this Agreement, Lessee hereby accepts the Leased Premises in their "AS IS" condition. Lessee shall permit all employees or agents of the Association to enter the Leased Premises at any time and on any occasion in the performance of their duties. Such individuals shall make their identity known.
2. **Rental Rate:** The total rental rate for Lessee's use of the Leased Premises shall be payable thirty (30) days in advance of the commencement of the Term (as that term is defined below). Such rental rate is based upon Lessee's representation that no more than 250 people are expected to be in attendance for Lessee's use of the Lease Premises. In the event that attendance in the Leased Premises, during the Term, is higher than represented by Lessee, then Lessee understands that the event may be cancelled for violating the agreement.
3. **Deposit.** Contemporaneously with the signing of this Agreement Lessee shall pay to the Association, \$500.00 (the "Deposit"). The Deposit shall be held by the Association. In the event that Lessee fails or refuses to pay the rental amounts within the time specified in Paragraph 2 hereof and has failed To give at least ninety (90) days prior written notice of cancellation, then this Agreement shall be deemed cancelled and the Association shall retain the Deposit and all other payments in their entirety. If, after the Term hereof, the Leased Premises are not properly cleaned, in the sole determination of the Association, then the Association shall pay for the cost of damages and cleaning with the card on file.

4. Indemnification and Liability.

- a) **Lessee's Liability,** Lessee shall indemnify and hold the Association, and its directors, officers, and members harmless from and against all claims, liabilities, damages, injuries, penalties, fines and losses, directly or indirectly, by any persons, authority, or entity for injury to persons or property or damage which in any way relates to

Lessee's use of the Leased Premises. Lessee agrees to be liable for any and all property damage to the Premises arising out of Lessee's use of the Leased Premises. If any suit or proceeding shall be brought against the Association on account of damage, injury, omission, neglect, commission, liability claim or loss occasioned upon by the use of activities on the Leased Premises, whether by third parties or employees, agents, servants, invitees, licensees or guests of Lessee, or any other person, then Lessee, at its sole expense, shall defend same and shall pay any and all judgments which may be recovered against the Association.

b) **Association's Liability.** If the Leased Premises cannot be used by the Lessee due to fire, flood, damage or any reason beyond the control of the Association, this Agreement is void and Lessee's sole remedy is the return of its Deposit and rental. In no event shall the Association have responsibility to the Lessee due to the failure, wholly or partially, of any mechanical systems including, but not limited to, heating, air conditioning, water, plumbing, or any other facility which makes the Leased Premises less desirable.

Lessee acknowledges that the Association is not responsible to arrange for alternative facilities for the Lessee under any circumstances. All property of the Lessee, its guests and others are at Lessee's risk and the Association shall not be liable for theft, loss, or damage to such property.

5. **Relationship of Parties.** The parties hereto acknowledge that the relationship between the Association and Lessee by virtue of this Agreement is one of landlord and tenant. In no event shall this Agreement be construed as to impute a partnership or joint venture between the Association and Lessee. The Association shall not share in any of the profits made by Tenant in the sale of alcoholic beverages by Tenant while in possession of the Leased Premises. The rental, as provided in Paragraph 2 hereof, is a flat fee and is not based, in any way, upon the sale of alcoholic beverages on the Leased Premises.

6. **Assignment.** This Agreement may not be assigned or subleased by Lessee without the prior written consent of the Association, which consent may be withheld for any reason whatsoever.

7. **Cancellations.** The Association reserves the right to terminate this Agreement whenever, in its sole discretion, such cancellation is necessary to protect and preserve the Premises, or the health and safety the Association's staff and the public, and in the event of such termination, the Association shall have no liability for any damages resulting therefrom.

8. **Force Majeure.** In the event that the terms of this Agreement cannot be met by either party due to act of God, storms, fire, the acts or regulations of governmental or public authorities or labor unions, labor difficulties, lockout, strike, disobedience, war, riot, terrorism, blackout, fuel or power shortage, air raid, an act of public enemy, epidemic, interruption or delay in transportation, the parties shall be respectively responsible for their obligations hereunder, and there shall be no claim for damages for or against each other.

9. **Covenants of Lessee.** As a material consideration for the Associations Agreement to lease the Leased Premises to lessee, Lessee covenants the following:

- a. To keep and maintain all portions of the Leased Premises and all property and equipment therein as good a state of repair as the same are turned over to Lessee and to promptly pay or reimburse the Association for the actual cost of repairing any Damages to the leased premises.
- b. To abide by and to assure that all of its agents, employees, guests and invitees abide by the Association's Rules and Policies for the use of the Leased Premises.
- c. Lessee shall not commit any nuisance or do or permit to be done anything which may result in the creation or commission of a nuisance upon the Leased Premises.
- d. Lessee shall not use, nor permit the use on the Premises of any liquid or solid substance of an explosive or highly flammable or noxious nature.

- e. Lessee shall not allow any animals to be brought into the Premises without the prior written consent of the Association
- f. Lessee shall be responsible for obeying, observing and promptly complying with all present and future laws, statutes, ordinances rules, regulations, orders and requirements of any governmental body or agency respecting Lessee's use of the Leased Premises. Lessee agrees not to use or permit the use of the Leased Premises for unlawful purposes.
- g. Lessee shall not allow any alcoholic beverages (including lower alcohol beverages such as beer and wine) to be served to or consumed by any minor on the Premises, including without limitation, the parking lot.

10. Time of Essence. Time is of the essence with regard to each and every provision hereof.

11. Governing Law. This Agreement shall be governed by the laws of the State of Oklahoma, and the parties hereto consent to the jurisdiction and venue of the District Court of Tulsa County, Oklahoma.

12. Entire Agreement. This Agreement, including the exhibits attached hereto, constitutes the entire agreement between the Association and Lessee. No prior written or prior or contemporaneous oral promises or representations shall be binding. This Agreement may not be amended, changed or extended except by written instrument signed by the Association and Lessee.

13. Invalidity and Severability. If any term or provision of this Agreement or the application thereof to any person or circumstance shall, to any extent, be judged invalid or unenforceable, the remaining terms and provisions of this Agreement, or the application of such terms or provisions to persons or circumstances other than those as to which is held invalid or unenforceable, shall not be affected thereby, and each term and provision of this Agreement shall be valid and be enforceable to the fullest extent permitted.

Coversheet

Approval of Junior Achievement Memorandum of Understanding

Section:	II. Consent Agenda
Item:	G. Approval of Junior Achievement Memorandum of Understanding
Purpose:	Vote
Submitted by:	
Related Material:	Junior Achievement MOU 2026.pdf



Contract Request Response

Submitted By:

Samantha Miller (Faculty)

Submitted At:

Tue, Sep 22, 2026, 4:04 PM

Current Status:

In Review

Faculty Involved:

No faculty involved in this response

Responses

Contract Request Date

Date

2026-08-29

Board Meeting Date

Date

2026-10-20

Did you receive approval from a chief to submit this contract request?

Select Custom

- Yes - The CEO approved this request.

Vendor Name

Text

Junior Achievement

Description of Service

Text Large

The goal of this Memorandum of Understanding (MOU) is to ensure a successful partnership between Junior Achievement of Oklahoma (JA) and Tulsa Honor Academy and Tulsa Flores in the execution of JA Inspire for all 8 th grade students for the 2026-2027 school year. This MOU is designed to outline the responsibility of each partner to ensure maximum benefit to students as well as accountability to the generous donors providing funding for this JA Inspire learning experience.

Jurisdiction or Governing Law

Text

Not Listed

Contract Start Date

Date

2026-08-29

Contract End Date

Date

2027-06-30

Funding Source

Select Custom

- No Cost
- General Fund

Total Cost

Number

600

THA Signer

Select Custom

- Chief Executive Officer

Who is responsible for sending the contract for signature?

Select Custom

• Vendor

Contract Contact Name

Text

Lisa Morgan | Director of Administration

Contract Contact Email

Text

LMorgan@jaok.org

Contract Type

Select Custom

• Renewal

Termination Clause - Number of Days Notice (Required)

Number

0

Contract Term

Select Custom

• Term is within one fiscal year (preferable)

THA Relationships or Conflicts of Interest

Text Large

We have had an MOU with them for the past 2 years.

Clarity

Text Large

The CR team helps fund buses if school sites aren't able to cover it because it is a career exposure experience! I am unsure if I have the cost of busing correct at this moment. The MOU is 0 but it does cost us to send our scholars to the event when it comes to transportation.

Additional Notes

Text Large

A few things | I received this MOU on September 15th, so I am assuming they are getting these to all middle schools within the Tulsa County Metro area for the school year. They need it at our earliest convenience. So there may be some concern that it looks like it was overlooked, but it wasn't. It was given to us, and we can't get it into the September board meeting, so we will get it signed for October.

Contract File Upload

File Upload

Scan the QR code to view the file





Junior
Achievement™

JA Inspire®

2026-2027 Memorandum of Understanding

Between Junior Achievement of Oklahoma, Inc. and:

School District: **Tulsa Honor Academy/Tulsa Honor Academy Flores**

School &/or Grade: **8th Grade**

School Administrator: **Samantha Markley**

The goal of this *Memorandum of Understanding* (MOU) is to ensure a successful partnership between Junior Achievement of Oklahoma (JA) and **Tulsa Honor Academy and Tulsa Flores** in the execution of JA Inspire for all 8th grade students for the 2026-2027 school year. This MOU is designed to outline the responsibility of each partner to ensure maximum benefit to students as well as accountability to the generous donors providing funding for this JA Inspire learning experience.

Terms:

JA Responsibilities

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

District/School/Educator Responsibilities

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

Junior Achievement of Oklahoma

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

900 NW 59th Street • OKC • 73118 • 405.235.3399

Programs@jaok.org



and
agree
be no
scanning, or storage, use or dissemination by any other means (in electronic format or otherwise) of
JA Inspire materials without the advance written consent of JA.

specifically
that there shall
copying, or

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

- Model 1 - In person only: Educators agree to teach classroom curriculum to the students attending the in-person event in February 2027 (Tulsa). Following the in-person experience the students will complete session seven.
- Model 2: In person and online: Educators agree to teach classroom curriculum prior to the students attending the in-person event in February 2027 (Tulsa). Following the in-person experience the students will complete session seven. In addition, educators agree to schedule time for each of the students to continue their exploration in the JA Here to Career site.
- Model 3: Online only: Educators agree to teach sessions one through five prior to the students exploring careers on the JA Here to Career site. They also agree to have each student complete session seven prior to closing out the curriculum for the year.

This MOU will begin on the signed date and extend through *June 30, 2027*.

Erica Irvine Date: August 29, 2026 / _____ Date: _____
Erica Irvine, JA of Oklahoma School Administrator

Junior Achievement of Oklahoma
3947 S 103rd E Ave • Tulsa, OK 74146 • 918-663-2150
900 NW 59th Street • OKC • 73118 • 405.235.3399
Programs@jaok.org

Coversheet

Approval of College Board Advanced Placement Terms & Agreements

Section:	II. Consent Agenda
Item:	H. Approval of College Board Advanced Placement Terms & Agreements
Purpose:	Vote
Submitted by:	
Related Material:	College Board AP Terms & Agreements 2026.pdf



Contract Request Response

Submitted By: Kimberly Siftar (Faculty)	Current Status: In Review
Submitted At: Thu, Sep 24, 2026, 4:08 PM	Faculty Involved: No faculty involved in this response

Responses

Contract Request Date Date 2026-09-24	Board Meeting Date Date 2026-10-20
Did you receive approval from a chief to submit this contract request? Select Custom • Yes - The COO approved this request.	Vendor Name Text College Board
Description of Service Text Large Terms and Agreements for AP Testing.	Jurisdiction or Governing Law Text Not listed
Contract Start Date Date 2026-09-24	Contract End Date Date 2027-06-30
Funding Source Select Custom • No Cost	Total Cost Number 0
THA Signer Select Custom • Chief Operations Officer	Who is responsible for sending the contract for signature? Select Custom • Vendor
Contract Contact Name Text None - Online terms and agreements only available to AP Coordinator	Contract Contact Email Text none available
Select Custom Type • Renewal	Termination Clause - Number of Days Notice (Required) Number

Contract Term

Select Custom

- Term is within one fiscal year (preferable)

THA Relationships or Conflicts of Interest

Text Large

None

Clarity

Text Large

This is just the terms and agreement to access to the AP ordering site.

Additional Notes

Text Large

No answer given

Contract File Upload

File Upload

Scan the QR code to view the file



These AP® Exam Ordering and Administration Terms ("Agreement") are by and between you ("Client," "you" or "School") and College Board. This Agreement commences on July 1, 2026, and will expire on June 30, 2027 ("Term").

For the purposes of this Agreement, "Educators" include AP coordinators, Pre-AP coordinators, AP teachers, Pre-AP teachers, and your educators. "Students" means students that intend to take one or more AP exams at your school.

1. **Ordering Exams.** Educators may place AP Exam orders through AP Registration and Ordering on behalf of their Students who choose to take an AP Exam(s). Educators may also designate eligible Students for exam fee reduction status and view and edit Students' exam registration status. AP Exams are selected by Students and ordered by the School on Students' behalf through AP Registration and Ordering. The School is responsible for ordering exams and remitting all applicable fees to College Board pursuant to this Agreement. Exam orders must be submitted in AP Registration and Ordering by November 13, 2026, at 11:59 p.m. ET. Late orders may be subject to additional fees as described in Section 2.
2. **Contact Information.** As part of AP Registration and Ordering, you must provide contact information for the AP coordinator, additional authorized staff person (if applicable), principal, and your school or district technology coordinator. It is School's responsibility to ensure such information is correct and up to date.
3. **Fees and Invoicing.** The 2026-27 AP Exam fee is \$99 per exam in the U.S., U.S. territories, Canada, and at DoWEA schools, and \$129 per exam at schools outside the U.S., U.S. territories, and Canada (except DoWEA schools). Exams ordered between November 14, 2026, and March 12, 2027, at 11:59 p.m. ET will incur a \$40 late order fee per exam, in addition to the exam fee. The late order fee does not apply to courses that begin after November 13, 2026 or Students who transfer into your school.
A \$40 unused/canceled exam fee per exam will be applied to exams that are:
(a) Canceled after November 13, 2026, and by March 12, 2027, at 11:59 p.m. ET; or (b) Ordered but not taken on exam day or marked as unused before the school's invoice is generated. There are certain limited circumstances in which the unused/canceled exam fee will not apply, as described in the applicable AP Coordinator's Manual.
School will receive an email from College Board with an invoice at the end of

the late-testing administration. Payment for AP Exams must be mailed to the AP Program and postmarked by June 15, 2027.

