



**Union Public Schools  
Annual Report  
2012-2013 School Year**



INDEPENDENT SCHOOL DISTRICT #9 - TULSA, OKLAHOMA

## 2012-2013 BOARD OF EDUCATION



**Cathy  
Burden, Ph.D.**  
*Superintendent*



**Kirt  
Hartzler, Ed.D.**  
*Deputy  
Superintendent*



**Jeff  
Bennett**  
*District #1  
2011-2016*



**Patrick  
Coyle**  
*District #2  
2012-2017*



**Heather  
McAdams**  
*District #3  
2013-2018*



**Scott  
McDaniel**  
*District #4  
2009-2014*



**Ed  
Payton**  
*District #5  
2010-2015*

Front Cover Picture:

Dr. Hartzler, Teacher of the Year Carrie Reese,  
Dr. Burden

During the school year of 2012-2013 Dr.  
Hartzler was our Deputy Superintendent, as  
12/13 was Dr. Burden's last year.

## 2012-2013 Administrators

Cathy Burden, Ph. D.	Superintendent
Debra Jacoby, CPA	Chief Financial Officer/Treasurer
Dr. Kirt Hartzler	Deputy Superintendent
Dr. Kathy Dodd	Asst. Superintendent of Teaching & Learning
Charlie Bushyhead	Asst. Superintendent for Support Services
Gretchen Haas-Bethell	Executive Director of Communications
Lee Snodgrass	Executive Director of Operations
Cynthia Solomon	Executive Director of Human Resources
Jackie White	Executive Director of Federal Programs
Todd Borland	Director of Technology
Chuck Chapman	Director of Construction Services
Susan Crowder	Director of Professional Standards
Gail Easterling, CPA	Director of Accounting
Sherri Fair	Director of Student Data & Assessment
Ross Ford	Director of Security
Gary Greenhill	Director of Transportation
Joanna Jamison	Director of Adult Education
Penny Kay	Director of Special Services
Sarah McBryde	Director of UMAC Marketing
Christine Bunyard	Associate Director of Payroll
Todd Nelson	Director of Student Achievement
Emily Warren	Director of Athletics
Cathy Smart, CPA	Director of Treasury
Ed Tackett	Director of Fine Arts
David Young	Director of Purchasing/Supply Management

## 2012-2013 Principals

Gart Morris, John Chargois, & Lisa Witcher	High School
John Federline	Ninth Grade Center
Richard Storm	Alternative School
Marla Robinson	Eighth Grade Center
Steve Pittman	Sixth/Seventh Grade Center
Bethany Harper	Andersen Elementary
Alycia Pennington	Boevers Elementary
Tracy Weese	Briarglen Elementary
Ellen Cramer	Cedar Ridge Elementary
Theresa Kiger	Clark Elementary
Chris Reynolds	Darnaby Elementary
Kim Rampey	Grove Elementary
Shawna Thompson	Jarman Elementary
Kim Wilson	Jefferson Elementary
Rita Long	McAuliffe Elementary
Tamara Bird	Moore Elementary
Jennifer Randall	Peters Elementary
Karen Vance	Rosa Parks Elementary
Lynn McClure	Rosa Parks Early Childhood Center

**The Union Public Schools Annual Report  
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# Union Public Schools

## **Mission Statement**

It is our mission to provide our community of learners with educational opportunities to acquire and develop the best possible academic, vocational, recreational, social, and participatory skills, enabling them to become valued contributing members of a changing global society.

## **Goals**

- Academic excellence for all students
- Preparation of students for positive citizenship
- A positive educational environment in which students, parents, community, and staff assume responsibility for their role in the learning process
- District excellence for all employees
- Expanded opportunities for learning
- Increased use of technology
- Enhanced Union pride
- Support base to include patrons, partnerships, and community resources
- Long-term plan to accommodate growth

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## Dear Union Parents,

I was privileged to have been given the 2012-13 school year as Deputy Superintendent to transition into the position of Union's Superintendent before my predecessor, Dr. Cathy Burden, retired. And what a year it was! This report lists impressive student and employee accomplishments and demonstrates one of Union's many strengths--- its supportive community.

Despite 40,000 more students in Oklahoma than the previous year, State funding for common education was \$200 million short of what it was when the state deeply cut common education funding in response to the 2008 recession. Passage of State Questions 758 and 766 eliminated two traditional sources of school funding, both as Oklahoma was 48th in the nation in terms of per-pupil funding and last in our region in teacher pay.

The good news is there was, and still is, no better place to be during difficult times than at Union Public Schools. Thanks to our Board, school sites, and departments working together, we continued to ensure the best teaching and learning environment anywhere. Despite an unexpected lighting strike at the 8th Grade Center, and thanks to funds from our annual bond issues, important projects were completed by the start of the 2012-2013 school year. This included a new a new parking lot at Peters Elementary, flooring replacement at Briarglen and Boevers, a solar and wind project at the Union Collegiate Academy, and a new state-of-the-art district tennis facility at the Ninth Grade Center.

October 2012 figures showed Union grew by 309 students – mostly at the secondary level. Fortunately, we were able to repurpose and open a free-standing enrollment center in the former Arvest Bank Building on 61st Street and 89th East Avenue. Partnering with CAP Tulsa (Community Action Project), we built additional classrooms at the Rosa Parks Early Childhood Education Center so that 80 more of our three year olds could take advantage of a high-quality early childhood experience.

Union's award-winning fine arts program continued to grow with record enrollment at all grade levels. We completed an amazing addition at the Sixth/Seventh Grade Center and began expanding at the Eighth Grade Center. Our athletic program, under the leadership of Emily Warren, continued to build "Champions of Character." Our state championships, number of athletes honored for academic achievement, and the 4,100 hours of community service they provided in 2012-2013 made us all proud.

In 2012-13, we had eight National Merit winners and nine Commended Scholars. Students in our concurrent program with TCC earned 4,857 hours of college credit, and high school students amassed 1,469 Advanced Placement credits with 63 percent receiving high enough scores to qualify for college credit. The Oklahoma Regents for Higher Education recognized Union's 128 students qualifying for the Oklahoma Promise Scholarship as the most in the state. By the end of the 2012-13 school year, more than \$17 million dollars in scholarships were awarded to our senior class. The largest amount ever!

