

Union Public Schools 2014-2015 Annual Report

Together We Make a Difference!

Union Public Schools, whose 19 sites are located in portions of SE Tulsa and NW Broken Arrow, grew to 15,826 students, PreK-12, during 2014-2015. Just as the student population grew, so did the number of business, higher education, foundation, and community partnerships investing in the district's key areas of emphasis – Early Childhood Education, Community Schools, STEM (Science, Technology, Engineering, Math) Curriculum, and College/Career Readiness.

The district slogan, “Together We Make a Difference,” was underscored in 2014-2015 as student engagement blossomed, new facilities opened, and great strides were made toward accomplishing Union's mission – To Graduate 100 Percent of Our Students, 100 Percent College and/or Career Ready.

Student Statistics

- In 2014-2015, Union grew by 297 students. With a 1.9 percent increase over the previous year, Union served 15,823 students – 7,656 at the elementary level and 8,167 in grades 6-12.
- In terms of racial origin, 5.5 percent were Native American, 15.1 percent were African-American, 8.4 percent were multi-racial, 0.1 percent were Pacific Islander/Hawaiian, 7.2 percent were Asian, 63.6 percent were Caucasian; and 29.1 percent were of Hispanic ethnicity.
- During summer school, 1,743 elementary students received remediation or enrichment.
- There were 3,049 identified gifted students first through twelfth grade served by a variety of courses and programs.
- More than 10.5 percent, or 1,721 of our students, were enrolled in special education.
- English Language Learner (ELL) services were provided to 2,015 elementary and 800 secondary students; 501 became English-proficient and exited the program. Our diverse population spoke more than 50 different languages.
- There were more than 1,000 students (grades PreK-7) enrolled in Union's Extended Day Program.
- A record 3,300 students were served in Union's Adult/Community Education Program, and the district continued to serve most of northeastern Oklahoma including Bixby, Jenks, Sapulpa, and Sand Springs.
- During 2014-2015, the dropout rate was 0.00% at the 8th grade level, 1.37% in 9th grade, and 1.69% in High School. The cohort graduation rate was 91.5%.

Employee Statistics & Achievement

- Union employed 1002 teachers, 898 support personnel, and 80 administrators. Of the district's 80 administrators, 65 were certified and 15 served in positions not requiring education certification.

- The ethnic diversity among the staff was African-American 5.9%, American Indian 5.6%, Asian 2.0%, Hispanic 10.8%, Caucasian and other 75.7%. Four hundred fifteen were male and 1,565 female.
- Of the teaching and administrative staff, 36.7% held graduate-level degrees – 380 had master's degrees and 17 had doctorates. Eighty-one teachers achieved National Board Certification.
- Alternative Education English teacher Ami Reynolds was named the 2014-2015 District Teacher of the Year.
- Melanie Coday, Peters Elementary's receptionist, was named the 2015 Support Employee of the Year.
- Darnaby teachers Kristen Robinson and Suzanne Martin were recognized as national leaders in Project Lead The Way.
- Jarman principal Shawna Thompson received the 2015 University of Oklahoma Young Educator Award.
- Seventh grade music teacher Abby Bruce was named Young Oklahoma Bandmaster of the Year and was inducted into the Phi Beta Mu International Band Directors Fraternity.
- Speech and debate coach Christian Jones earned a First Diamond degree of membership in the National Speech & Debate Association's Honor Society, and was recognized in *Rostrum*, the official magazine of the National Speech & Debate Association.
- Clark fifth grade teacher Kent Jones received the 2015 Tex Richardson Engineering & Science Guidance Award for his work with students in an after-school engineering club, "The Building Club," where students worked on projects such as building training boards for Therapeutics Service Dogs of Oklahoma.
- Sue Haralson was named a national Native American Teacher of the Year, and Union was honored for its exemplary Native American programs during the National Johnson-O'Malley Organization conference.
- Varsity football coach Kirk Fridrich was honored by the Boren Mentoring Initiative for his commitment to young people, his community, and mentoring.
- The Oklahoma Energy Resources Board (OERB) selected High School teacher Jona Ghose as the winner of the 2015 Harlan Krumme Memorial Energy Education Grant for her innovative techniques in teaching about oil and natural gas.
- Jefferson PE teacher Diana Irick was named the Elementary PE Teacher of the Year by the Oklahoma Association for Health, Physical Education, Recreation and Dance (OAHPERD). She was also named Coordinator of the Year at the annual Schools for Healthy Lifestyles meeting/training.
- Emily Barkley was named the OIAAA Athletic Director of the Year.
- Associate Athletic Director Mike Rose was named East Athletic Director Newcomer of the Year.
- Head athletic trainer Dan Newman was selected as one of the National Athletic Trainers'

Association's 2014 Athletic Trainer Service Award recipients.