4. **Purchase Orders:** Notwithstanding anything to the contrary, you agree that any Purchase Order submitted by you shall be subject to the terms and conditions of this Agreement and shall override any terms and conditions included in your Purchase Order. College Board accepts your Purchase Order as a matter of convenience for billing purposes only.
5. **Exam Administration Responsibilities.** School is responsible for the following tasks to order AP Exam(s):
 1. Complete AP Registration and Ordering in a timely manner.
 2. Create class sections for all AP courses at School and exam-only sections for Students who are taking an AP Exam at School without taking the corresponding course at School. All AP students must be enrolled in either class sections or exam only sections (if applicable) in AP Registration and Ordering.
 3. Review each student's exam registration information for accuracy based on the student's exam taking choice before placing exam orders.
 4. Place an exam order for all exams that each student is registered to take.
 5. Ensure your school will be able to meet the AP Program's technology requirements for digital AP Exams and complete all necessary technology and exam readiness steps ahead of exam day in Spring.
 6. Administer AP Exam(s) in exact accordance with the policies and procedures detailed in the 2026-27 AP Coordinator's Manual (Parts 1 and 2), the 2026-27 AP Exam Instructions, and the Proctor Exam Day Guide, including, but not limited to, the following:
 1. AP Exams will be administered only on their official dates and times.
 2. Teachers, department chairs, tutors, individuals involved in test preparation services, and educators of any kind (including, but not limited to, curriculum specialists, school counselors, and administrators) are prohibited from taking, or reviewing the content of, an AP Exam.
 3. The AP coordinator is prohibited from teaching an AP course during the 2026-27 school year.

4. The AP coordinator must not have a member of their household or immediate family taking an AP Exam at the AP coordinator's school during the 2026-27 administration.
 5. No one, except for AP students during the AP Exam, may see multiple-choice content. Multiple-choice content must never be shared, copied, or reconstructed through any means. Free-response content may only be discussed if and when the specific free-response content from the exam is released on the College Board website after the exam. Free-response content in alternate exams must never be discussed.
 6. Only AP coordinators and authorized staff may order, receive, check, store, distribute, and return exam materials.
 7. Nonauthorized staff, including, but not limited to, AP teachers in the subject of the given exam, will not be present in the exam room.
 8. Prohibited devices will not be present in the exam room or accessible during breaks. For digital AP Exams, specifically authorized testing devices and approved devices necessary to support digital testing accommodations are permitted as well as any devices necessary to administer the exam by the proctor and AP coordinator.
 9. Exam seating procedures and policies must be followed for all exams, as described in the 2026-27 AP Coordinator's Manual (Part 2).
 10. The AP coordinator and the Additional Authorized Staff Person must meet the eligibility requirements detailed in the 2026-27 AP Coordinator's Manual (Parts 1 and 2).
6. **Student-facing Terms and Conditions.** School shall ensure that students review the AP Exam Terms and Conditions prior to taking any AP Exam. College Board will notify you and your students when these terms are available online. For AP courses with a portfolio submission, School shall ensure students agree to the Digital Portfolio AP Exam Terms and Conditions before submitting their work as final in the AP Digital Portfolio.
 7. **Incorporation of the AP Terms of Service.** To the extent this Agreement is silent on a legal matter, the AP Terms of Service, incorporated herein by reference, shall govern. Such matters include, without limitation, choice of law, dispute resolution, limitation of liability, and indemnification.

8. **Integration, Execution and Delivery.** Except if your school, district or state, as applicable, has an existing signed written contract with College Board for AP School Services, in which case the terms and conditions of that contract will supersede any conflicting terms contained herein, this Agreement constitutes the entire agreement between College Board and you and supersedes all prior written or oral understandings, bids, offers, negotiations, or communications of every kind concerning the subject matter of this Agreement, including your Purchase Order. No course of dealing between parties and no usage of trade shall be relevant to supplement any term used in this Agreement. Acceptance or acquiescence in a course of performance rendered under this Agreement shall not be relevant to determine the meaning of this Agreement and no waiver by a party of any right under this Agreement shall prejudice that party's exercise of that right in the future.

Coversheet

Approval of Updated 8x8 Agreement

Section:	II. Consent Agenda
Item:	I. Approval of Updated 8x8 Agreement
Purpose:	Vote
Submitted by:	
Related Material:	8x8 Updated Agreement 2026.pdf



Contract Request Response

Submitted By:
Alison Moore (Faculty)

Submitted At:
Thu, Oct 1, 2026, 3:28 PM

Current Status:
In Review

Faculty Involved:
No faculty involved in this response

Responses

Contract Request Date
Date
2026-10-01

Board Meeting Date
Date
2026-10-20

Did you receive approval from a chief to submit this contract request?
Select Custom
• Yes - The COO approved this request.

Vendor Name
Text
8x8

Description of Service
Text Large
This agreement adds a third paging intercom license which will allow staff to call emergency drills for the entire Sheridan Campus at one time.

Jurisdiction or Governing Law
Text
Oklahoma

Contract Start Date
Date
2026-10-20

Contract End Date
Date
2027-06-30

Funding Source
Select Custom
• General Fund

Total Cost
Number
45.21

THA Signer
Select Custom
• Chief Operations Officer

Who is responsible for sending the contract for signature?
Select Custom
• Vendor

Contract Contact Name
Text
N/A

Contract Contact Email
Text
N/A

Contract Type
Select Custom

- Renewal

Termination Clause - Number of Days Notice
(Required)

Number
0

Contract Term
Select Custom

- Term is within one fiscal year (preferable)

THA Relationships or Conflicts of Interest
Text Large

No answer given

Clarity
Text Large

No answer given

Additional Notes
Text Large

No answer given

Contract File Upload
File Upload

Scan the QR code to view the file





8x8



Tailored Business Solution

Prepared by the 8x8 Team

8x8 inc.
NASDAQ: EGHT
8x8.com



About 8x8

8x8, Inc. (NASDAQ: EGHT) is transforming the future of business communications as a leading Software as a Service provider of 8x8 XCaaS™ (Experience Communications as a Service), an integrated contact center, voice communications, video chat, and API solution built on one global cloud communications platform. 8x8 uniquely eliminates the silos between Unified Communications as a Service (UCaaS) and Contact Center as a Service (CCaaS) to power the communications requirements of all employees globally as they work together to deliver differentiated customer experiences.

Secure & Compliant

8x8 protects your business using the highest levels of data security, privacy and compliance – verified by 3rd party security and compliance certifications.

Reliable

8x8's platform and patented technology delivers a consistent end-user experience over inconsistent networks, supported by an end-to-end SLA that covers both volume and call quality.

Integrated

One platform with business phone, video conferencing, chat, contact center and APIs for secure, reliable communications that keep your business ready, responsive and resilient.

Insightful

From call activity reporting to AI-driven speech analytics and virtual agents, 8x8's unique ability to bring together and analyze data from across all your communication touch points provides unique insights that drive productivity improvements, cost savings and revenue growth.



Let's get started.

In the world of hybrid work and ever-increasing customer expectations, your choice of communications platform can make all the difference. It means the world to us that you are considering this partnership, and the team at 8x8 is 100% committed to helping you **break down barriers** to work better, connect faster, and engage customers in new ways.

The 8x8 experience Communications-as-a-Service (XCaaS) Platform bridges the gap between customer and employee experience. This can make your organization faster, flatter, and more agile. We take that claim seriously, and have dedicated years of R&D to build what our customers need: a single platform for contact center, voice, video, chat, and APIs.

By combining the essential modes of communication, we are offering you **one easy app** across devices for everyone, everywhere. It's backed by a **unified global platform** with a 99.999% uptime SLA. It's easy to manage and can save thousands. And it's supported by a team of experts dedicated to driving success and satisfaction.

We have put the same dedication and thought into the enclosed proposal.

We look forward to working with you.

Regards,

A handwritten signature in black ink, appearing to read "S. Hamill".

Stephen Hamill
Chief Revenue Officer
8x8, Inc.



Add-On Order Form

Prepared for:

Tulsa Honor Academy
209 S LAKEWOOD AVE
TULSA, OK 74112
United States

Overview:

Document Number:	O-00697547
Creation Date:	Oct 1, 2026 12:41 PM
Offer Expiration Date (i.e., Order must be signed by)	Oct 31, 2026
Order Effective Date:	Upon Execution
Service Non-Renewal Notice	30 days before Renewal Subscription Period starts
Currency:	USD
Recurring Billing Cycle	Monthly
Payment Terms	Net 30
Number of Locations:	1

Order Totals

Recurring Services	
Service Fees	Grand Total
Recurring Services	USD 10.00
Recurring Project Services	USD 0.00
Other Recurring Services	USD 0.00
ICA Services	USD 0.00
Regulatory Fees & Taxes	USD 5.07
Total Recurring	USD 15.07

Non-Recurring Services	
	Grand Total
One-Time Fees	USD 0.00
Shipping	USD 0.00
Sales Tax	USD 0.00
One-Time Total	USD 0.00

TYPES OF FEES AND CHARGES

Where applicable, 8x8 charges the following types of "**Fees**":

- 1. **Service Fees:** base fees for 8x8 Solutions charged on a recurring basis set forth in an Order, incurred when each recurring period begins.
- 2. **Usage:** charges set forth at www.8x8.com/terms-and-conditions/usage or elsewhere in the Agreement that result from your use of the 8x8 SaaS Services, incurred at the rates applicable when the usage occurs and billed in arrears.
- 3. **Taxes:** Any taxes or similar governmental assessments imposed by a federal, state or local governing body, including (but not limited to) sales and use taxes, value-added taxes, goods and services taxes, withholding taxes, Federal and State Universal Service Funds (USF), and emergency services surcharges (e.g. E911, 988, 999, etc.).
- 4. **Regulatory Fees:** Regulatory compliance fees or charges (e.g. recurring E911 service fees and regulatory fees that 8x8 or its Affiliate charges for each number associated with telephony 8x8 SaaS Services).
- 5. **Administrative Fees:** fees or charges directly or indirectly imposed by carriers or suppliers on 8x8 for your use of 8x8 SaaS Services.
- 6. **One-Time Fees:** fees billed on a one-time basis, incurred when the Order for them becomes effective or, for Equipment, when it ships.
- 7. Other fees or charges set forth in the Agreement (e.g. recurring fees for certain financing plans or enhanced support services).

8x8 will bill your first set of Service Fees, Regulatory Fees, Administrative Fees, and Taxes when your initial Order becomes effective, and thereafter around the beginning of each recurring billing cycle (prorating the final invoice(s) for the remainder of the applicable Subscription Period). 8x8 will bill the first set of those Fees for subsequent Orders when they become effective and thereafter on the same dates as your existing billing schedule.

TERMS AND CONDITIONS

- A. GENERAL AND SPECIFIC TERMS.** If they conflict, product-specific terms/product schedules control over these general Order terms and conditions.
- B. RESOLD PRODUCTS.** Any Third-Party Products in this Order are subject to the applicable third-party product schedules in the Legal Information Hub.
- C. STORAGE.** If this Order includes 8x8 hot or cold storage, please note that you must activate your storage plan through the 8x8 Admin Portal (also called the 8x8 support portal) before you can use it. Invoicing for storage plans starts when your Order becomes effective, so please activate it immediately. See <https://docs.8x8.com/8x8WebHelp/8x8-storage-and-retrieval/Content/StorageAndRetrieval/About8x8StorageAndPolicy.htm> for details relating to 8x8 storage plans.
- D. REGIONAL TERMS.** Certain geographies may require region-specific terms (e.g. relating to number porting or emergency calling). The Parties agree to comply with the “Regional Terms” posted on the Customer Legal Information Hub as to services ordered in a listed region.
- E. Up-Front Payment.** Unless 8x8 approves you for invoice billing you must keep on file with 8x8 complete and accurate information for a valid account sufficient to permit ACH or direct debit withdrawals, and authorize 8x8 to withdraw billed amounts at or near time of billing. 8x8 will post a statement of billed amounts in the relevant account at or near the time of the first attempted withdrawal and make commercially reasonable efforts to notify you by email or telephone if withdrawal is unsuccessful. Billed amounts are due within fourteen days of posting. You must dispute amounts you believe were posted erroneously within thirty days after posting (and otherwise in accordance with the Service Agreement).

This Order becomes effective when the customer identified below ("**Customer**" or "**you**") executes it through its authorized representative, unless this Order contains an 8x8 signature block, in which case this Order only becomes effective when both you and the 8x8 party identified below (through its authorized representative) have both executed it. When this Order goes into effect, it creates the "**Agreement**" between you and 8x8 (if you do not already have one in place), which consists of this Order, the Service Agreement attached to it (if there is one) or posted to <https://www.8x8.com/service-agreement> (if not), any special terms or amendments attached to this Order, and any applicable SOWs. If you already have an Agreement, this Order is placed under it.

Customer

Entity Name: Tulsa Honor Academy

Entity's Jurisdiction: Jurisdiction

Required Field - Enter the jurisdiction (state, province or country) where your company is legally formed or incorporated.

Entity's HQ address: 209 S LAKEWOOD AVE TULSA OK 74112 United States

By:

Name: Alison Moore
Title: Chief Operaitons Officer
Date:

Ordered Products

The products and services 8x8 sells under your Agreement are the "8x8 Solutions." They include 8x8 SaaS Services and Project Services ("8x8 Products"), plus any Third-Party Products and Equipment that 8x8 resells. 8x8 posts terms specific to the 8x8 Solutions (e.g. product-specific terms, third-party service terms, etc.) to the "Legal Information Hub" at www.8x8.com/legal (although an Order may alter those terms).

Recurring Services

Location Address: 1421 S Sheridan Rd , ,Tulsa,OK,US,74112

Product	Qty	Per-Unit Price (Per Recurring Billing Cycle)	Total Service Fees (Per Recurring Billing Cycle)	Usage	Subscription Start	Subscription End	Renewal Subscription Period	Initial Free Period (# of months/ Free period end date)
X Series - Lobby	1 Named License	USD 10.00 per Named License	USD 10.00		Order Effective Date	Aug 20, 2027	12 Months	N/A
Total Recurring Services Fees (Per Recurring Billing Cycle)			USD 10.00					

*See applicable product-specific terms and/or Product Schedules in this Order or the Customer Legal Information Hub.