The 78.25% passage rate for the February 12, 2013 bond was just one indication of Union's enviable parent and patron support. Because of your commitment, agencies and donors continued to invest and partner with us. For example, in 2012-13 Loebeck-Taylor Foundation pledged \$160,000 a year for five years to enhance the community schools philosophy at McAuliffe Elementary, the Community Service Council worked with us to expand our Community Schools initiative. OU Physicians and the YMCA continued to be great partners working to improve the health of our students, families, and staff. Funding from the Kaiser Family Foundation and others allowed us to expand our Carrera Program to include 660 students 6th through 8th grade. In partnership with the Schusterman Family Foundation, we grew our Science, Technology, Engineering, and Mathematics (STEM) initiative by adding a pre-engineering program in 7th grade, as we lead toward having a pre-engineering program at every secondary site. With Schusterman funding for Project Lead The Way program, Darnaby Elementary was scheduled to become one of 44 elementary schools in the country to offer a STEM program.

Our goal of 100 percent graduation, college and career ready. There were many who doubted and claimed that it could not be done, it was too ambitious – too difficult with our demographics – too costly! But because of our imagination, our determination, and a belief in our abilities and our students, we made amazing strides toward that goal! In 2012, all but one of our 1,010 seniors met the high-stakes testing requirements in order to obtain a high school diploma. And, we pledged to continue pursuing this one student with the hope of seeing ALL of our students be successful. The following pages provide a window into the activities and accomplishments of in the 2012-2013 school year. Together, our efforts have transformed us as a school system, but more importantly, they have changed the lives of our students and their families!

Respectfully,

Kirt Hartzler, Ed.D.  
Superintendent



# Union Public Schools District Profile

## Introduction

Union Public Schools, Independent District #9, Tulsa County, is a premiere Oklahoma school district ahead of the curve on college and career readiness and expanded avenues for individual student success.

Its approximately 15,300 students, PreK through 12th grade, reside within a 28-square-mile boundary encompassing both southeast Tulsa and a portion of Broken Arrow. The school system is the heart of the community and serves as a unifying force. It includes an Early Childhood Education Center for three-year-olds; 13 elementary schools PreK through 5th grade; and five secondary schools – a 6th/7th Grade Center, 8th Grade Center, 9th Grade Center, High School for 10th-12th, and an Alternative School serving grades 9-12.

When Union was founded in 1919, it combined four small, rural communities – Boles, McCollough, Mayo, and Alsuma – and had only four students in its graduating class. Today it is the eighth largest district in Oklahoma. Union's strong sense of tradition and pride, as well as its emphasis on partnerships and personalized instruction, is underscored in its theme, "Together We Make a Difference."



Parents choose the Union district for its all-around excellence. They take great pride in its wide-ranging, dynamic academic programs; award-winning activities; caring, talented teachers; highly respected elected and administrative leaders; and remarkable facilities.

The Union community provides whatever it takes to ensure all students graduate college/career ready. Successful bond issues have funded state-of-the-art tools to enhance reading, language, math, science, and writing skills at every grade level. Art, music, and physical education enrich the traditional curriculum. Professionals in remedial reading, speech therapy, and special education are assigned to the schools along with library media specialists, nurses, and counselors. Courses for gifted students are offered at all levels, as are programs for English Language Learners.

Union's Community Schools—elementary schools complete with health clinics and services from community

partners—serve as a model to other districts nationwide. They increase academic success by forming community partnerships to provide extra supports such as early care, health and social services, out-of-school activities, family/

community engagement, neighborhood development, and lifelong learning.

The district's student-centered initiatives have attracted private grants and services for our middle and high schools as well.

In addition to challenging Pre-Advanced Placement classes, Union of-



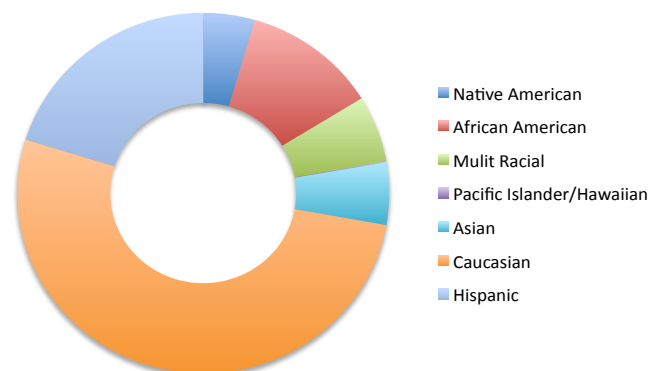
fers a variety of AP classes which allow students to earn college credit while learning about a subject in depth. In partnership with Tulsa Community College, Union was one of the first to pilot a unique concurrent enrollment program at the Union Collegiate Academy (UCA) on its High School campus, enabling qualifying students to earn both high school and college credits at the same time – virtually tuition free! It has not been unusual for some to graduate with both a high school diploma and enough credits for an associate's degree.

## Student Statistics

### Students



2012-2013 Student Population- 15,299 (2.1% increase)









# Union Public Schools District Profile

## Student Statistics (Cont.)

There were 943 students (grades PreK-7) enrolled in **Union's Extended Day Program** - 365 attended the morning program, and 872 attended the afternoon program. The EDP Summer Camp was held at Jefferson Elementary offering weekly themes over a nine-week period. Weekly camp attendance averaged 150.

More than 13,000 Union students were involved in some form of **the arts**, including 6,839 elementary students who took both art and music classes. At the secondary level (grades 6-12), 1,005 were in band; 607 in orchestra; 1,302 in vocal music; 1,222 in drama; 99 in competitive speech/debate; and 1,701 in a wide variety of visual arts disciplines.



More than 2,400 students in grades K-12 participated in Union's **167 non-competitive sports programs**. Approximately 1,725 were involved in its 23 competitive sports teams and spirit squads.

Union's **athletic program** continues to build "Champions of Character." District athletic participation in grades 7-12 totaled 1725, 738 girls and 987 boys.

## Employee Statistics

Union employed 72 administrators – 57 certified and 15 non-certified – and 933 certified teachers. Support staff members accounted for another 877 positions, 726 full time and 151 part time. The ethnic diversity among the staff was African-American 5.58%; American Indian 6.09%, Asian 1.67%, Hispanic 9.33%, Caucasian and other 77.33%. Four hundred seventeen were male and 1,555 female.