Taxes and Regulatory Fees

Location Address: 1421 S Sheridan Rd , ,Tulsa,OK,US,74112

Regulatory Fees	
E911 Service Fee	USD 1.00
Regulatory Recovery Fee	USD 2.00
Taxes and Surcharges	
Federal Universal Service Fund	USD 2.07
Total Fees, Taxes and Surcharges	USD 5.07

Certificate Of Completion

Envelope Id: B62EE2B3-3604-8C04-805F-232C96E41DC9

Status: Delivered

Subject: 8x8 order for your review and confirmation

Source Envelope:

Document Pages: 10

Signatures: 0

Envelope Originator:

Certificate Pages: 4

Initials: 0

Aaron Paul Andres

AutoNav: Enabled

675

Envelopeld Stamping: Enabled

Creeside Way

Time Zone: (UTC-08:00) Pacific Time (US & Canada)

Campbell, CA 95008

aaron.andres@8x8.com

IP Address: 155.226.157.253

Record Tracking

Status: Original

Holder: Aaron Paul Andres

Location: DocuSign

10/1/2026 12:41:36 PM

aaron.andres@8x8.com

Signer Events

Signature

Timestamp

Alison Moore

Sent: 10/1/2026 12:41:48 PM

amoore@tulsahonor.org

Viewed: 10/1/2026 1:25:25 PM

Chief Operaitons Officer

Security Level: Email, Account Authentication
(None)

Electronic Record and Signature Disclosure:

Accepted: 10/1/2026 1:25:25 PM

ID: 6a141701-6d43-4f9c-95c8-6d2c41693d48

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

Status

Timestamp

Carbon Copy Events

Status

Timestamp

Witness Events

Signature

Timestamp

Notary Events

Signature

Timestamp

Envelope Summary Events

Status

Timestamps

Envelope Sent

Hashed/Encrypted

10/1/2026 12:41:48 PM

Certified Delivered

Security Checked

10/1/2026 1:25:25 PM

Payment Events

Status

Timestamps

Electronic Record and Signature Disclosure

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, 8x8, Inc. (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through your DocuSign, Inc. (DocuSign) Express user account. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to these terms and conditions, please confirm your agreement by clicking the 'I agree' button at the bottom of this document.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. For such copies, as long as you are an authorized user of the DocuSign system you will have the ability to download and print any documents we send to you through your DocuSign user account for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. To indicate to us that you are changing your mind, you must withdraw your consent using the DocuSign 'Withdraw Consent' form on the signing page of your DocuSign account. This will indicate to us that you have withdrawn your consent to receive required notices and disclosures electronically from us and you will no longer be able to use your DocuSign Express user account to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through your DocuSign user account all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact 8x8, Inc.:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: madhu.chalasani@8x8.com

To advise 8x8, Inc. of your new e-mail address

To let us know of a change in your e-mail address where we should send notices and disclosures electronically to you, you must send an email message to us at madhu.chalasani@8x8.com and in the body of such request you must state: your previous e-mail address, your new e-mail address. We do not require any other information from you to change your email address..

In addition, you must notify DocuSign, Inc to arrange for your new email address to be reflected in your DocuSign account by following the process for changing e-mail in DocuSign.

To request paper copies from 8x8, Inc.

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an e-mail to madhu.chalasani@8x8.com and in the body of such request you must state your e-mail address, full name, US Postal address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with 8x8, Inc.

To inform us that you no longer want to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your DocuSign account, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an e-mail to madhu.chalasani@8x8.com and in the body of such request you must state your e-mail, full name, IS Postal Address, telephone number, and account number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

Operating Systems:	Windows2000? or WindowsXP?
Browsers (for SENDERS):	Internet Explorer 6.0? or above
Browsers (for SIGNERS):	Internet Explorer 6.0?, Mozilla FireFox 1.0, NetScape 7.2 (or above)
Email:	Access to a valid email account
Screen Resolution:	800 x 600 minimum
Enabled Security Settings:	•Allow per session cookies •Users accessing the internet behind a Proxy Server must enable HTTP 1.1 settings via proxy connection

** These minimum requirements are subject to change. If these requirements change, we will provide you with an email message at the email address we have on file for you at that time providing you with the revised hardware and software requirements, at which time you will have the right to withdraw your consent.

Acknowledging your access and consent to receive materials electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please verify that you were able to read this electronic disclosure and that you also were able to print on paper or electronically save this page for your future reference and access or that you were able to e-mail this disclosure and consent to an address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format on the terms and conditions described above, please let us know by clicking the 'I agree' button below.

By checking the 'I Agree' box, I confirm that:

- I can access and read this Electronic CONSENT TO ELECTRONIC RECEIPT OF ELECTRONIC RECORD AND SIGNATURE DISCLOSURES document; and
- I can print on paper the disclosure or save or send the disclosure to a place where I can print it, for future reference and access; and
- Until or unless I notify 8x8, Inc. as described above, I consent to receive from exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to me by 8x8, Inc. during the course of my relationship with you.

Coversheet

Approval of Updated Medication Administration Policy

Section:	II. Consent Agenda
Item:	J. Approval of Updated Medication Administration Policy
Purpose:	Vote
Submitted by:	
Related Material:	Administering Medication to Scholars Policy - 2026 Revision.pdf



ADMINISTERING MEDICATION TO SCHOLARS POLICY

If a scholar is required to take medication during school hours and the parent or guardian cannot be at school to administer the medication, the principal, or the principal's designee, may administer the medication only as follows:

1. Prescription medication must be in a container that indicates the following:
 - a. scholar's name,
 - b. name and strength of medication,
 - c. dosage and directions for administration,
 - d. name of physician or dentist,
 - e. date and name of pharmacy, and
 - f. whether the child has asthma or other disability which may require immediate dispensation of medication.

The medication must be delivered to the main office in person by the parent or guardian of the scholar unless the medication must be retained by the scholar for immediate self-administration. The medication will be accompanied by written authorization from the parent, guardian, or person having legal custody that indicates the following:

- a. purpose of the medication,
- b. time to be administered,
- c. whether the medication must be retained by scholar for self-administration,
- d. termination date for administering the medication, and
- e. other appropriate information requested by the principal or the principal's designee.

2. Self-administration of inhaled asthma medication by a scholar for treatment of asthma, an anaphylaxis medication used to treat anaphylaxis, and the self-administration of replacement pancreatic enzymes by a scholar for treatment of cystic fibrosis is permitted with written parental authorization. The parent or guardian of the scholar must also provide a written statement from the physician treating the scholar that the scholar has asthma or anaphylaxis and is capable of, and has been instructed in the proper method of, self-administration of medication. Additionally:

- a. The parent or guardian must provide the school with an emergency supply of the scholar's medication to be administered as authorized by state law.
- b. The school district will inform the parent or guardian of the scholar, in writing, and the parent or guardian shall sign a statement acknowledging that the school district and its employees and agents shall incur no liability as a result of any injury arising from the self-administration of medication by the scholar.
- c. Permission for the self-administration of asthma, anaphylaxis medication, or replacement cystic fibrosis enzymes is effective for the school year for which it is granted and shall be renewed each subsequent school year upon fulfillment of the above requirements.



- d. A scholar who is permitted to self-administer asthma medication or anaphylaxis medication shall be permitted to possess and use a prescribed inhaler anaphylaxis medication, or replacement pancreatic enzyme medication at all times.
- e. Definitions:
 - i. Medication means a metered dose inhaler or a dry powder inhaler to alleviate asthmatic symptoms, prescribed by a physician and having an individual label, or an anaphylaxis medication used to treat anaphylaxis, including but not limited to Epinephrine injectors, prescribed by a physician and having an individual label, or replacement pancreatic enzymes prescribed by a physician and having an individual label.
 - ii. Self-administration means a scholar's use of medication pursuant to prescription or written direction from a physician.

In the event a student is believed to be having an anaphylactic reaction or respiratory distress, a school employee shall contact 911 as soon as possible. As all THA staff are trained on recognizing anaphylaxis and administering epinephrine, any THA staff may administer epinephrine in good faith if a student is believed to be having an anaphylactic reaction. Students may self-administer inhalers, epinephrine, or other physician-authorized medication only as provided in the student's health plan. If Epinephrine is administered to a student, a school employee shall contact 911 as soon as possible. The school district shall notify the parent or guardian of any student who experiences a possible allergic reaction as soon as possible via phone call.

Annually, THA will require training for teachers and school employees who are directly responsible for students on the topics of food allergies, recognizing anaphylaxis, and instruction on how to administer Epinephrine. Documentation certifying completion of the required training shall be retained in the personnel file of the teacher or school employee. The training may be provided online or in person by a recognized food allergy and anaphylaxis training program.

3. Scholars shall be permitted to possess and self-apply sunscreen that is regulated by the Food and Drug Administration without the written authorization of a parent, legal guardian, or physician. Scholars applying sunscreen are prohibited from applying sunscreen during instructional time. Aerosol spray must be applied outside of school buildings and away from other scholars. Scholars shall not be allowed to apply sunscreen to other scholars. Scholars who do not conform to these rules will be disciplined by the administration in accordance with school discipline policies.

4. Nonprescription medication may be administered only with the written request and permission of a parent, guardian, or person having legal custody and with written instructions from the scholar's physician when other alternatives, such as resting or changing activities, are inappropriate or ineffective. The medication will be administered in accordance with label directions or written instructions from the scholar's physician.

The leader, or leader's designee, will:

- a. Inform appropriate school personnel of the medication being administered
- b. Keep an accurate record of the administration of the medication



- c. Keep all medication in a locked cabinet except medication retained by a scholar
- d. Return unused prescription medication to the parent or guardian only

The parent, guardian, or person having legal custody of the scholar is responsible for informing the designated official of any change in the scholar's health or change in medication.

This policy statement will be provided to a parent or guardian upon receipt of a request for long-term administration of medication.

Medication will be returned to the guardian at the conclusion of the school year and will be disposed of if not picked up within one week of the last day of school.

LEGAL REFERENCE:

ADOPTED: 05/06/2025; revised 10/01/2026

Coversheet

Approval of Josh's K-12 Job Blast CAO Applicant Search Proposal

Section:	II. Consent Agenda
Item:	K. Approval of Josh's K-12 Job Blast CAO Applicant Search Proposal
Purpose:	Vote
Submitted by:	
Related Material:	Josh's K-12 Job Blast Contract 2026.pdf



Contract Request Response

Submitted By:
Alison Moore (Faculty)

Submitted At:
Fri, Oct 2, 2026, 10:40 AM

Current Status:
In Review

Faculty Involved:
No faculty involved in this response

Responses

Contract Request Date
Date
2026-10-02

Board Meeting Date
Date
2026-10-20

Did you receive approval from a chief to submit this contract request?
Select Custom
• Yes - The CEO approved this request.

Vendor Name
Text
Josh's K-12 Job Board

Description of Service
Text Large
This proposal includes consultation and coordination of a nationwide search and multistep interview process for Tulsa Honor Academy's next Chief Academic Officer.

Jurisdiction or Governing Law
Text
N/A

Contract Start Date
Date
2026-09-21

Contract End Date
Date
2027-06-30

Funding Source
Select Custom
• General Fund

Total Cost
Number
16500

THA Signer
Select Custom
• Chief Executive Officer

Who is responsible for sending the contract for signature?
Select Custom
• THA

Contract Contact Name
Text
Josh Czupryk

Contract Contact Email
Text
josh@k12jobsblast.org

Contract Type

Select Custom

- New Contract

Termination Clause - Number of Days Notice (Required)

Number

0

Contract Term

Select Custom

- Term is within one fiscal year (preferable)

THA Relationships or Conflicts of Interest

Text Large

No answer given

Clarity

Text Large

The board chair provided emergency approval for the work relating to this contract to commence at the start date. Payment will not be collected prior to formal board approval.

Additional Notes

Text Large

No answer given

Contract File Upload

File Upload

Scan the QR code to view the file





TULSA HONOR ACADEMY

Chief Academic Officer Search
Proposal Submitted by *Josh's K12 Jobs Blast*
September 2026

Chief Academic Officer Search

Proposal for Tulsa Honor Academy

Prepared for

Elsie Urueta Pollock, Chief Executive Officer and Founder

Search context

Tulsa Honor Academy is hiring a Chief Academic Officer, and there is already interest in the role from strong leaders inside and connected to the organization. That is a healthy position to hire from, and it shapes how this search should be built.

A high quality experience for every candidate, internal and external. Senior academic leaders who are worth hiring are employed and busy. The quality of the process determines who stays engaged through it. Internal candidates deserve that same standard, including clear expectations, real preparation time, prompt communication at every gate, and substantive feedback at the end regardless of outcome.

An external facilitator so that every voice is heard and every evaluation ties back to competencies. Principals, assistant principals, and teachers all have a perspective worth capturing, and capturing it well requires structure. Each participant is prepared in advance, works from a shared rubric, and submits individual written impressions. As the external partner, I synthesize that input and validate that every candidate was evaluated on the same competencies, with the same instruments, at every stage.

Executive hiring expertise applied to an executive hire. School and network talent functions are built to hire teachers at volume and are generally good at it. Selecting a cabinet-level academic leader is a different exercise. It requires a competency model, calibrated scoring across multiple evaluators, reference work that goes beyond the listed names, and a candidate experience that keeps senior leaders engaged while they are employed elsewhere. This engagement supplies that apparatus.

Search Partner

Josh Czapryk, founder of Josh's Job Blast LLC.

I have held this seat. Nine years as a Chief Academic Officer, Chief Operating Officer, and Chief of Staff in charter schools and districts, plus service as Chief Academic and Operations Officer of University Schools at the University of Memphis. I have built the academic systems a Chief Academic Officer is accountable for, managed principals, and partnered with a founder. I know which interview answers describe work someone has actually led and which describe work they watched.

I have hired for this seat. Recent academic leadership searches include Chief of Schools at STEM Preparatory Schools and two Vice President of Schools roles at BridgePrep Academy in Florida. Nineteen completed searches across the past two years, cabinet level through school leader. Of the sixteen searches run this year, fifteen have resulted in a placement.

Background. 2007 Teach For America Delta corps member and Broad Residency alum. Doctoral training in qualitative research, applied directly to the design of screening instruments, semifinalist synthesis, final interview day structure, and hiring debriefs.

Every stage of this search is conducted personally. No associates, no handoffs, no junior recruiter running your phone screens

Role and decision structure

Role: Chief Academic Officer

Hiring manager and final decision maker: CEO and Founder

Board involvement: None during the process. This is not a board-facing role.

Stakeholder voice: Principals, assistant principals, and teachers participate at defined stages and submit structured written input.

Stakeholder input informs the decision. The Chief Executive Officer & Founder makes it. That distinction is communicated to every participant at the outset, along with what they are being asked to supply, which is evidence and impressions scored against a shared standard.