At the end of 2012-2013, Union had 87 National Board Certified teachers, and 33% of district teaching and administrative staff held graduate-level degrees – 338 had master's degrees and 16 had doctorates.

## Student and Employee Recognition

### Students

Union High School had 8 **National Merit** winners and 9 **Commended Scholars**.

Senior Claire Thompson was named one of approximately 550 semifinalists in the 2013 U.S. Presidential Scholars Program.

A Union High School team won the State Championship in the annual **Science Olympiad**, one of the premiere science competitions in the nation, providing rigorous, standards-based challenges to nearly 6,400 teams in 50 states.

Union High School was given a 2013 **National Gold Council of Excellence Award** by the National Association of Student Councils.

Senior drum major **Cecily Yoakam** was awarded one of the major Yamaha scholarship awards at Bands of America competition.

Union High School students won honors in the **National French Contest/Le Grand Concours**, an annual competition sponsored by the American Association of Teachers of French.

The Union High School Air Force Junior Reserve Officer Training Corps (AFJROTC) was selected to represent Oklahoma in the January **2013 Presidential Inaugural Parade**. The Union program also received the 2012-2013 Air Force Junior ROTC Distinguished Unit Award with Merit, given to the top 20 percent of all AFJROTC units in the nation.

### Distinguished Academic Achievement

Plaques for a team GPA of 3.50 or above and top 5% of class 6A were earned by boys' cross country, boys' swimming, girls' golf, girls' soccer, and boys' soccer Volleyball, girls' cross country, fast-pitch softball, girls' basketball, slow-pitch softball, baseball, boys' golf, girls' tennis, boys' tennis, and girls' track received **Academic Achievement Certificates** for a team GPA of 3.25 or above & upper 1/3 of Class 6A.



**Academic All-Conference Awards** were bestowed on 183 district student-athletes, and 91 received Honorable Mention. **Athletic Director's Honor Roll Athletes** (4.0 semester GPA) totaled 169 for first semester and 165 second semester.







# Union Public Schools District Profile

## Student and Employee Recognition (Cont.)

### Students

The girls' **golf team** won a third consecutive **6A State Championship**. Lady Redskin Marla Souvannasing earned a five-stroke individual title.

Members of the **slow-pitch softball team** also celebrated a state championship.



Our **varsity pom** brought home a state title this year, and the **Highstepers** won another state title to add to their historic total of 30.

**Senior swimmers** Chase Davis won gold in the 100 Butterfly at state and **Colton Posey** won the 100 Breaststroke.

Senior Luke Wolfenberger earned the **wrestling state title** in the 126-pound class, and Chance Wenglewski was state runner-up.

Andreas Kutt of Union was named to **All-State Boys' Tennis team**, and Brady Richardson and Nadia Majidi were named to the **All State Boys' and Girls' Golf teams**.

Senior Kylie Shentwu was awarded the Oklahoma Athletic Trainers' Association (OATA) **All-State Student Athletic Training Aide** and was named as the 2013 OATA Scholarship Recipient.

Seventh grader Josephine Uerling was awarded Grand Recognition for exceptional scores in **Duke University's Talent Identification Program**.

Peters Elementary was recognized as the first Union school to become an **Oklahoma Green School** – after students developed plans to grow more trees and cut energy costs.

Senior I'mani Davis (basketball and track) won the **United States Marine Corp Distinguished Athlete Award** and was a **McDonald's All-American** nominee.

### Employees

Superintendent Dr. Cathy Burden was one of three Tulsa-

area educators honored with the prestigious 2013 **Oklahoma Foundation for Excellence Medals for Excellence**.

Assistant Superintendent Dr. Kathy Dodd was selected as an **Oklahoma Education Leader** for the prestigious **Partnership for Assessment of Readiness for College and Careers**. Dodd joined Oklahoma's educator leader cadre, 24 educators, working with others across the nation as part of a network of K-16 educators that provided leadership on state implementation of the Common Core State Standards and Partnership for Assessment of Readiness for College and Careers.

Clark Principal Theresa Kiger was named **2012-2013 Elementary Principal of the Year** by the Oklahoma Association of Elementary School Principals.

Ninth Grade French teacher Charlotte Jabbour-Neller was named **Administrator of the Year** by the American Association of Teachers of French for her efforts to promote French learning.

The **Tulsa Drug Court Transformation Award** was presented to JoAnna Jamison, Union's Adult Education Program Director. The prestigious award resulted from a successful partnership between the Tulsa County COURTS Program and the Union Adult Education Program.

Paraprofessional Steven Blades was nominated by the Oklahoma Education Association to receive the **Education Support Professional of the Year** award for 2012-2013 from the National Education Association.

Union transportation employee Ted Rea was recognized as the **Best Automotive Tech in Oklahoma** by America's Best Technician/Inspector Program.

For the 20th consecutive year, Union earned the **Certificate of Excellence in Financial Reporting** from the Association of School Business Officials International and the Government Finance Officers Association.

Clark, Jefferson, and Rosa Parks Elementary Schools won the **Healthier U.S. School Challenge Gold Award** for their healthy food menu options – the only three in the state of Oklahoma to receive Gold Star status.









# Union Public Schools District Profile

## Student and Employee Recognition (Cont.)

### Employees

The Communications Department received four **Awards of Excellence** and one **Award of Merit** from the Oklahoma School Public Relations Association.

The National Association of Music Merchants (NAMM) Foundation recognized Union for its outstanding commitment to music education with a **Best Communities for Music Education designation**. Union joins 307 districts across the country to receive the prestigious distinction.

Jana Patterson was named OCA Region 7 **Track Coach of the Year**, Vicki Brown was OCA Region 7 **Golf Coach of the Year**, Tyler Ashley was OCA All-State Tennis Coach, and David Lynn was Federation Boys **Swim Coach of the Year**.

Head Athletic Trainer, Dan Newman was named **Oklahoma Athletic Trainer of the Year** by the Oklahoma Athletic Trainers' Association.



### Teaching & Learning

#### Early Childhood

An early learning experience was offered to 90 expectant parents and parents of families with children ages birth to 36 months through **CAP Tulsa's Learning @ Home program**.

Certified parent educators taught participants how to be their child's first teachers and support their child's development.

Union's **Rosa Parks Early Childhood Education Center**, a unique partnership with CAP Tulsa, provided educational services from certified teachers in a beautiful and exciting learning environment for 240 three-year-olds and their families who met federal poverty guidelines.

Supported by the Hilti Corporation, **Tulsa Symphony Orchestra** became one of the Early Childhood Center's valued partners. Musicians serenaded the children during naptime, taught them about musical instruments and provided violin lessons.

Ground was broken and Community Development Block Grant funds through CAP Tulsa and the Tulsa Children's Coalition were used to begin construction on an **eight-classroom expansion of Union's Rosa Parks Early Childhood Center**. The goal was to nearly double the number of students by the next year.

**All-day kindergarten** was offered at every site, and as space was available, Union also offered a free **full-day pre-kindergarten** program for four-year-olds.

### Community Schools

With the **Tulsa Area Community Schools Initiative (TACSI)** and its umbrella organizations, the **Community Service**

**Council** and the **Tulsa Metropolitan Human Services Commission**, Union expanded its community school numbers and philosophy through partnerships with area businesses, foundations, colleges & universities, churches, and a vast array of community organizations, groups, and agencies.

The **school-based health clinics** at Clark and Rosa Parks elementaries provided services for Briarglen, Boevers, Grove, Jefferson, and McAuliffe elementary schools.

The 6th/7th Grade Center's **Carrera Program**, which began at Union in 2011 with 240 sixth graders, followed those students into **seventh grade** last year while adding another 240 sixth graders. Parents showed strong support for the pregnancy prevention initiative, which effectively helps adolescents make good choices while providing financial literacy, lifetime sports classes, art and music programs, and a full array of services—from tutors and mental health counselors, to dental and health care. The initiative was funded by a federal grant, the **Edna McConnell Clark Foundation**, and **Tulsa's George Kaiser Family Foundation**.

The **Lobeck Taylor Family Foundation** awarded McAuliffe a grant of \$160,500 a year for five years for enhancing the community schools philosophy. The grant provided students with leadership opportunities, special academic programs, enrichment opportunities, hands-on experiences in the community, mentoring for families, and community events for families to connect with their school and each other.









# Union Public Schools District Profile

## Teaching & Learning (Cont.)

### Community Schools

Hundreds participated in a free community festival at **Hicks Park Community Center** as part of a partnership with the **City of Tulsa** to revitalize the community center for east Tulsa. Partnerships included **Boy Scouts of America**, **Southwood Baptist Church**, the **Community Health Connection**, **Tulsa City-County Health Department**, **Clary Sage**, the **Oklahoma State University Extension**



**Office, Tulsa City-County Library, and Northeastern State University.**

Thanks to one of the district's newest school partners, **First Baptist Church Tulsa**, the former PTA clothes closet became the Clothing Closet and was housed in the church's CenterCross location just west of the 6/7th Grade Center.

### STEM - Science, Technology, Engineering, & Math

From science labs at every elementary and middle school, to state-of-the-art Biotech and Alternative Energy labs at the High School's Union Collegiate Academy, the district offered a wide range of **STEM opportunities**. A feature of the new biotechnology class was to allow students to learn how to manipulate cells to test for DNA.

**Engineering** was offered for the first time at the 7<sup>th</sup> grade level, while popularity grew for existing engineering programs in grades 8 through 12.

Union received a \$1,000 grant for its robotics class from the **Oklahoma State Board of Education**. The 8<sup>th</sup> grade **Pre-Engineering class** designed VEX dragsters, while two teams from the 6/7th Grade Center and three from the 9<sup>th</sup> Grade Center Pre-Engineering class participated in the OSU Tulsa Engineering Design Challenge. One 6/7th grade team placed first and the other earned second place. One of the 9th grade teams placed second.

Darnaby was selected as one of only 44 elementary schools in the country to offer the nationally known Project Lead the Way STEM program.

A grant from the Schusterman Family Foundation allowed for its implementation in the 2013-2014 school year.

### College & Career Readiness

Demonstrating amazing strides toward the district's goal of 100% student graduation college and career ready, all but one of the 1,010 seniors in the class of 2013 met the high-stakes testing requirements in order to obtain a **high school diploma!** Among the graduates were 100 from Union Alternative School, allowing it to continue its record of graduating the most students of any alternative school in Oklahoma.

More than \$17 million dollars in scholarship offers were also awarded to the class of 2013.

Of the district's 2012-13 seniors, 39% planned to further their education at **four-year colleges or universities**, 41% at **two-year schools**, 4% planned on attending **technical schools**, 3% opted for the **military**, 4% said they would enter the **work force**, and 9% were undecided.

Opening in 2012, the **Union Collegiate Academy (UCA)** wing at the High School — the first of its kind in the state — provided a college-like facility, including an expanded College & Career Center, for giving our students a leg up on graduating and succeeding beyond high school.

College classes, which also count toward graduation, were offered at the UCA for only \$12.75 through the Tulsa Community College (TCC) **EXCElerate program**. In the past three years of Union's TCC partnership, high school students have earned a total of 4,857 hours of college credit, with an estimated savings to Union families of \$2,893,558.

Students amassed 1,469 **Advanced Placement** credits with 63 percent receiving high enough scores to qualify for college credit. The Oklahoma Regents for Higher Education recognized Union as having the most students — 128 — to qualify for the **Oklahoma's Promise Scholarship**.

Seventy-nine percent of the seniors took the **ACT**, and their average score was 21.7.





MAIN ENTRANCE



FIRE LANE



# Union Public Schools District Profile

## Teaching & Learning (Cont.)

### College & Career Readiness

More than 800 online courses were taken through the **Union Virtual Learning Academy** with a 98 percent successful pass rate.

**Credit recovery courses** were available for students who had fallen behind or failed a class. **Online courses** were taken, even during school hours, eliminating barriers such as transportation that kept students from getting tutoring before or after school. As a result, the number of students needing credit recovery or remediation decreased by 25 percent.



### Operational Statistics

#### Transportation

Nearly 10,500 students rode the bus on a regular basis last school year. Union's 95 buses drove more than 889,669 miles which

is approximately 5,055 miles – comparable to a round trip between Houston and Seattle – each day. Activity buses transported students 84,537 miles during the year. Fuel costs totaled \$599,100.