Competency model

Built with the Chief Executive Officer & Founder at kickoff and finalized before the role posts. A draft starting point for a Tulsa Honor Academy Chief Academic Officer:

1. Leadership development and adult learning culture. Develops principals, coaches, and teachers inside a culture of high expectations and genuine support. Extends and affirms the Tulsa Honor Academy way as the organization grows, so that the adults experience the same clarity, care, and orientation toward growth that Tulsa Honor Academy asks them to create for students. Can coach leaders who are experienced and tenured, and does it in a way that leaves them more capable and more invested.

2. Instructional excellence and pedagogical clarity. Holds a clear, teachable definition of excellent instruction and can name what it looks like in a classroom at each grade span. Sets a high bar for what students are asked to do and can show where that bar moved outcomes.

3. Academic strategy and curricular coherence. Sets and sequences a multi-year academic plan. Selects, implements, and sustains curricular systems that hold together across schools rather than leaving each building to its own approach.

4. Assessment, data, and academic performance management. Builds the cycle that surfaces what students know early enough to respond, and leads teams to act on it without turning data into an exercise in compliance.

5. Executive partnership. Partners closely with the Chief Executive Officer & Founder, brings problems forward early, and operates as a peer on a cabinet.

Search process

Five stages. Every candidate completes all five, internal and external.

Stage 1. Application and resume screen Written application with two to three role-specific questions, plus resume. Scored against the competency model on a 25 point scale.

Stage 2. Phone screen Thirty minutes, structured, scored on a 25 point scale. Conducted personally. The cumulative application and phone screen score determines advancement, with the threshold set deliberately wide so that narrowing happens on demonstrated work rather than on paper.

Stage 3. Project round A role-authentic work product drawn from real Tulsa Honor Academy conditions. Typical forms include an academic diagnostic of provided performance data, a written instructional plan, or a leadership coaching scenario with an accompanying memo. Scored competency by competency, 25 points available, with a defined cutoff to advance.

Stage 4. Semifinalist round Virtual, 90 minutes. A subset of stakeholders participates. The Chief Executive Officer & Founder does not, which produces an independent read before the hiring manager's perspective enters the room and gives stakeholders a stage that carries real weight. This round belongs to the stakeholders. I train every participant in advance on the competency model, the question set, and how to score what they hear. I open the session, frame it for the candidate, and close it at the end. The 90 minutes in between are built so that stakeholders ask their own questions and come away with a real sense of each candidate. Each participant submits an individual written impression form to me afterward. I synthesize. Stakeholders do not deliberate as a group and do not see each other's forms, which keeps every perspective intact rather than letting the most confident voice in the room set the tone.

Stage 5. Final interview day In person in Tulsa, two to three finalists, built from a run of show. Components typically include a conversation with the Chief Executive Officer & Founder, an academic deep dive, a stakeholder panel, and a live scenario or work session. Each component carries its own interviewer guide and scoring instrument. Finalists receive a candidate agenda in advance. Every interviewer receives a panelist guide specifying their questions, what they are listening for, and how to score what they hear.

Decision and close I synthesize all scoring and stakeholder input into a written recommendation memo and facilitate the decision debrief. The Chief Executive Officer & Founder decides. I then run reference checks on the finalist, support the offer and negotiation, and manage the close through acceptance.

A best-in-class experience for internal candidates

Internal candidates carry a particular kind of exposure in an executive search. They are known, their colleagues know they applied, and they continue working alongside everyone involved once the search closes. The experience they receive is designed accordingly.

- Internal candidates apply, screen, complete the project, and interview on identical instruments. No stage is waived and no stage is added.
- They are told at the outset what the full process is, who participates at each stage, and when they will hear. No one learns their status secondhand.
- Every participant in the semifinalist round is trained before they evaluate anyone, and impressions are submitted individually so that each perspective is captured on its own terms and every candidate is compared on the same evidence.
- Communication at each gate is prompt and direct, delivered by me rather than routed through a colleague or supervisor.
- I personally conduct a closing conversation with every internal candidate who is not selected, in coordination with the Chief Executive Officer & Founder, and provide a written summary of their scoring and their development edges. Strong internal candidates who go through a real process and receive real feedback should finish the search more invested in Tulsa Honor Academy than when they started.
- Confidentiality for external candidates is absolute. External candidates are sitting leaders elsewhere, and their participation is not disclosed outside the defined rounds.

Sourcing and reach

Recruitment for this role runs across channels I own rather than through paid job boards.

- A K-12 jobs newsletter with 13,300 subscribers and a sustained open rate above 60 percent, including segmented editions reaching Academics leaders, Senior Leaders, and the Southwest region specifically
- A LinkedIn following of 71,000 K-12 professionals, generating roughly four to five million impressions annually
- A proprietary multi-year K-12 jobs and candidate database
- Direct personal outreach to targeted senior academic leaders, including the most active users of the Academics and Senior Leader segments
- A standing monthly practitioner community of roughly 60 K-12 chief people officers, and approximately 20 sector conversations per month

Tulsa Honor Academy receives full funnel reporting on this activity. Subscriber identities are not shared, as subscribers join under confidentiality.

What Tulsa Honor Academy receives

- Competency model and finalized role profile
- Job posting and the full sourcing campaign described above
- Applicant tracking system maintained throughout, with access provided to the Chief Executive Officer & Founder
- All application reviews, phone screens, and project scoring conducted personally
- Training for every stakeholder who evaluates a candidate at any stage
- Branded document suite: search guide, project prompt and scoring key, semifinalist guide and impression forms, final day run of show, panelist guides, and candidate agendas
- Weekly funnel updates covering posting traffic, applications received, screens completed, and advancement decisions
- Written recommendation memo and facilitated decision debrief
- Reference checks on the finalist
- Offer support, negotiation support, and close through acceptance
- Closing conversations and written feedback for internal candidates who are not selected
- Ten hours of onboarding coaching for the placed candidate, described below

Onboarding coaching for the placed candidate

The search does not end at acceptance. Included in this engagement is ten hours of one-on-one coaching with the new Chief Academic Officer across their first six months, scheduled at a cadence that fits the role.

The first six months determine whether a cabinet hire takes hold. The work in those sessions typically covers entry planning and the first 90 days, building the working relationship with the Chief Executive Officer & Founder, establishing credibility with principals, and sequencing early academic decisions so that the new leader spends their

initial capital well. Having sat in the Chief Academic Officer seat, I coach this from experience rather than from a framework.

This coaching is confidential to the Chief Academic Officer. I do not report on its content to the Chief Executive Officer & Founder.

Timeline

Built backward from an in-person final interview day on **Tuesday, December 8, 2026**.

Stage	Dates
Agreement signed, kickoff, competency model built	Week of September 21
Posting live, active sourcing begins	Week of September 28
Rolling application review and phone screens begin	Week of September 28
Priority application deadline	Monday, November 9
Phone screens completed	Wednesday, November 11
Project round released and returned	Friday, November 13 through Tuesday, November 17
Project scoring, semifinalists confirmed	Wednesday November 18
Semifinalist round, virtual, 90 minutes	November 30 - December 1
Stakeholder impressions synthesized, finalists confirmed	December 3
Final interview day in Tulsa	Tuesday, December 8
Decision debrief	Wednesday, December 9
Offer, references, background check	Friday, December 11
Start date	Negotiated at offer, with a January 2027 start available

After the priority deadline the search continues on rolling recruitment, with candidates moving on individual timelines until the right person accepts.

Investment

Search fee: \$15,000 flat.

The standard fee for a cabinet-level search at this scope is \$25,000. This engagement is priced at \$15,000 as a deliberate adjustment in recognition of Oklahoma's per-pupil funding levels and the budget constraints that follow from them. The scope of work is unchanged. Every stage, instrument, and deliverable described in this proposal, including the ten hours of onboarding coaching, is included at this price.

Payment structure \$5,000 retainer at signing. \$10,000 success fee upon the candidate's acceptance of an offer.

Consultant travel: \$1,500, covering the in-person final interview day in Tulsa.

Candidate travel is billed separately at actual cost, with any reimbursement policy set by Tulsa Honor Academy.

Placement guarantee. If the placed candidate departs or is separated within six months of their start date, the search is re-run at no additional search fee.

This is a flat fee. It does not move if the salary for the role moves, and it is not calculated as a percentage of first-year compensation, which in the executive search market commonly runs 25 to 33 percent. Flat-fee pricing is a standing choice across this practice, made so that the cost of a strong executive hire does not scale with the size of a school system's budget.



AGREEMENT

IN WITNESS WHEREOF the Parties have duly affixed their signatures under hand and seal on this 2 day of October , 2026.

Tulsa Honor Academy

Per: _____(Seal)

SIGNATURE	DATE

Josh's Jobs Blast LLC

Per: Josh Czupryk, Founder & Operator, Josh's Jobs Blast, LLC (Seal) D/B/A Josh's K12 Jobs Blast

SIGNATURE	DATE
	October 2, 2026

By signing this agreement, Tulsa Honor Academy engages Josh's Jobs Blast LLC to conduct one retained executive search for the position of Chief Academic Officer as outlined herein.

Josh's Jobs Blast LLC will perform all services with professional care and diligence. However, Josh's Jobs Blast LLC does not guarantee that any search will result in a successful hire, nor does it guarantee the future performance, qualifications, or suitability of any candidate presented.

Tulsa Honor Academy retains sole responsibility for all final hiring decisions, background checks, reference verification beyond the structured surveys provided, and any employment-related actions. Josh's Jobs Blast LLC shall not be liable for any direct, indirect, incidental, or consequential damages arising from the search process, candidate performance, or employment decisions.

If the search does not result in a hire, Josh's Jobs Blast LLC will restart that search at no additional fee (excluding any new travel expenses incurred). This agreement constitutes the entire understanding between the parties and supersedes all prior discussions or agreements.

Coversheet

Review of Opaa! September 2026 Food Service Report

Section:	II. Consent Agenda
Item:	L. Review of Opaa! September 2026 Food Service Report
Purpose:	Vote
Submitted by:	
Related Material:	Opaa Food Service Management Report - Sept 2026.pdf



MONTHLY FOOD SERVICE REPORT

TULSA HONOR ACADEMY | SEPTEMBER 2026

Breakfast
7009

Lunch
21250

Thank you for continuing to partner with Opaa! Food Management!

Highlights from September

In September, we wrapped up another successful Opaa! Breakfast Week, serving creative breakfast favorites while reinforcing the value of starting each day with a good meal. We also rolled out the Opaa! Menu on September 8th, and the students are loving it!

Looking Ahead to October

On October 1, we'll launch the 2026 Opaa! Student Survey, giving students the chance to share their thoughts on our menu offerings, food quality, and overall service. Their feedback plays an important role in helping us continue to grow and improve. We'll also celebrate National School Lunch Week with this year's theme, Cafeteria Circus: Where Nutrition Takes Center Stage!, featuring a variety of delicious, well-balanced meals and fun themed activities. To end on a high note, we will host a festive Halloween Celebration!



CONTACT INFORMATION

Jamie Looney
Operations Manager
OK N Area
jlooney@opaafood.com

Carmela Kegley
Director of Nutrition Services
Tulsa Honor Academy
ckegley@opaafood.com

LEARN ABOUT OPAA!

Opaa! brings nutritious, delicious, meals to students in schools across the Midwest.

Visit www.opaafood.com



Coversheet

Activity Fund Report

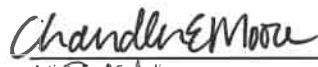
Section:	III. Information Agenda
Item:	E. Activity Fund Report
Purpose:	Discuss
Submitted by:	
Related Material:	Sept 2026 Activity Fund Report.pdf

Activity Fund Report

September 2026

Activity Fund Deposits			
Description	Date	Project Code	Total
August 2026 Carryover	7/1/2026	801 THA HIGH SCHOOL	\$3,091.03
August 2026 Carryover	7/1/2026	802 THA HS STUDENT COUNCIL	\$1,349.38
August 2026 Carryover	7/1/2026	830 THA MIDDLE SCHOOL	\$1,600.27
August 2026 Carryover	7/1/2026	861 FLORES MS STUDENT COUNCIL	\$1,304.20
August 2026 Carryover	7/1/2026	862 FLORES MIDDLE SCHOOL ATHLETICS	\$466.22
August 2026 Carryover	7/1/2026	863 FLORES MIDDLE SCHOOL CLUBS	\$1,538.69
August 2026 Carryover	7/1/2026	897 COLLEGE READINESS	\$5,513.19
August 2026 Carryover	7/1/2026	898 STAFF FUND	\$0.00
August 2026 Carryover	7/1/2026	899 GENERAL FUND REFUND	\$785.61
SQUARE: HS Volleyball Admissions	9/2/2026	801 THA HIGH SCHOOL	\$56.84
SQUARE: General Fund refund: ID Badge	9/4/2026	899 GENERAL FUND REFUND	\$1.80
SQUARE: MS Volleyball Admissions: OC	9/11/2026	830 THA MIDDLE SCHOOL	\$21.17
SQUARE: MS Volleyball Admissions: FMS	9/11/2026	862 FLORES MIDDLE SCHOOL ATHLETICS	\$21.18
SQUARE: FMS Volleyball Fee	9/16/2026	862 FLORES MIDDLE SCHOOL ATHLETICS	\$48.55
SQUARE: Kermes: OC	9/18/2026	830 THA MIDDLE SCHOOL	\$158.43
SQUARE: Kermes: FMS	9/18/2026	861 FLORES MS STUDENT COUNCIL	\$158.44
SQUARE: Kermes: HS	9/18/2026	802 THA HS STUDENT COUNCIL	\$158.44
SQUARE: Kermes: OC	9/21/2026	830 THA MIDDLE SCHOOL	\$22.10
SQUARE: Kermes: FMS	9/21/2026	861 FLORES MS STUDENT COUNCIL	\$22.10
SQUARE: Kermes: HS	9/21/2026	802 THA HS STUDENT COUNCIL	\$22.11
SQUARE: HS Volleyball Fee	9/23/2026	801 THA HIGH SCHOOL	\$72.90
Kermes: HS	9/23/2026	802 THA HS STUDENT COUNCIL	\$776.33
Kermes: FMS	9/23/2026	861 FLORES MS STUDENT COUNCIL	\$662.33
Kermes: OC	9/23/2026	830 THA MIDDLE SCHOOL	\$850.34
HS Volleyball Fees	9/23/2026	801 THA HIGH SCHOOL	\$258.00
FMS Volleyball Fees	9/23/2026	862 FLORES MIDDLE SCHOOL ATHLETICS	\$250.00
MS Volleyball Admissions: FMS	9/23/2026	862 FLORES MIDDLE SCHOOL ATHLETICS	\$72.50
MS Volleyball Admissions: OC	9/23/2026	830 THA MIDDLE SCHOOL	\$72.50
HS Volleyball Admissions	9/23/2026	801 THA HIGH SCHOOL	\$100.00
OC Volleyball Fees	9/23/2026	830 THA MIDDLE SCHOOL	\$50.00
FMS Yearbook Fee	9/23/2026	863 FLORES MIDDLE SCHOOL CLUBS	\$240.00
SQUARE: HS Uniforms	9/24/2026	899 GENERAL FUND REFUND	\$31.99
SQUARE: HS Volleyball Admissions	9/25/2026	801 THA HIGH SCHOOL	\$33.41
SQUARE: MS Volleyball Admissions: FMS	9/25/2026	862 FLORES MIDDLE SCHOOL ATHLETICS	\$16.71
SQUARE: MS Volleyball Admissions: OC	9/25/2026	830 THA MIDDLE SCHOOL	\$16.71
College Readiness: Internship Polos	9/29/2026	897 COLLEGE READINESS	\$440.00
HS Volleyball Admissions	9/29/2026	801 THA HIGH SCHOOL	\$98.00
MS Volleyball Admissions: FMS	9/29/2026	862 FLORES MIDDLE SCHOOL ATHLETICS	\$49.00
MS Volleyball Admissions: OC	9/29/2026	830 THA MIDDLE SCHOOL	\$48.00