### Child Nutrition

The Child Nutrition Department served 793,128 breakfasts and 1,533,549 lunches. In addition, more than 50,000 breakfasts and lunches were prepared for early childhood, and 180,000 after-school snacks were provided. Meals were also served during summer school -- about 18,000 breakfasts and 19,000 lunches.

Six Union elementary schools participated in the **USDA Fresh Fruit and Vegetable Program**, sampling such delicacies as dragon fruit, gold kiwi, pluots, and apriums. With a \$185,000 USDA grant, the program addressed rising obesity rates, an overabundance of processed foods, and the lack of availability/high cost of fresh produce. Child Nutrition also supported Oklahoma economy and agriculture by purchasing as much **local produce** as possible from a farm in Stratford, Oklahoma—Peach Crest Farms, and tomatoes from a Broken Arrow company, Eden Veggies. The farm-fresh vegetables and whole-wheat pizza crusts made from Oklahoma wheat were popular with Union students Pre-K through 12.

## Maintenance/Facilities Services

Fourteen **Grounds Department** employees maintained 382.59 acres of green areas on our campuses; cleaned the stadium, assisted with UMAC events, maintained outdoor trash cans and dumpsters, repaired asphalt, removed snow, maintained playgrounds, and served as a moving crew when needed.

The 126 employees in the **Custodial Department** maintained 20,000 square feet of building spaces. They were also responsible for set-up and clean-up for various meetings and activities around the district.

The **Maintenance Department** consisted of 15 employees as well as 24 Building Engineers who maintained equipment and ensured the smooth running of all Union facilities. The crew included locksmiths, plumbers, welders, painters, carpenters, electricians, HVAC technicians, and an electronics technician. They also supported construction projects throughout the district.

The **Purchasing and Supply Management Department** consisted of five employees at the Education Service Center and seven employees at the Distribution Center. They supported the functions of bidding, purchasing, contract review, records management, and daily intra-mail service, as well as supply receiving, warehousing, and distribution.

### Union Multipurpose Activity Center

Five employees coordinated 1,162 UMAC events and facility rentals, an average of 22 per week. The UMAC also houses the U-Wear store which marketed Union spirit wear and items; the Fine Arts Department, the Athletics Department, and an in-house video production studio.



### Construction/Facilities

The district maintains over 2.8 million square feet of facilities. The following construction and improvement projects, many of them funded by successful bond elections, were completed or are under way: the Union Collegiate Academy (UCA) and High School remodel, the 6<sup>th</sup>/7<sup>th</sup> Fine Arts

wing, and the new Tennis Facility was completed on the 9<sup>th</sup> Grade Center campus. The district purchased a building on 61<sup>st</sup> Street from Arvest Bank and converted it into a new Enrollment Center.





SCHOOL BUS

UNION

UNION



# Union Public Schools District Profile

## Operational Statistics (Cont.)

### Construction/ Facilities

Briarglen and Boevers received new flooring throughout, and the 6<sup>th</sup>/7<sup>th</sup> Grade Center received minor kitchen renovations to allow more hot lunches to be served. New offices and two classrooms were created from practice space for expansion of the Carrera Program to the 8<sup>th</sup> Grade Center.

Solar panels and a wind turbine were installed at the High School demonstration lab, and a new freezer and cooler were installed in the kitchen area. The sound system at Union Tuttle Stadium was updated, and the window upgrade in the High School Fine Arts area was completed.



Roof top units were replaced in several areas at Cedar Ridge, the Alternative School, and the Education Service Center.

Peters received a complete parking lot replacement and partial sidewalk replacement, and parking lots at Andersen, Cedar Ridge, Darnaby, and Moore were resealed and restriped. The transportation department employee area was expanded and remodeled.

Another focal point was the review and revision of the district emergency plan and the Emergency Procedures Guide. The district implemented the SafeSchools online training program for all district employees.

### Technology

The Information Technology Department completed **12,281 work orders** and many projects funded by the 2012 bond issue. Technology continued to deploy more than **100 additional wireless access points** at many of the school sites that will extend not only the coverage of the wireless infrastructure but the capacity as well. The Technology Department completed the **VoIP phone solution** districtwide. The 2012-13 school year also saw a continuation of a multi-year project to upgrade the district's servers to a **virtual farm**.

The district completed the first phase of implementing a new financial management system in 2012.

Its switch to the **Munis Financial Management Software** is a multi-year process, with phases two and three scheduled for implementation in the next two fiscal years.

### Communications

The Communications Department expanded Union's use of **video** by adding a video production specialist to its team. The staff created a successful 2013 multi-media **bond election information campaign**, "Working to Form a More Perfect Union." The \$20.40- million proposition passed February 12 with 78.25% voter approval.

Communications earned four **Awards of Excellence** and one Award of Merit from the Oklahoma School Public Relations Association for its work. The OKSPRA awards were for the 2012 bond information campaign, incorporation of social media with the district website, electronic publication of *The Communicator OnLine*, the dedication of the Union Collegiate Academy, and a one-time program brochure.

### Economic Condition and Outlook

Union Public Schools is located within the Tulsa Metropolitan Statistical Area (MSA), a seven county area whose population exceeds 946,962 or 25 percent of the population of the state of Oklahoma. The Tulsa Metropolitan Chamber of Commerce reports Tulsa's major industries as aerospace parts manufacturing and aviation, transportation, distribution and logistics; machinery and electrical equipment manufacturing; health care; and petroleum and natural gas. The Chamber estimates the

value of all goods and services produced in the Tulsa MSA as \$42.9 billion, or 30.7 percent of the Oklahoma economy.



In 2012, the Bureau of Labor Statistics ranked Tulsa eighth among the largest U.S. cities for growth in manufacturing jobs. Due to a stronger energy sector, the Tulsa economy grew faster

than the U.S. in 2012 in both employment and in the production of goods and services. Tulsa continues to be a prime location for employers looking to relocate or expand due to a low cost of doing business at 15 percent below the U.S. average; a skilled and reliable workforce; and a friendly community in which to live and work. According to the Tulsa Metropolitan Chamber of Commerce, employment grew 2.5 percent in 2012 and prospects for





# Union Public Schools District Profile

## Economic Condition and Outlook (Cont.)

2013 are positive as businesses continue to relocate to Tulsa and existing businesses add additional jobs.

Many publications have praised the Tulsa MSA for strong economic rankings, including:

- #8 – “Ten Best Cities to Find a Job” – *The Fiscal Times*
- #10 – “American Cities of the Future” – *fDi Magazine*, a global investment publication
- Top 10 – “City in Which To Retire” – *AARP*
- Top 10 – “10 Best Cities for Newlyweds to Live and Work In” – *Forbes*
- #47 – “Best Places for Business and Careers” – *Forbes*
- Top 50 – “Best Places to Live” – *Business Week*
- Top 100 “Best Places to Live” – *CNNMoney*
- Top 100 Cities – *Relocate America*

The area's economy has continued to remain strong in the national and international financial markets. The Office of the State Treasurer maintains reports that the state ended fiscal year 2013 with more than 2 percent higher revenues than the prior year. The increase is attributed to various economic indicators such as gross income tax (up 7 percent), motor vehicle tax, gross production tax (up 6.2 percent), and sales tax (up 4.1 percent). The Tulsa housing market has not been as negatively affected by the mortgage/housing crisis compared to the rest of the country. *Trulia.com* reported that the median home sales price increased 11.1 percent compared to the same period one year ago.

The unemployment rate in the Tulsa MSA was 6.7 percent in 2011, and then decreased to a 2012 level of 6.1 percent, with a 2013 rate of 5.9 percent, 1.8 percent below the U.S. average. The Tulsa Chamber projects the unemployment rate will continue to decrease through 2017 as the economy improves in Oklahoma.

Union Public Schools contributes to Tulsa's workplace initiatives by offering community programs for both adults and children such as:

- Adult Basic Education – classes for adults who need basic instruction in reading, writing, math and life skills,
- Workplace Education – links education goals to the employer's desire for high performance work and product quality,
- GED Preparation – instruction to prepare adults to take the Tests of General Educational Development (GED),
- English as a Second Language (ESL) – instruction to non-English-speaking adults to help them be productive citizens of our community.

The Adult Education program exceeded their goal of 3,000 students in 2013 by serving over 3,200 students. Due to program expansion that includes six Northeastern Oklahoma counties and 50 classes, the program predicts continued phenomenal growth in 2014. In addition to helping many adults, the program has formed many relationships with Tulsa area programs including:

- Asbury Learning Center
- The Carrera Program
- Community Action Project (CAP)
- Department of Human Services
- Early Childhood Collaborative of Oklahoma (ECCO)
- GRACE Community Services
- Girl Scouts of Eastern Oklahoma
- Green Country Event Center
- Metropolitan Tulsa Urban League
- Northeastern State University
- South Tulsa Community House
- Tulsa Community College
- Tulsa Technology Center
- Workforce Muskogee and Workforce Tulsa

Union Public Schools continues efforts to provide superior healthcare to the district. A collaborative effort between University of Oklahoma Bedlam Community Health Clinic and Union Public Schools produces cutting-edge services for the Union community. The Union Public Schools Bedlam School-Based Health Clinic operates at both Roy Clark Elementary School, and Rosa Parks Elementary School. These clinics provide a convenient way for students to receive a wide range of health care services, which operate at no cost to the school district. The primary goal of the clinics is to serve families of all children in each of the schools, including those who qualify for Medicaid or have no health insurance. The clinics provide at least one full-time physician's assistant or a resident physician. In addition, a pediatrician visits each clinic as part of a rotating schedule. The physicians work with and assist school nurses.

In addition to student health care, Union partners with the University of Oklahoma Physicians-Tulsa to provide low cost medical services for employees through an employee clinic. This unique partnership provides access to quality health care while controlling escalating health care costs. The clinic is staffed by a fully-licensed OU physician, a physician's assistant and a licensed practical nurse. Limited pharmaceutical services are also available at the clinic.







# Union Public Schools District Profile

## Enrollment

Union has experienced significant growth in the past decade. During the 2003-2004 school year, the district recorded total enrollment of 13,819. In 2012-2013, enrollment reached 15,299. Administration projects enrollment in the 2013-2014 school year to reach approximately 15,526 students with the continuation of the four-year-old program at every elementary site and the three-year-old program together serving approximately 1,303 students. Additional enrollment details may be found in the Statistical Section of this CAFR.



## Facilities

To accommodate growth in student population, the district maintains over 2.8 million square feet of facilities, including thirteen elementary schools (grades pre K-5), a Sixth/Seventh Grade Center, an Eighth Grade Center, a Ninth Grade Center, a High School (grades 10-12),

an Alternative School serving high school students, a Transportation/Operations/Warehouse Complex, and an Education Service Center. The district's newest construction includes the addition of a new fine arts wing at the 6<sup>th</sup>/7<sup>th</sup> Grade Center, and construction of Union Collegiate Academy at the High School, which opened in August 2012. Please refer to the Statistical Section of this CAFR for additional facility details.

## Bond Funds

On February 12, 2013, district voters approved a \$20.4-million bond proposal which included funds for the completion of the fine arts wing at the 6/7<sup>th</sup> Grade Center and competition-quality tennis facility; provided funds for basic, but critical capital improvements; acquisition of textbooks, media books and instructional hardware/software; instructional, technology and operations equipment; building repairs and renovations to sites districtwide.

## Grants/Federal Programs

During the 2012-2013 school year, Union received more than \$8.09 million in federal grant money. The elimination of Federal ARRA stabilization funding resulted in a loss of \$4.94 million from fiscal year 2011 to fiscal year 2013. ARRA provided funding for various programs designated under the Individuals with Disabilities Education Act (IDEA), Homeless, Title I and Federal Education Jobs Act, which allocated additional funds for educational positions.

## Major Initiatives

Major initiatives that were enacted as a result of the 2013 Oklahoma Legislative Session included:

- S.Q. 766: Eliminated tax assessments on all business intangible personal property. Expected to reduce statewide property tax collections by an estimated \$60 million during 2013-2014.
- S.Q. 758: Cap on Ad Valorem – Limited ad valorem property tax increases to 3% annually.
- S.B. 426: Teacher Leader Evaluation – Delayed full implementation of the quantitative component of TLE until the 2015-2016 school year.
- H.B. 1660: National Board Teacher Certification – Modified the State Minimum Teacher



Salary  
Schedule to include  
National Board

Teacher Certification.