Total Previous Month Carryover \$15,648.59
 Total Current Month Deposits \$4,829.88
 Total Current Month Expenditures -\$3,413.80
 End of Month Balance \$17,064.67



Activity Fund Custodian

Chief Executive Officer

10-1-26

Date

10 / 17 / 2026

Date

Cleared Activity Fund Expenditures			
Description	Date	Project Code	Total
Prosperity: Daylight Donuts Senior Sunrise	09/16/26	802 THA HS STUDENT COUNCIL	\$67.04
Prosperity: Back to School Bash Supplies	09/16/26	802 THA HS STUDENT COUNCIL	\$66.85
Prosperity: Back to School Bash Dunk Tank Rental	09/16/26	802 THA HS STUDENT COUNCIL	\$200.00
Townsend: Additional Volleyball Uniforms	09/14/26	801 THA HIGH SCHOOL	\$78.05
Sol Azteca: Ballet Folklorico Stage	09/30/26	801 THA HIGH SCHOOL	\$407.76
Amazon: OC Recess and Athletic Supplies	09/09/26	830 THA MIDDLE SCHOOL	\$247.47
Anita Louise Iron: HS Volleyball Ref	09/25/26	801 THA HIGH SCHOOL	\$65.00
Amazon: OC Kermes Supplies	09/25/26	830 THA MIDDLE SCHOOL	\$46.74
Amazon: OC Club Supplies	09/25/26	830 THA MIDDLE SCHOOL	\$265.22
Galaxy Jumpers: Kermes Bounce Houses	09/21/26	802 THA HS STUDENT COUNCIL	\$253.00
Galaxy Jumpers: Kermes Bounce Houses	09/21/26	830 THA MIDDLE SCHOOL	\$253.00
Galaxy Jumpers: Kermes Bounce Houses	09/21/26	861 FLORES MS STUDENT COUNCIL	\$253.00
Amazon: HS Back to School Bash Supplies	09/08/26	802 THA HS STUDENT COUNCIL	\$399.92
Rookly: HS Chess Platform	09/28/26	801 THA HIGH SCHOOL	\$500.00
Amazon: HS Kermes Supplies	09/25/26	802 THA HS STUDENT COUNCIL	\$136.17
OASC: Membership Dues	09/28/26	802 THA HS STUDENT COUNCIL	\$150.00
Amazon: FMS Kermes Supplies	09/30/26	861 FLORES MS STUDENT COUNCIL	\$24.58

Total Cleared Expenditures \$3,413.80

Subaccount	Amount
801 THA HIGH SCHOOL	\$2,659.37
802 THA HS STUDENT COUNCIL	\$1,033.28
830 THA MIDDLE SCHOOL	\$2,027.09
861 FLORES MS STUDENT COUNCIL	\$1,869.49
862 FLORES MIDDLE SCHOOL ATHLETICS	\$924.16
863 FLORES MIDDLE SCHOOL CLUBS	\$1,778.69
897 COLLEGE READINESS	\$5,953.19
898 STAFF FUND	\$0.00
899 GENERAL FUND REFUND	\$819.40

Coversheet

Approval of 4Mativ Contract

Section:	IV. Action Agenda
Item:	A. Approval of 4Mativ Contract
Purpose:	Vote
Submitted by:	
Related Material:	4Mativ Contract 2026.pdf



Contract Request Response

Submitted By:
Alison Moore (Faculty)

Submitted At:
Thu, Oct 1, 2026, 3:17 PM

Current Status:
In Review

Faculty Involved:
No faculty involved in this response

Responses

Contract Request Date
Date
2026-10-01

Board Meeting Date
Date
2026-10-20

Did you receive approval from a chief to submit this contract request?
Select Custom
• Yes - The COO approved this request.

Vendor Name
Text
4MATIV

Description of Service
Text Large
4Mativ will act as a broker, technology provider, customer service provider, and logistics manager of Service Providers providing School transportation in buses, vans, TNC vehicle and taxis for students enrolled with the Client, including what the Client has identified as General Education (GenEd), Special Education (SPED), Homeless & Highly Mobile (HHM) or McKinney-Vento (MV) and students in Foster Care (hereinafter the "Service Providers" or "Subcontractors").

Jurisdiction or Governing Law
Text
Oklahoma

Contract Start Date
Date
2026-10-20

Contract End Date
Date
2027-06-30

Funding Source
Select Custom
• General Fund

Total Cost
Number
74300

THA Signer
Select Custom
• Chief Operations Officer

Who is responsible for sending the contract for signature?
Select Custom
• THA

Contract Contact Name
Terry McDonough

Contract Contact Email
terry@4mativ.org

Contract Type

Select Custom

- New Contract

Termination Clause - Number of Days Notice (Required)

Number

90

Contract Term

Select Custom

- Term is within one fiscal year (preferable)

THA Relationships or Conflicts of Interest

Text Large

No answer given

Clarity

Text Large

This is a no risk contract for THA in the first year. THA will only pay based on what 4Mativ saves THA from the current DS Bus Lines budgeted amount for the fiscal year. Any savings beyond \$74,300 will go directly back to THA's general fund balance.

Additional Notes

Text Large

No answer given

Contract File Upload

File Upload

Scan the QR code to view the file



Transportation Management Services Agreement
by and between
Tulsa Honor Academy (“CLIENT”) and
4MATIV Technologies, Inc

This Agreement is made this ____ day of _____, 2026, by and between Tulsa Honor Academy, an Oklahoma not-for-profit corporation operating public charter schools with principal office at 1421 S. Sheridan Road, Tulsa, OK 74112 (the “Client”) and 4MATIV Technologies, Inc, a Delaware corporation, doing business as “4MATIV” (“4MATIV” or “Contractor”)(collectively, the Client and Contractor referred to as the “Parties”).

Recitals

A. The Client is an independent public charter school and Local Education Agency (LEA) in the State of Oklahoma, currently operating three campuses in Tulsa, Oklahoma. Client intends to contract with the Contractor to manage the daily transportation of its enrolled students. The Contractor will act as a broker, technology provider, customer service provider, and logistics manager of Service Providers providing School transportation in buses, vans, TNC vehicle and taxis for students enrolled with the Client, including what the Client has identified as General Education (GenEd), Special Education (SPED), Homeless & Highly Mobile (HHM) or McKinney-Vento (MV) and students in Foster Care (hereinafter the “Service Providers” or “Subcontractors”).

B. Currently, the Client manages the transportation of its enrolled students to and from its School location(s) and uses a contracted service provider, DS Bus Lines, Inc., a Kansas corporation (“DS”), to transport those students under that certain Agreement for School Bus Services between the Client and DS made as of April 22, 2024 with an effective date of July 1, 2024 and a term ending June 30, 2029, as updated August 23, 2024 (the “DS Agreement”). Under this Agreement, the Contractor will undertake this essential function, among others, for the Client. The Parties intend that the Client will assign the DS Agreement to 4MATIV pursuant to a separate Assignment, Assumption, and Consent Agreement among the Client, 4MATIV and DS in a form approved by the Client and the Contractor (the “Assignment”), whereupon direct day-to-day relationships between the Client and DS will cease, 4MATIV will administer the DS Agreement as a Service Provider subcontract, and 4MATIV will negotiate and contract directly with any additional Service Providers approved by the Client, who will then transport enrolled students.

C. By this Agreement, Contractor agrees to use its expertise in conducting the daily trip routing and management of the Service Providers, which may alter how trips are assigned among Service Providers as well as the mix of vehicles and supply options used. In addition, Contractor will manage all agreements with the Service Providers, approve invoices for payment and manage payments to the Service Providers with pass-through funds to be provided by the Client. Available pass-through rates from Service Providers at the time of executing this

Agreement, including the rates under the DS Agreement, will be included in Schedule B. 4MATIV may, with the Client's approval, introduce new subcontracted Service Providers and negotiate new pricing in accordance with changing Client needs, during the term of the Agreement.

D. It is understood and agreed that 4MATIV is not itself a transportation service provider but is a broker and a technology, customer service, and logistics manager of the Service Providers, contracting with them to provide safe and efficient student transportation services for the Client. As such, 4MATIV is obligated to provide the Client with the Scope of Services set forth herein to the best of its abilities but is neither an insurer nor an indemnifier of the Client for acts or omissions of the Service Providers in the performance of their transportation services. Further, because the Contractor's management and logistics services are integral to an essential function of the Client in the schooling of children, the parties intend that the Contractor shall have the benefits of statutory and common law governmental or sovereign immunity, as the case may be, from third party tort claims to the same extent as the Client. **NOW, THEREFORE**, in consideration of the mutual covenants and conditions and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

Section 1. Scope of Services

1.1 The foregoing Recitals are incorporated herein as if fully restated herein. The Client hereby retains the Contractor to provide school transportation management services and technology to the end that the Contractor will negotiate and contract with and, thereafter, manage the scheduling and routing of the school transportation Service Providers, as necessary for the efficient and cost-effective operation of the Client's student transportation system. The Contractor shall endeavor to manage, supervise and operate the Client's student transportation service in an efficient and economical manner. The Client's student transportation shall be operated over the routes, on the schedules, and by the Service Providers and their vehicles, as best determined by the Contractor and approved by the Client, working cooperatively with the Client on a daily basis, with the priority of safety first and cost savings and efficiency the next most important objectives, while assuring reliable and timely service for the Client and students' families.

- 1.2 More specifically, the Contractor shall employ its best efforts to do the following:
- Negotiation and contracting with all Service Providers as subcontractors to 4MATIV and other vendors consistent with the terms of this Agreement, 4MATIV's written proposal, and other directions or guidelines from the Client, including administration of the DS Agreement upon its assignment;
 - Periodic contract compliance monitoring of Subcontractors, including but not limited to:
 - Remote monitoring of subcontracted transportation services, including dispatch, and

- Verifying evidence of required safety training and maintenance programs;
- Annual spot audits of driver and vehicle files;
- Subcontractor compliance with state law, this Agreement, and the Client's written requirements, and other general administrative duties consistent with its management role.
- Set-up and integration of Subcontractor, 4MATIV and Client data and reporting systems for routing/scheduling, dispatch, vehicle tracking, on-time performance monitoring, retrieval of camera footage, communications, safety/incident response and reporting, and billing;
- Validation and processing of Subcontractor and other vendor billings before the Client is billed;
- Consolidated and simplified billings to the Client from the Contractor, following by prompt payment of all the Subcontractors directly;
- Maintenance of detailed data to facilitate reporting of SPED, HHM/MV and Foster Care services or other governmental- or grant-required data.

1.3 In addition, the Contractor shall be an active remote manager of transportation operations, working with the support of in-house operations staff, and Client leaders off-site as necessary and with occasional (one per month or as requested) on-site visits to manage:

- Coordinating the routing/scheduling and route optimization across the various transportation vendors in cooperation with in-house Client staff to optimize the system for cost efficiency, service/satisfaction, and on-time performance;
- Operation monitoring and remote on call support from 5AM-10PM daily via phone, text, and email;
- Ongoing route change management and communications to Client and families of changes;
- Operational data gathering, analysis, and integration/deployment of the 4MATIV TOMS system;
- Training of Client staff for the self-service components of 4MATIV's TOMS system;
- Follow-up and resolution on all service issues and contract compliance issues with families and Client staff;
- Regular and responsive hotline text/call center communications with parents and staff via dedicated text/call hotline and operational text groups;
- Strategic guidance on on-site operational procedures including dismissal, unloading, and vehicle flow;
- Budget reforecasting of all transportation costs;
- Regular reporting to the Client's governing board as requested;
- Monthly GPS-verified audit of Service Provider invoices against contracted route-days, hours and miles, with a maintained change-order and route-change

log, and enforcement of all credits and adjustments available to the Client under the DS Agreement and other Service Provider agreements;

- Bilingual (English/Spanish) family hotline and text line, browser-based bus tracking for families, proactive delay alerts to route groups, and a dispatch line for campus operations teams;
- Transportation eligibility and registration support integrated with the Client's re-enrollment outreach and rider check-in system, including waitlist management and seat release;
- Route and bell-tier design for the Client's planned elementary campus opening in Fall 2027, consolidation analysis on geocoded rider addresses, and a plan to serve waitlisted demand; and
- Preparation and support of the Client's SY2027-28 rate and route-count negotiation with DS using route-level volume data, and a market scan for additional Tulsa-area Service Providers.

1.4 The Client will be responsible for all payments to the Subcontractors and other vendors for their services, but the billing and payments will flow through 4MATIV in order for 4MATIV to assist the Client in its effort to pay only for services that are eligible, needed, and dutifully performed. Prior to the Assignment Effective Date (defined in Section 5.7), the Client shall continue to pay DS directly under the DS Agreement, and 4MATIV shall review and advise the Client on each DS invoice before payment. From and after the Assignment Effective Date, 4MATIV will invoice the Client for the prior month of Subcontractor costs by the 5th of each subsequent month following service, provided that where a Subcontractor agreement assigned by the Client requires advance billing, 4MATIV may invoice the Client on the same cycle. Should payment from the Client to 4MATIV for services rendered be delayed more than 30 days after receipt of an approved invoice, the Client shall be in default under this Agreement and Subcontractors and/or 4MATIV may, upon two (2) weeks' notice to 4MATIV and the Client, as the case may be, suspend services until payment is made in full. The Client may also be responsible for pass-through late payment fees or interest charges to vendors for payments that come later than 30 days from receipt of an approved invoice from 4MATIV.