## Internal Control

Management of the district is responsible for establishing and maintaining an internal control structure designed to ensure that the assets of the district

are protected from loss, theft or misuse and to ensure that adequate accounting data is compiled to allow for the preparation of financial statements in conformity with generally accepted accounting principles (GAAP). The internal control structure is designed to provide reasonable, but not absolute, assurance that these objectives are met. The concept of reasonable assurance recognizes that 1) the cost of a control should not exceed the benefits likely to be derived; and 2) the valuation of costs and benefits requires estimates and judgments by management.





# *Union Public Schools District Profile*

## **Long-Term Financial Planning**

The Board of Education of Union Public Schools, in conjunction with the Superintendent and Chief Financial Officer, establishes a system of sound financial planning and management to assure that the district's objectives are addressed and that funds are expended in accordance with plans expressed through the Board budget. The financial management system components include: **1)** a planning process that consists of a review of state statutes, Board policies, concepts, ideas, problems, constraints, approaches and systems before dollar amounts are established in the budget; and **2)** a budget that is the expression of the plans of the Board through three main budgets – the General Fund, a Special Revenue Fund, and the Child Nutrition Fund.

## **Budgetary Controls**

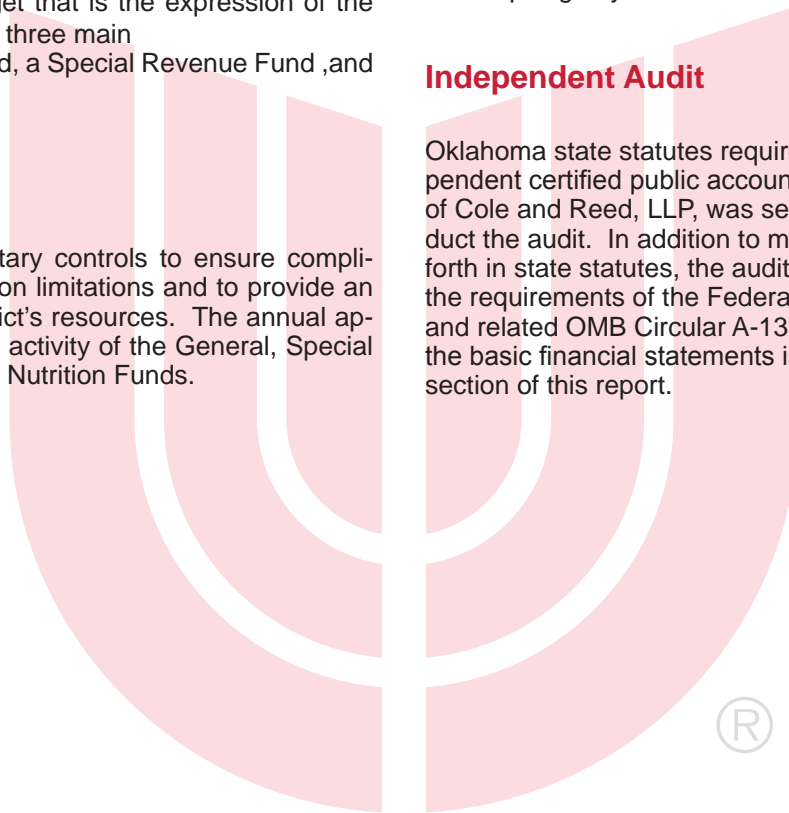
The district utilizes budgetary controls to ensure compliance with legal appropriation limitations and to provide an operating plan for the district's resources. The annual appropriated budget includes activity of the General, Special Revenue Funds, and Child Nutrition Funds.

Capital projects activity is controlled with approval of project-length financial plans. Initial budgets are adopted at the beginning of the fiscal year with periodic amendments approved by the Board as necessary.

The level of budgetary control is maintained by fund, project, and function. Individual line items may be adjusted without Board action, but total budgeted expenditures may not exceed appropriations at the major fund level without Board approval. The district utilizes an encumbrance system as a technique of budgetary control with encumbered appropriations lapsing at year end.

## **Independent Audit**

Oklahoma state statutes require an annual audit by independent certified public accountants. The accounting firm of Cole and Reed, LLP, was selected by the Board to conduct the audit. In addition to meeting the requirements set forth in state statutes, the audit was also designed to meet the requirements of the Federal Single Audit Act of 1984 and related OMB Circular A-133. The auditor's report on the basic financial statements is included in the financial section of this report.



## Message from the President of the Board of Trustees



Greg Boudreau

As we celebrate another great year for the Union Schools Education Foundation, I am both honored and humbled to be part of such an amazing group of people who serve with me on the Foundation Board. As a Union parent and member of the Tulsa business community, I feel such pride when talking about this District and its Foundation.

Last year Union and the Foundation saw many new and exciting changes. We said good-bye to our superintendent of 19 years, Dr. Cathy Burden, and welcomed Dr. Kirt Hartzler to continue the success. I know our Board is excited to work with Dr. Hartzler and learn more about his vision and focus for the District.

The Foundation also began a new chapter – with the hiring of Bonnie Polak, our first-ever Executive Director. We are excited to have her on board and all the opportunities this will bring for the future.

In this position, she will manage the fundraising and public relations efforts, sponsorship opportunities, and oversee the financials associated with the Foundation.

In conclusion, I would like to thank the Trustees, volunteers, and donors for being part of the Union Schools Education Foundation's current and future successes. I would also like to challenge you to get involved and learn more about this great organization, whether it be through volunteering, attending a Foundation event, or making a donation. Every dollar that is contributed to the Foundation goes back to support Union students, teachers, and families.

"Together We Make A Difference"

Sincerely, Greg Boudreau  
Current USEF President



## OUR Mission

The Union Schools Education Foundation works to give students in Union Public Schools an opportunity to achieve their academic goals. At the Union Foundation we believe our purpose is to stand in the gap - provide funds and assistances when needed. Our belief is students can and should reach their full potential.

In recent years, public funding for Union has been barely enough to cover the basics: salaries, building costs and classroom supplies. What's lost? The ability to implement innovative programs. Ideas and suggestions from teachers, parents, and students go unrealized for lack of funding. That's why the Foundation's help is so important.

### Foundation Officers

**President:** Greg Boudreau, Regent Bank

**President-Elect:** Mark Thompson,  
Bank of Oklahoma

**Past President:** Dr. Jill Bennett

**Treasurer:** Brent Carroll, RCB Bank

**Secretary:** Beverly Laubach,  
Community Volunteer

### Ex-Officio Trustees

**Dr. Kirt Hartzler**, Superintendent Union Public Schools, **Patrick Coyle**, School Board Member, Union Public Schools

**Gretchen Haas-Bethell**, Sr. Executive Director of Communications, Union Public Schools, **Sarah McBryde**, Marketing Director, Union Public Schools, **Tamra Bird**, Principal, Union 6th Grade Center, **Theresa Kiger**, Principal, Roy Clark Elementary

**Gart Morris**, Principal, Union High School, **Dr. Evelyn Roberts**, Teacher, Moore Elementary

### Trustees

**Tammy Beach**, Williams, **Brett Benge**, ChartMark Investments, **Tim Cole**, Integrated Physical Health, **John Federline**, Principal, Union 9th Grade Center, **David Fisher**, Attorney at Law, **Nikki Frasier**, SCIFIT Systems, Inc., **Lori Hill**, Community Volunteer, **Gail Hunter**, Retired/Community Volunteer, **Ed Kepford**, WPX Energy, **DeAnn Magness**, Williams, **Deb McCaskey**, Tulsa Technology Ctr., **Mary Jo Meziere**, Retired/Community Volunteer, **Suzanne Mobley**, Coldwell Banker, **Cindy Morrison**, CWM Media, **Debra Searcy**, Baker Hughes, **Sheffra Stauder**, Community Volunteer, **Julie Stewart**, Julie M Stewart CPA, **Diane Tupper**, Community Volunteer, **Shagah Zakerion**, Tulsa Regional Chamber

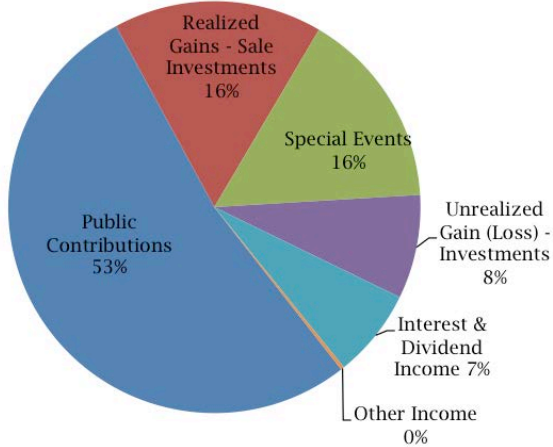
## 2013-14 Board of Trustees



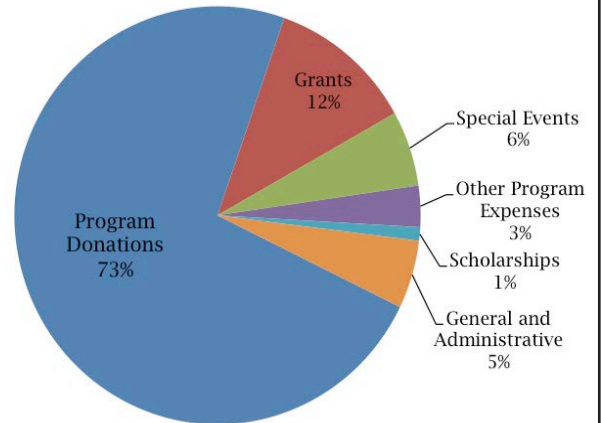


# A Year in Review

**Revenue - Fiscal Year 2012-13**



**Expenses - Fiscal Year 2012-13**



## Revenues & Supports

Contributions = \$216,177  
 Special Events (net) = \$64,101  
 Interest Income = \$28,746  
 Pledges = \$150,000

## Expenses

Grants Awarded = \$38,658  
 Administrative = \$17,682  
 Special Events = \$19,550

## Net Assets

Unrestricted = \$1,477,353  
 Restricted = \$62,156  
 Total Net Assets = \$1,644,183  
 Change in Net Assets = \$76,544

## Contributors

*We would like to thank the late John Q. Hammons for his years of generous support to the Foundation dating back to 2004. His legacy and partnership with Union is forever connected to our Endowment Fund.*

**\$10,000 and above:** Samson Resources;

**\$2,500 to \$5,000:** Bank of Oklahoma, Flintco Constructive Solutions, QuikTrip, Public Service Company of Oklahoma, Williams;

**\$1,000 to \$2,500:** Coldwell Banker Select - Melinda Hyams, Dr. Cathy Burden, RCB Bank, Rosenstein Fist & Ringold, Saint Francis Hospital South, TTCU the Credit Union;

**\$500 to \$1,000:** Jill Bennett, DDS, Curtis Restaurant Supply, Rooney Insurance, Southcrest;

**\$100 to \$500:** Arvest Bank, Greg Boudreau, Dr. Kathy Dodd, Shelly Lane, Dr. Gary McBryde, Barbara McEntee, Dennis Neill, Raska Nursery; **\$100 and**

**Below:** Charles Campbell, Patrick Coyle, Dr. Kirt Hartzler, Stewart Field, Tina Fridrich, Paul Hyams, Steve Jacoby, Randy Macon

## 2012-13 Board of Trustees

**Officers:** Dr. Jill Bennett, President; Greg Boudreau, President-Elect; Brent Carroll, Treasurer; Beverly Laubach, Secretary;

**Trustees:** Mary Arnold, Laura Bell, David Fisher, Tyler Gooch, Melinda Hyams, DeAnn Magness, Mary Jo Meziere, Suzanne Mobley, Cindy Morrison, Kevin Saley, Debra Searcy, Julie Stewart, Mark Thompson, and Diane Tupper

**Ex-Officio Trustees:** Dr. Cathy Burden/Dr. Kirt Hartzler, Gretchen Haas-Bethell, Sarah McBryde, Jeff Bennett, Evelyn Roberts, Kim Berns, and Steve Pittman.





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Superintendent