Section 2. Effective Date and Term

2.1 The initial term of this Agreement shall commence on October 1, 2026 (the "Effective Date") and expire on June 30, 2027, coterminous with the Client's fiscal year, unless earlier terminated as provided herein.

2.2 The Client will have three (3) consecutive 12-month options (July 1 through June 30) to extend this Agreement upon the same terms and conditions, exercisable in writing not less than ninety (90) days prior to the expiration of the then-current term.

2.3 Early Termination and Notice Requirements. The Client may terminate this Agreement at any time, except during an active school year, for any reason (other than for Cause) prior to the expiration of the term set forth in Section 2.1 above upon not less than 90 days prior written notice to the Contractor. In such an event, the Parties agree to work cooperatively to ensure a smooth transition of services, including the transfer of operational records, Service Provider agreements, and essential service data, to prevent any disruption to student transportation. In addition, the Client agrees to the following:

1) Client shall pay to the Contractor all fees due the Contractor under this Agreement to the date of early termination and any reasonable costs or penalties incurred by Contractor as a result of early termination; and

2) Client shall assume, as of the date of termination, all of Contractor's remaining obligations with respect to the Service Provider contracts. Upon Client's assumption of the Service Provider contracts, Contractor is released from liabilities arising under those contracts after the assumption date.

In the event the Client fails to give the required minimum 90-day written notice or terminates early during an active school year, in addition to the aforesaid fees to the date of early termination and assumption of Service Provider contracts, Client agrees to reimburse Contractor for any and all costs or penalties incurred by Contractor with respect to the early termination of the Service Provider contracts and pay the Contractor a sum equal to three (3) months of the Fixed Management Fee (FMF) as liquidated damages and not as a penalty.

2.4 Termination for Cause. Either Party may terminate this Agreement for Cause upon the failure of the other Party to timely cure any material breach within thirty (30) days of written notice detailing the nature of the breach. For purposes of this Agreement, "Cause" is defined as the material failure of the other Party to adhere to the terms of this Agreement, including, without limitation, the failure to timely pay or reimburse all fees and costs due hereunder. The foregoing notwithstanding, no cure period shall apply where there is a repeated failure of Client to timely pay or reimburse all fees and costs within any 12-month period.

Section 3. Subcontracted Services

3.1 The Contractor shall subcontract with transportation Service Providers approved by the Client to provide the student transportation, including administration of the DS Agreement from and after the Assignment Effective Date. The DS Agreement, as assigned, shall continue on its existing terms unless amended in writing by DS and the Contractor with the Client's approval. Every other contract entered into between the Contractor and a Subcontractor shall incorporate expressly or by reference all of the terms, conditions and requirements of transportation providers for the Client as dictated in writing by the Client and agreed to by 4MATIV. Without limitation, all such subcontracts shall also contain the following requirements of the Subcontractor:

- All vehicles used in transporting students will conform to all federal, state and local laws, rules and regulations regarding age, condition, size, comfort, safety equipment

and communication and GPS tracking devices, and required maintenance schedules.

- The Subcontractor will employ a sufficient number of drivers of an age no less than 19 years and a reasonable number of standby drivers to assure that the contracted services requested are provided in a continuous and reliable manner. All drivers will be required to meet the minimum state requirements to obtain a commercial driver's license of the appropriate class for the vehicle they are to operate, with a valid passenger and school bus endorsement.
- All Subcontractors will be obligated to comply with all requirements related to employee background checks and screening as required by state and local mandates.
- All drivers will have in their possession a valid Commercial Driver's License for the class of vehicle operated active in the jurisdiction in which the Client operates.
- The Subcontractor will have a comprehensive training program accessible for drivers operating their vehicles, which will conform to the School Bus Training requirements in state statute.
- Motor vehicle liability, umbrella liability insurance and workers compensation insurance in limits required by Section 6 and state law and naming the Client and Contractor as "additional insured", and otherwise meeting all requirements dictated in writing by the Client and agreed to by 4MATIV.

3.2 4MATIV specializes in the management of transportation service providers, student transportation logistics, technology, and customer service. It is understood and acknowledged, however, that it is not itself a transportation service provider or providing transportation service. 4MATIV recognizes the importance of seeking full compliance by Subcontractors with the above-stated requirements in each subcontract and will make its best, commercially reasonable efforts to enforce compliance with the requirements of each Subcontractor, including periodic reviews and/or audits (as applicable) of compliance by each Subcontractor.

Section 4. Key Team Members

Contractor shall provide only competent personnel under the supervision of, and in the employment of, Contractor (or Contractor's authorized subcontractors) to perform the Services. Contractor shall comply with Client's reasonable requests regarding assignment and/or removal of personnel, but all personnel, including those assigned at Client's request, must be supervised by Contractor. The Contractor agrees that the following Key Team Members shall be committed and assigned to provide services under this Agreement to the level required for the term of the Agreement for all such time:

VP, Account Services
 Account Manager
 VP, Operations
 Operations Specialists (2 FTE)
 VP, Data Operations
 Routing Analyst

Section 5. Compensation of Contractor

5.1 Overview of Compensation Structure. The Contractor's compensation will be based on an agreed annual budget and include the following components:

- **Fixed Management Fee (FMF):** A predetermined annual fee for strategic planning, technology deployment, and core management services.
- **Variable Management Fee (VMF):** A percentage-based fee applied to specific services or categories, such as van or sedan transportation, that vary by usage.
- **Pass-Through Costs:** Direct costs incurred from Service Providers, managed and audited by the Contractor, and reimbursed by the Client.
- **Performance Guarantee:** The FMF is savings-contingent as set forth in Section 5.6, conditioned upon the Assignment as set forth in Section 5.7.

5.2 Budget Target and Collaboration. On or before October 31, 2026 and at the start of each contract year thereafter, the Contractor and the Client will collaboratively set an overall budget target for transportation operations and the Savings Baseline described in Section 5.6, ensuring alignment with service goals and cost-efficiency priorities. While this budget will serve as a guiding framework for cost management, it is understood that numerous factors, including student enrollment, service changes, and unforeseen events, may impact actual costs. The Contractor will work in partnership with the Client to adjust plans and forecasts as needed throughout the year.

5.3 Billing and Adjustments

- Monthly invoices will include the FMF, VMF, and pass-through costs for the prior month. Savings rebates or adjustments will also be applied to monthly invoices where applicable.
- Adjustments to the budget target may be made by mutual agreement to accommodate changes in service levels, student needs, or external conditions.

5.4 Exclusions. Unless otherwise agreed to in writing by the Parties, budget targets shall exclude costs for non-standard, non-home-to-school or "Extra" services such as field trips, summer programs, or ad hoc transportation requests, which will be billed separately with prior written approval from the Client.

5.5 Further Adjustments. The Parties agree to meet regularly or as requested by either Party to review the billing procedures and to make any adjustments to the manner of processing monthly invoices to ensure that the letter and spirit of this Section 5 is being implemented as agreed.

5.6 Performance Guarantee; Savings-Contingent Fee. The Parties agree that the Fixed Management Fee is earned, not assumed, and shall be subject to the following:

(a) Billing. The FMF shall be billed monthly in accordance with Schedule A so that the Contractor may staff the Scope of Services from the Effective Date.

(b) Savings Baseline. On or before October 31, 2026, the Parties shall agree in writing, and attach as Schedule D, a Savings Baseline for the Measurement Period equal to (i) the contracted route-day rate under the DS Agreement multiplied by the number of routes operating

on the Effective Date multiplied by the billed service days remaining in the Measurement Period, plus (ii) the cost of any route or bus addition that the Client approved or requested in writing, or that DS proposed to the Client, prior to the Effective Date, plus (iii) the change orders and purchase-order increases that would reasonably have followed based on the Client's SY2025-26 experience. Schedule D shall record the Client's rider waitlist by stop hub as of the Effective Date.

(c) Measurement Period; Verified Savings. The "Measurement Period" is the Effective Date through June 30, 2027 (and each subsequent contract year, if extended). "Verified Savings" means, for the Measurement Period, the sum of (i) reductions in Service Provider invoiced route-days, hours or miles relative to the Savings Baseline resulting from routing, scheduling, registration or consolidation actions recommended by the Contractor and approved by the Client; (ii) route or bus additions included in the Savings Baseline that were not made; (iii) credits, billing corrections, service credits and rate reductions recovered or negotiated by the Contractor under the DS Agreement or any other Service Provider agreement; and (iv) any other reduction in the Client's transportation vehicle costs relative to the Savings Baseline that the Parties agree in writing is attributable to the Contractor. Reductions in service directed by the Client over the Contractor's written objection, and changes in cost attributable to enrollment decline, school closures or third-party subsidies, shall be excluded.

(d) Reconciliation and Rebate. Within forty-five (45) days after the end of the Measurement Period the Contractor shall deliver a written reconciliation of Verified Savings against the FMF paid for the Measurement Period. If Verified Savings are less than the FMF paid for the Measurement Period, the Contractor shall rebate the difference to the Client, up to one hundred percent (100%) of the FMF paid, as a credit against the next invoice(s) or, if no further invoices are due, by payment within thirty (30) days. Verified Savings in excess of the FMF shall accrue solely to the Client. The Client shall provide the Contractor with the invoices, purchase orders, board materials and ridership data reasonably required to complete the reconciliation.

(e) Service Levels. Retention of the FMF is further conditioned on the Contractor's achievement of the service level targets in Schedule C, measured as an average over the Measurement Period. For each Schedule C target within the Contractor's control (Contact Center Call Wait Time, Contact Center Text Response Time and Data Capture) that is not achieved, the Client shall receive a service credit equal to [five percent (5%)] of the FMF for the Measurement Period, not to exceed [fifteen percent (15%)] in the aggregate, in addition to any rebate under subsection (d).

5.7 Assignment of the DS Agreement; Condition to Performance Guarantee. The Parties acknowledge that the Contractor's ability to deliver Verified Savings depends on its authority to direct routing, stops, schedules, route-change and change-order approvals, invoice review and payment, and day-to-day communications with DS, and that the Assignment provides that authority. Accordingly, Section 5.6 is expressly conditioned on execution of the Assignment by the Client, the Contractor and DS on or before December 1, 2026 (the date on which the Assignment becomes effective, the "Assignment Effective Date"). The Parties further acknowledge that Section 24 of the DS Agreement restricts assignment by DS only and does not restrict assignment by the Client, and that Section 21 of the DS Agreement provides that it inures to the benefit of the parties' successors and assigns. The Client shall use commercially reasonable efforts to obtain DS's consent to and execution of the Assignment, and the Contractor

shall support the Client in that effort. Pending the Assignment Effective Date, the Client shall designate the Contractor as its designee and liaison to DS under Section 15 of the DS Agreement and shall direct DS in writing to accept routing, stop and schedule directives from the Contractor under Sections 3.1 and 3.3 of the DS Agreement. If the Assignment Effective Date has not occurred by December 1, 2026 for any reason other than the Contractor's refusal to execute the Assignment, then (a) Section 5.6 shall be of no further force or effect, (b) the FMF and other fees in Schedule A shall be due and payable as fixed fees without regard to Verified Savings or the reconciliation in Section 5.6(d), and (c) the Contractor shall continue to perform the Scope of Services to the extent the Client's rights under the DS Agreement and the designation described above permit. The Client shall remain responsible for all obligations under the DS Agreement accruing before the Assignment Effective Date. Upon expiration or termination of this Agreement, the DS Agreement shall be re-assigned to the Client in accordance with Sections 2.3 and 9.

Section 6. Insurance; No Indemnity

6.1 Required Coverages. Contractor shall require all Subcontractors to maintain in force during the full term of the Agreement, the following insurances protecting the Client, and each of their boards, officers, employees and agents, Subcontractor's drivers and other personnel as "additional insureds." Contractor shall require all Subcontractors to maintain in force during the full term of the Agreement, insurance protecting the Contractor as "named insured." Subcontractors will be required to provide the above referenced insurance with the following minimum limits:

Automobile Liability Insurance	\$1,000,000 Combined Single Limit
Commercial General Liability Insurance	\$1,000,000 Per Occurrence and \$2,000,00 in the annual aggregate
Worker's Compensation	Statutory

6.3 To comply with the foregoing, Contractor shall require Subcontractors to provide the Client and Contractor with certificates of insurance evidencing such coverages and designating the Client and Contractor as an additional insured with respect to Automobile Liability Insurance. Worker's compensation insurance shall be maintained as required by law. All insurance policies shall provide that no coverage shall be cancelled except by thirty (30) days written notice to the Client and Contractor. Reliance upon such certificates of insurance meeting the requirements of this Agreement shall be adequate due diligence until such time as written insurance policies issued to Subcontractors are made available for periodic review by Contractor.

6.4 All insurances required of any Subcontractor shall be maintained at the sole expense of the Subcontractor. Contractor shall not be responsible to the Client or any other third party for the financial or other failure of any approved insurance company to pay claims under any policy or the lapse or absence of required insurance occurring without the knowledge of Contractor.

6.5 Each Party to this Agreement agrees that it will be responsible for its own acts and omissions and the results thereof and shall not be responsible for the acts and omissions of the other Party and the results thereof. Each Party agrees that it will assume all risk and liability to itself, its agents, or its employees for any injury to persons or property resulting in any manner

from conduct of its own operations and the operations of its agents or employees under this Agreement. No indemnification for any loss, claim, damage or liability is intended or provided by either Party under this Agreement.

6.6 In addition, all subcontracts shall include the following indemnification clause between Contractor and its Subcontractors: “To the fullest extent permitted by law, Subcontractor shall defend, indemnify, and hold harmless the Client and 4MATIV, and any jurisdiction or agency issuing any permits for any work arising out of this Agreement, and its departments, agencies, boards, commissions, universities, officers, officials, agents, and employees (hereinafter referred to as “Indemnitees”) from and against any and all claims, actions, liabilities, damages, losses, or expenses (including court costs, attorneys’ fees, and costs of claim processing, investigation and litigation) (hereinafter referred to as “Claims”) for bodily injury or personal injury (including death), or loss or damage to tangible or intangible property caused, or alleged to be caused, in whole or in part, by the negligent or willful acts or omissions of the Subcontractor or any of the directors, officers, agents, or employees or subcontractors of such Subcontractor. This indemnity includes any claim or amount arising out of or recovered under the Workers’ Compensation Law or arising out of the failure of such Subcontractor to conform to any federal, state or local law, statute, ordinance, rule, regulation or court decree. It is the specific intention of the parties that the Indemnitees shall, in all instances, except for claims arising solely from the negligent or willful acts or omissions of the Indemnitee, be indemnified by such Subcontractor from and against any and all claims. It is agreed that such Subcontractor will be responsible for primary loss investigation, defense and judgment costs where this indemnification is applicable. Additionally on all applicable insurance policies, Subcontractor shall name the Indemnitees, and its departments, agencies, boards, commissions, universities, officers, officials, agents, and employees as an additional insured and also include a waiver of subrogation in favor of the Indemnitees.” It is understood and agreed that neither Party to this Agreement shall be liable to the other Party for any claims arising from acts or omissions of any Subcontractor or other third party except to the extent that the claim arises out of the sole negligence of that Party.

Section 7. Interruption of Service

The Contractor shall not be liable to the Client for any failure, delay or interruption of service, nor for any failure or delay in the performance of any duties and obligations under this Agreement due to, without limitation, pandemics, government-ordered quarantines, strikes, Acts of God, adverse weather conditions, government restriction, enemy action, civil commotion, default of any Subcontractor (unless the result of acts or omissions of the Contractor, or other unavoidable casualty or similar acts beyond the control of the Contractor.)

Excepting provisions for payments in the event of a pandemic-related closure or weather-related payment provisions herein, the Client shall not be liable to the Contractor for any failure, delay or interruption of service, nor for any failure or delay in the performance of any duties and obligations under this Agreement due to, without limitation, pandemics, government-ordered quarantines, strikes, Acts of God, adverse weather conditions, government restriction, enemy action, civil commotion.

Section 8. Operating Expenses

All expenses incurred by the Contractor that are reimbursable to the Contractor under this Agreement will be incurred and bound to the Contractor in accounts that bear the Contractor's name. The Contractor agrees to prepare and verify vouchers, open such checking and other bank accounts as may be designated by the Client, prepare checks for the signature of the person(s) designated by the Client, and disburse funds for the payment of the reimbursed operating expenses of the Client transportation service, which operating expenses are defined to mean and include, and are limited to, the following:

a) All invoices from approved Subcontractors and other vendors received by Contractor and approved by Contractor for payment by the Client for transportation services. Payment will be made by the Client within thirty (30) calendar days of receipt of an invoice from Contractor. Late payment fees of 3% of total invoiced amounts may apply after 30 days.

b) GenEd and SPED/HHM vendor costs and Contractor management fees will be billed on a monthly basis starting upon the Effective Date (and, with respect to DS pass-through costs, upon the Assignment Effective Date) for the remainder of the then-current term.

d) "Extra Services" shall be billed to the Client as a direct pass-through from providers to the Client, plus a variable management service fee as indicated on Schedule A, or some other percentage or fixed fee arrangement if otherwise mutually agreed by the Parties. Extras shall include but not be limited to: field trips, summer or vacation "camps" or services, or other non-home-to-school services during the normal calendar school year.

g) Unless already otherwise specified in vendor agreements assigned by the Client to Contractor, the Client agrees that closings due to weather must be communicated to Contractor by 5:00AM on the morning of the cancelled day. Bus vendor subcontractors maybe compensated 50% of the average daily rate for all regular recurring daily services for weather cancelation days, but at a rate of 80% of the average daily rate for all regular recurring daily services where notice is received after 5:00AM on the day of the cancellation.

h) Vehicles will be scheduled according to the daily AM & PM times as provided to Contractor no later than June 1st each contract year (or, for the initial term, within ten (10) days after the Effective Date). Contractor will provide Subcontractors with school calendars at the start of the school year showing school in session days and the dates of early releases. Any extra costs related to additional service days, impromptu early dismissals or late starts, will be the responsibility of the Client and will be billed accordingly. Contractor may negotiate tiered pricing with specific bus and van vendors and other providers on behalf of the Client. School calendars for tiered routes across schools may not always align, however. In instances where the Client is in session while another tiered school is off, the Client may incur limited additional charges to maintain service.

Section 9. Duties Upon Termination

If this Agreement is terminated or is not renewed with the Contractor, the Client shall assume or make arrangements for the assumption of all existing obligations or liabilities of the

Contractor in connection with the providing of management services to the Client's school transportation service, the furnishing of personnel necessary for the Client's operation of its school transportation service, and all other undertakings by the Contractor hereunder unless such commitments, obligations, liabilities and undertakings have not been incurred as provided in this Agreement. Upon such termination, the Contractor shall deliver to the Client or its designee all the records and other written data pertaining to the operation of the service maintained by the Contractor for the Client under the terms of this Agreement; provided, however, that nothing in this paragraph shall require the Contractor to disclose information about its personnel in violation of any applicable law.

Section 10. Independent Contractors

It is mutually agreed that the Contractor is an independent contractor and its employees are neither employees nor agents of the Client. As such, employees of the Contractor shall not be entitled to any employment benefits of the Client such as, but not limited to, vacation, sick leave, insurance, worker's compensation, or pension and retirement benefits. It is further acknowledged the Parties that student transportation service providers under subcontracts with Contractor are independent contractors and neither their employees nor agents are employees or agents of either the Client or the Contractor for any purpose under this Agreement.

Section 11. Non-Waiver of Rights

It is agreed that the either Party's failure to insist upon the strict performance of any provision of this Agreement or to exercise any right based upon a breach thereof, or the acceptance of any performance during such breach shall not constitute a waiver of any rights under this Agreement.

Section 12. Access to Records/Audit and Inspection of Records

Contractor agrees to maintain and make available to the Client, during regular business hours, accurate books and accounting records relating to its Services. Contractor will permit Client to audit, examine and make excerpts and transcripts from such books and records, and to make audits of all invoices, materials, payrolls, records or personnel and other data related to all other matters covered by this Agreement, whether funded in whole or in part under this Agreement. Contractor shall maintain such data and records in an accessible location and condition for a period of not fewer than three (3) years after final payment under this Agreement or until after final audit has been resolved, whichever is later. Contractor shall include the same audit and inspection rights and record retention requirements in all Subcontracts. The Contractor agrees to maintain all books, records, accounts and reports required under this Agreement for a period of not less than three (3) years after the date of termination or expiration of this Agreement, except in the event of litigation or settlement of claims arising from the performance of this Agreement, in which case Contractor agrees to maintain same until the Client or any of its duly authorized representatives, have disposed of all such litigation, appeals, claims or exceptions related thereto.

Section 13. Student Data Privacy Protection

13.1 Client and Contractor will cooperate to maintain the confidentiality of personal student information for all students including without limitation student name, sibling name, address, parent name, phone numbers, or bus stop locations. All records, data, and other personal information relating to any student (collectively referred to herein as “Student Data”) may be subject to applicable federal and state student data privacy laws.

13.2 Contractor acknowledges that, in the course of performing its services hereunder, it may create, receive, maintain, use, disclose, or otherwise have access to Student Data, including student education records and personally identifiable information, from education records that are protected under the federal Family Educational Rights and Privacy Act, and its implementing regulations (“FERPA”). To the extent Contractor receives access to such records or information, the parties intend that Contractor will be treated as a “school official” with a “legitimate educational interest” for purposes of FERPA, but only to the extent permitted by FERPA and only for the limited purpose of providing the services under this Agreement. Contractor will comply with FERPA and all applicable state student privacy laws in connection with its collection, access, use, storage, transmission, disclosure, and disposal of Student Data. Contractor agrees to hold Student Data in strict confidence and will not use or disclose Student Data except as required to perform the services specifically detailed hereunder, as required by law, or as otherwise authorized in writing by Client. Contractor agrees that individuals who are provided with access to Student Data have been or will be trained in FERPA requirements and their duties to handle such information in compliance with those requirements.

13.3 Contractor will develop, implement, maintain and use appropriate administrative, technical and physical security measures to preserve the confidentiality, integrity and availability of all Student Data. Such security measures will ensure a level of security appropriate to the risks and harm that might result from unauthorized access or use and will be consistent with industry best practices and standards. Such safeguards will include, at a minimum, access controls, encryption of such information in transit and at rest where commercially reasonable and consistent with industry standards, personnel training, secure authentication measures, vulnerability management, and secure disposal procedures.

13.4 Contractor shall promptly notify Client in writing of any accidental or unlawful destruction, loss, alteration, unauthorized disclosure of, or access to Student Data (“Security Incident”) as soon as reasonably possible, but no later than twenty four (24) hours after becoming aware of such Security Incident. The notification to Client shall include all available information regarding such Security Incident, including information on: (i) the nature of the Security Incident; (ii) the likely consequences of the Security Incident; and (iii) the measures taken or proposed to be taken to address the Security Incident. In the event of a Security Incident, Contractor shall reimburse Client for all commercially reasonable notification related costs incurred by Client arising out of or in connection with any such Security Incident (including, without limitation, costs for (i) preparation and mailing or other transmission of any notifications or other communications to affected individuals; (ii) establishment of a call center or other communications procedures in response to such Security Incident; (iii) public relations

and other similar crisis management services; (iv) legal, accounting, consulting and forensic expert fees and expenses associated with Client's investigation of and response to such Security Incident; and (v) costs for commercially reasonable credit monitoring, identity protection services, or similar services) which costs shall be deemed direct damages.

13.5 Contractor will make Student Data available to Client as necessary for Client to comply with its obligations under FERPA, including requests to inspect, review, amend, or account for disclosures of education records, in each case within the timeframes reasonably requested by Client. Contractor will promptly refer to Client any request or inquiry from a parent, student, regulator, or other third party relating to education records or FERPA, and will not respond directly except as expressly instructed by Client or as required by applicable law.

13.6 Contractor will not retain Student Data for longer than necessary to perform the services or satisfy legal obligations. Upon Client's written request, expiration or termination of this Agreement, or when such information is no longer needed for the services, Contractor will promptly return or securely destroy all such records and information, including all copies in its possession or control, except to the extent retention is required by applicable law. If Contractor retains any such information pursuant to applicable law, it will continue to protect the information in accordance with this Agreement for so long as it is retained and will use it only for the purpose requiring retention.

13.7 To the extent required under FERPA, this Agreement is intended to serve as Client's written designation of Contractor as a school official, subject to Contractor being under the direct control of Client with respect to the use and maintenance of Student Data. Contractor will comply with all written instructions of Client regarding Student Data and will assist Client in its compliance with applicable law.

13.8 Contractor understands that violation of this Section 13 may result in corrective action, including termination of the relationship between Contractor and Client. Contractor acknowledges that unauthorized use or disclosure of Student Data may cause irreparable harm to Client and affected students and families for which monetary damages may be inadequate. Accordingly, in addition to any other rights or remedies available at law or in equity, Client may seek injunctive or other equitable relief for any actual or threatened breach of this Section. Contractor's obligations under this Section will survive expiration or termination of this Agreement for so long as Contractor retains any Student Data.

13.9 Contractor shall not share, disclose, or otherwise provide access to any Student Data to any Subcontractor without the prior written consent of Client. Contractor shall ensure that any approved Subcontractor is bound by written obligations that are at least as restrictive as those set forth in this Agreement with respect to the protection, use, and confidentiality of Student Data. Contractor shall remain fully responsible and liable for all acts and omissions of its Subcontractors relating to the access, use, disclosure, or protection of Student Data, and any such acts or omissions shall be deemed those of Contractor. Contractor shall require all Subcontractors to have a policy and practice in place at all times to fully comply with all Student Data and data privacy rights under federal and state law. Contractor and Subcontractors shall

maintain the confidentiality of any information or data in its possession or control regarding a student and not disclose or disseminate the information or data without the prior written consent of a parent or guardian and without first contacting 4MATIV.

13.10 Contractor shall indemnify, defend, and hold harmless Client from and against any claims arising out of its violation of this Section 13.

Section 14. Changes in Law and/or Regulations

The Parties understand that federal, state or local laws, regulations, policies, and related administrative practices applicable to this Agreement may be modified, amended or promulgated from time to time during the term of this Agreement. The Parties agree that the most recent of such requirements applicable to each will govern this Agreement at any particular time. A Party's substantive failure to so comply shall constitute a material breach of this Agreement.

Section 15. Civil Rights

15.1 Nondiscrimination: The Contractor and Subcontractor's shall assure and comply with all requirements of Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. Sect. 2000d; 49 U.S.C. Sect. 5332; and DOT regulations, "Nondiscrimination in Federally-Assisted Programs of the Department of Transportation -- Effectuation of Title VI of the Civil Rights Act", 49 C.F.R. part 21, and any implementing requirements FTA may issue.

15.2 Equal Employment Opportunity: The Contractor or any Subcontractor may not discriminate against any employee or applicant for employment, because of race, color, age, creed, sex, or national origin. The Contractor shall take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, age, or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

15.3 ADA Access, Access Requirements of Individuals with Disabilities: The Contractor shall comply with all applicable requirements of the Americans with Disabilities Act of 1990 (ADA), as amended, 42 U.S.C. Subsection 12101 et seq.; Section 504 of the Rehabilitation Act of 1973, as amended; 29 U.S.C. Section 794; 49 U.S.C. Section 5301(d).

Section 16. Notices

All notices, requests and other communications hereunder shall be in writing and shall be deemed to have been duly given if hand delivered, or mailed first class, postage prepaid, addressed to:

The Client at:
Alison Moore, Chief Operations Officer
Tulsa Honor Academy
1421 S. Sheridan Road
Tulsa, OK 74112
amoore@tulsahonor.org

The Contractor at:

Carl Allen, CEO
4MATIV Technologies, Inc
959 Dayton Avenue
St. Paul, MN 55104
carl@4mativ.org

Section 17. Binding Effect and Assignment

This Agreement shall extend to and be binding upon the successors, heirs and assigns of the Parties hereto; provided, however, that neither Party shall assign or transfer its rights or obligations hereunder without the prior written consent of the other Party. The Parties agree to make and execute all further instruments, documents and assurances required to carry out the purpose and intent of this Agreement.

Section 18. Entire Agreement; Modification; Savings Clause

This Agreement constitutes the entire agreement and understanding of the Parties. No amendment or modification of any term or condition of this Agreement shall be binding unless made in a writing signed by the Parties. If any section, subsection, paragraph, sentence, clause, phrase or portion of this Agreement is for any reason held invalid, unlawful or unconstitutional by any court of competent jurisdiction, such portion shall be deemed severable and such holding shall not affect the validity of the remaining portions hereof.

Section 19. Applicable Law; Jurisdiction

Unless otherwise agreed between the Parties, this Agreement shall be governed by, and interpreted and enforced in accordance with, the laws of the State of Oklahoma, without reference to the conflict of law rules of that or any other jurisdiction. Any dispute that cannot be resolved through voluntary mediation shall be resolved in the federal or state courts located in Tulsa County, Oklahoma.

Section 20. Cooperative Drafting

This Agreement has been drafted through a cooperative effort of Client and Contractor, and both Parties have had an opportunity to have the Agreement reviewed and revised by legal counsel. No Party shall be considered the drafter of this Agreement, and no presumption or rule

that an ambiguity shall be construed against the Party drafting the clause shall apply to the interpretation or enforcement of this Agreement.

Section 21. Order of Precedence.

Contractor agrees to perform the services described herein in accordance with the terms and conditions of this Agreement and Contractor's written proposal to the Client dated September 4, 2026, as accepted by the Client (the "Proposal"). The Proposal is incorporated by reference as though fully set forth herein. Should there be a conflict of terms or conditions, this Agreement shall control over the Proposal.

Section 22. Third Party Beneficiaries.

Nothing in this Agreement is intended to create any third-party beneficiary status or any rights in any third party to enforce this Agreement.

Section 23. Fiscal Year Limitation.

Notwithstanding any other provision of this Agreement, the Parties acknowledge that the Client is a public charter school subject to the Oklahoma Charter Schools Act, 70 O.S. § 3-130 et seq., and that this Agreement shall not obligate the Client beyond its current fiscal year except to the extent permitted by the fiscal year limitations of the Oklahoma Constitution. The initial term and the renewal options in Section 2 are structured to align with the Client's fiscal year for this purpose.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement in triplicate by their duly authorized officers and agents on the day and year first above written.

Tulsa Honor Academy

By: _____
Elsie Urueta Pollock
Title: Chief Executive Officer
Date: _____

4MATIV Technologies, Inc
a Delaware Corporation

By: _____
Carl Allen, CEO
Title: _____
Date: _____

Schedule A

	Fixed Annual Management Fee (“AMF”)	Variable Management Fee (“VMF”) and services fees on “Extras”	Budget Target or Student-Level Cap Rate Details (If Applicable)
SPED/HHM Transportation	Included with GenEd Transportation		
GenEd Transportation (all campuses)	\$71,800 per contract year (routing, account management, vendor management, contact center) TOMS software: included Route review/development (one-time, initial term): \$2,500 Initial term total \$74,300, billed in nine (9) equal monthly installments of \$8,255.56 (Oct. 2026 – June 2027)	None on DS Bus Lines route services 10% on sedan/van services added at the Client’s request 10% on “Extra Services”	FMF is savings-contingent under Section 5.6, conditioned on the Assignment under Section 5.7; payable as fixed fees if the Assignment Effective Date does not occur by December 1, 2026.
For the agreement term, 4MATIV’s fixed management fee rates remain fixed according to this Schedule A unless there is a material change in service requirements, for example: notable ridership increases, route additions, or the opening of the Client’s planned elementary campus. In the case of any of the above conditions, maximum annual increases in the fixed management fee shall not exceed 3%. These protections should ensure budget predictability for the Client while allowing reasonable adjustments only if the scope of services changes substantially.			

Schedule B: Pass-Through Vendor Rates

The following rates are those in effect under the DS Agreement (Exhibit A, as updated August 23, 2024) and will apply as pass-through costs upon the Assignment Effective Date. Rates are to be confirmed against DS's SY2026-27 invoices at the time of the Assignment.

Item	Rate under the DS Agreement
Regular route (per route, per day)	SY2026-27: \$524.55; SY2027-28: \$545.54; SY2028-29: \$567.36 (4% annual escalation from \$484.98 in SY2024-25)
Lift/ADA route (per route, per day)	\$520.00 [confirm escalation treatment]
Bus monitor	\$132.00 per four (4) hours
Over-hours	\$52.00 per hour beyond the six (6) hour daily minimum per bus
Over-miles	\$0.50 per mile beyond the eighty (80) mile daily minimum per bus
Fuel adjustment	Reimbursement of diesel cost above \$3.50 per gallon per Exhibit A [Section 16.6 of the DS Agreement states \$3.00; to be reconciled with DS]
Minimum schedule	175 service days per school year; non-operated days below 175 billed at the daily rate less driver and fuel cost (DS Agreement §16.5)
Subsidy credit	\$(26,250.00) per monthly invoice as currently applied by DS (understood to be the 918 Fund per-bus subsidy; to be confirmed)
Extra services (field trips, activity trips)	Per DS Agreement Exhibit A, billed as "Extra Services" under Section 8(d)

Schedule C: SLAs & Targets

SLA	Target
Subcontractor On-Time Performance	95%
Data Capture (% of scheduled school arrivals captured on GPS)	90%
Contact Center Call Wait Time	90% of calls answered within 60 seconds
Contact Center Text Response Time	90% of texts answered within 120 seconds
Top Line Budget Target	100%
Operator Compliance	100%
Family Notice of Route/Stop Changes	Two (2) school days' advance notice (except emergencies)
Service Provider Invoice Audit	100% of DS invoices reconciled to GPS/route logs before approval

Schedule D: Savings Baseline and Measurement (to be attached by October 31, 2026)

The Parties shall complete and attach this Schedule D on or before October 31, 2026 in accordance with Section 5.6(b). It shall record:

1. Routes operating on the Effective Date (route numbers, campus, AM/PM), and the contracted route-day rate under the DS Agreement.
2. Billed service days remaining in the Measurement Period.
3. Any route or bus addition approved or requested by the Client, or proposed by DS, prior to the Effective Date (avoided cost).
4. Change orders and purchase-order increases reasonably expected based on SY2025-26 experience.
5. Rider registrations and waitlist by stop hub as of the Effective Date.
6. The resulting Savings Baseline (dollars) for the Measurement Period, and the method for measuring Verified Savings under Section 5.6(c).
7. Milestones: registrations rebalanced by October 31, 2026; any route-count directive to DS by October 27, 2026 for a November 1, 2026 effective date; second review at the January 2027 semester break.

Coversheet

Approval of Jill Dunchick Consulting, LLC Leader Coaching Proposal

Section:	IV. Action Agenda
Item:	B. Approval of Jill Dunchick Consulting, LLC Leader Coaching Proposal
Purpose:	Vote
Submitted by:	
Related Material:	Jill Dunchick Consulting LLC Proposal 2026.pdf



Contract Request Response

Submitted By:
Alison Moore (Faculty)

Submitted At:
Fri, Oct 16, 2026, 1:34 PM

Current Status:
In Review

Faculty Involved:
No faculty involved in this response

Responses

Contract Request Date
Date
2026-10-16

Board Meeting Date
Date
2026-10-20

Did you receive approval from a chief to submit this contract request?
Select Custom
• Yes - The CEO approved this request.

Vendor Name
Text
Jill Dunchick Consulting, LLC

Description of Service
Text Large
This proposal includes leader coaching of site principals and the Director of Scholar Interventions as additional support during the transition of THA's Chief Academic Officer.

Jurisdiction or Governing Law
Text
Not Listed

Contract Start Date
Date
2026-10-26

Contract End Date
Date
2027-10-25

Funding Source
Select Custom
• General Fund

Total Cost
Number
32500

THA Signer
Select Custom
• Chief Executive Officer

Who is responsible for sending the contract for signature?
Select Custom
• THA

Contract Contact Name
Text
Jill Dunchick

Contract Contact Email
Text
jilldunchick@gmail.com

Contract Type

Select Custom

- New Contract

Termination Clause - Number of Days Notice (Required)

Number

0

Contract Term

Select Custom

- Term is one year but crosses fiscal years

THA Relationships or Conflicts of Interest

Text Large

No answer given

Clarity

Text Large

No answer given

Additional Notes

Text Large

No answer given

Contract File Upload

File Upload

Scan the QR code to view the file



Jill Dunchick Consulting, LLC

Proposal for Services

September 21, 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	(1) Transformational Coaching (a) Principal (delivered bi-weekly for S. Luna and K. Siftar) - Weekly coaching October 25, 2026–October 24, 2027 \$18,000 - Includes 1 site visit (b) Special Education Lead (i) Bi-weekly coaching October 25, 2026–October 24, 2027 \$12,000 (2) Site Visit \$2,500 (3) Check In Calls *fee waved (a) CEO - Two progress calls
Total Cost	Recommendations (1) Transformational Coaching Principals: \$18,000 (2) Transformational Coaching Special Education Director: \$12,000 (3) Site Visit \$2,500 TOTAL: \$32,500
Date of service	(4) Transformational Coaching (a) Delivered bi-weekly for S. Luna + K. Siftar October 1, 2026 – September 30, 2027 (5) Site Visit (a) November/December 2026 (b) February/March 2027 (6) Check In Calls (a) October–September
Description of services	Transformational Coaching - Principal - Aligned to general metrics for running a strong school + current data review - Review feedback surveys + any Leadership inventories previously completed - Creating systems and structures to ensure authentic feedback

Jill Dunchick Consulting, LLC

Proposal for Services

- | | |
|--|--|
| | <ul style="list-style-type: none">■ Rebuilding agendas to ensure open communication and all opinions matter■ Create/utilize tools for feedback (informal + formal)○ Conscious communication to hold adults accountable |
|--|--|

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, Activity Fund, and Building Fund Encumbrances

Section: IV. Action Agenda
Item: C. Approval of New & Modified General Fund, Gift Fund, Activity Fund,
and Building Fund Encumbrances
Purpose: Vote
Submitted by:
Related Material: PO Board Report - Oct. 20 2026.pdf

PO Board Report | Oct. 20, 2026

PO Number	Vendor	Amount	Description
Fund 21 - PO18	THA Facilities LLC - Wired Technology Partners	31,804.16	Cabling for Clocks & Network at THA ES

10/19/2026 6:37:07 AM

Page 1 of 1

Tulsa Honor Academy**Purchase Order Register****Options:** Year: 2026-2027, Fund(s): General Fund, Date Range: 9/22/2026 - 10/19/2026, PO Type(s): A, B

PO No	PO Type	Date	Vendor No	Vendor	Description	Amount
166	A	09/29/2026	1954	Public Consulting Group LLC	Medicaid Reimbursement	360.26
167	A	09/30/2026	771	Kathryn M Freudenheim	PD Reimbursement Costs	200.00
168	A	10/02/2026	2024	Josh's Jobs Blast LLC	CAO Job Search and Hiring	16,500.00
169	A	10/06/2026	1932	HubSpot Inc.	Donor management platform	5,562.00
170	A	10/06/2026	1351	James A Provenzano	PowerSchool Consulting	6,000.00
171	A	10/13/2026	1195	Kaitlyn J Walden	Reimbursement for PD Costs.	110.00
172	A	10/13/2026	878	Hannah M. Bland	Reimbursement for PD Costs.	110.00
173	A	10/13/2026	1509	STEFANI VANCE-BUCK	Reimbursement for PD Costs.	110.00
174	A	10/14/2026	2032	Norman Public Schools	OASC State Convention	450.00
Non-Payroll Total:						\$29,402.26
Payroll Total:						\$0.00
Report Total:						\$29,402.26

10/19/2026 6:36:30 AM

Tulsa Honor Academy

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Purchase Order Register**Options:** Year: 2026-2027, Fund(s): BUILDING FUND, Date Range: 9/22/2026 - 10/19/2026, PO Type(s): A, B, P, Q

PO No	PO Type	Date	Vendor No	Vendor	Description	Amount
18	A	09/24/2026	1311	THA Facilities, LLC	Wired Technology Partners	31,804.16
19	A	09/29/2026	2021	A1 Commercial Roofing	Roofing Repairs	800.00
Non-Payroll Total:						\$32,604.16
Payroll Total:						\$0.00
Report Total:						\$32,604.16

10/19/2026 6:36:34 AM

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Tulsa Honor Academy**Purchase Order Register****Options:** Year: 2026-2027, Fund(s): SCHOOL ACTIVITY FUND, Date Range: 9/22/2026 - 10/19/2026, PO Type(s): A, B, P, Q

PO No	PO Type	Date	Vendor No	Vendor	Description	Amount
13	A	09/22/2026	2018	James B Knapp	Volleyball Ref	65.00
14	A	09/25/2026	1816	Bob Pasha	Volleyball and Soccer Ref	105.00
15	A	10/06/2026	2031	Zane Whitlow	Volleyball Ref	80.00
16	A	10/06/2026	2032	Norman Public Schools	OASC State Convention	600.00
17	A	10/14/2026	2033	Susan Vaughn	Volleyball Ref	145.00
18	A	10/16/2026	1870	Epic Sports Inc	Athletic Equipment	34.67
Non-Payroll Total:						\$1,029.67
Payroll Total:						\$0.00
Report Total:						\$1,029.67

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Tulsa Honor Academy

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Change Order Listing

Options: Fund(s): General Fund, Year: 2026-2027, ReferenceDate: Prior To Begin Date, Date Range: 9/22/2026 - 10/19/2026, Include Negative Changes: False, PO Type(s): A, B

PO No	Po Type	Date	Vendor No	Vendor	Description	Amount
50	A	07/01/2026	1578	Hireku, Inc.	New Applicate tracking system [JazzHR]	0.01
53	A	07/01/2026	604	Townsend Marketing	School/Scholar Branded Items	3,996.03
57	A	07/01/2026	926	Standley Systems	Lease & Copier supplies	819.10
75	A	07/01/2026	607	Sundance Office Supply, LLC	Network Office & College Readiness Purchases	0.40
78	A	07/01/2026	699	WIRED! Technology Partners, Inc.	Technology Services	749.03
Non-Payroll Total:						\$5,564.57
Payroll Total:						\$0.00
Report Total:						\$5,564.57

10/19/2026 6:41:03 AM

Tulsa Honor Academy

Page 1 of 1

Change Order Listing

Options: Fund(s): BUILDING FUND, Year: 2026-2027, ReferenceDate: Prior To Begin Date, Date Range: 9/22/2026 - 10/19/2026, Include Negative Changes: False, PO Type(s): A, B

PO No	Po Type	Date	Vendor No	Vendor	Description	Amount
17	A	07/20/2026	699	WIRED! Technology Partners, Inc.	Replacement Technology	5,467.52
Non-Payroll Total:						\$5,467.52
Payroll Total:						\$0.00
Report Total:						\$5,467.52