- Girls' soccer coach Brian Elliott was selected as the Oklahoma Soccer Coach of the Year.
- The Certificate of Achievement for Excellence in Financial Reporting – the top recognition in governmental accounting and financial reporting – was awarded to the Finance Department by the Government Finance Officers Association (GFOA) of the United States and Canada.
- For the 21st consecutive year, Union earned the Certificate of Excellence in Financial Reporting from the Association of School Business Officials International (ASBO), the highest recognition for a school district offered by ASBO.
- The Communications Department received nine Awards of Excellence and two Awards of Merit from the Oklahoma School Public Relations Association (OKSPRA) for work created in 2014.
- The national publication, *Food Service Director*, listed the top 100 school district cafeterias in the country, and Union was ranked as #4.
- Union Public Schools was honored with a Silver Award for its contributions to the annual Tulsa Area United Way Campaign. The district broke its own record by raising \$207,807, a 6.54 percent increase over last year's donation.

Teaching & Learning

Early Childhood Education

- The number of Rosa Parks Early Childhood Education Center's three- and four-year-olds was 236, and 756 four-year-olds were enrolled in PreK classes districtwide.

Community Schools

- Union's community schools concept continued to serve as a model to other districts nationwide. Increased academic success was achieved through community partnerships created to provide extra supports such as early care, health and social services, out-of-school activities, family/community engagement, neighborhood development, and lifelong learning.
- Clark and Briarglen served up supper with a side of homework during Homework Diners, giving families the opportunity to enjoy a delicious, hot meal while getting homework help from teachers.
- McAuliffe was named as a Leader in Me Lighthouse School by Franklin Covey Co. for their outstanding student outcomes by implementing The Leader in Me process and because of the extraordinary impact the school is having on staff, students, parents, and the greater community.
- Many Union teachers hit the bricks before school began in August. Boevers teachers walked the neighborhood to meet new families and welcome students back to school. Huge smiles greeted Briarglen teachers as they delivered backpacks to students' homes. Clark staff went to each of their 600-plus students' homes to deliver backpacks and welcome them back to school, and Rosa Parks kindergarten teachers visited students' homes to get acquainted.

- The Carrera Adolescent Pregnancy Prevention Program, in partnership with the Community Service Council of Tulsa, employs a long-term, holistic approach to empower and educate youth. In 2014-2015, it served approximately 891 students grades 6-9. It will progress with students each year and will ultimately reach 1,500 students in grades 6-12.

STEM (Science, Technology, Engineering, Math) Curriculum

- Superintendent Dr. Kirt Hartzler was selected by the U.S. Department of Education as one of 100 top school leaders from across America to participate in the first-ever National Connected Superintendents Summit at the White House. The event built on the momentum of the ConnectED Initiative, a plan President Obama announced in 2013, to connect 99% of students to high speed Internet and empower teachers with the technology they need to transform teaching and learning. Dr. Hartzler was among exemplary local school chiefs recognized for their leadership in helping transition their districts to digital learning.
- Dr. Vince Bertram, President & CEO of Project Lead The Way, visited Darnaby and the Union Collegiate Academy. Project Lead The Way is a national program designed to promote interest in science, technology, engineering and math (STEM).
- The Charles and Lynn Schusterman Family Foundation granted \$500,000 to Project Lead The Way (PLTW) to support PLTW at Union. In addition to the \$500,000 gift, the foundation committed up to \$250,000 in matching funds. The grant allowed the district to quadruple the number of K-12 students enrolled in STEM programs from approximately 4,000 students in 2014-15 to nearly all of its 16,000 students in 2017-18.
- Darnaby showcased its STEM program (Project Lead The Way) at the 2015 CareerTech STEM Day at the Capitol in March. Students set up an information booth, and were recognized from the gallery during a House session.
- Grove's "Human Foosball Table" was selected for an exhibit at the Tulsa Children's Museum. Tiffany Bolding's engineering team of 10 students worked on the design before school for several months. The exhibit had to be STEM based, involve creativity, communication, and teamwork.
- The real-world skills High School students learned in a pilot program this year—the only such Engineers Alliance for the Arts (EAA) high school program outside of California—were put to the test at the *1st Annual Student Impact Project Bridge Competition*. Approximately 80 Union students worked with local engineers for ten weeks to create bridges for the competition. Entries were judged on artistic design, written and oral presentation, and design integrity and solution.
- Sophomores got hands-on experience in STEM at the Tulsa Tech Riverside Campus during the STEM Exploratorium educational event - part science fair, career fair and engineering fair, rolled into one for middle and high school students.
- The High School's FIRST Robotics team, Ubotics, reached the playoffs at the Illinois Regional and in Oklahoma City. They ultimately played in the finals match in OKC and snagged one of two wildcard spots for the FIRST World Championships in St. Louis. At the Oklahoma regionals, Steve Wozniak – the American inventor, electronics engineer, and computer programmer who co-founded Apple Computer with Steve Jobs – volunteered as a judge and interviewed the team about their robot.

- Four Union High School students placed in the top 10 at the TSA (Technology Student Association) National Competition.
- Five seventh grade pre-engineering students were honored for their work on robotics and STEM projects. They were among 50 seventh graders from around the area honored at the ‘You’re Kind of a Big Deal’ banquet.

College/Career Readiness

- Remarkable strides continued toward achieving Union’s ambitious mission of graduating 100 percent of its students. Among the 3,480 Union High students represented by the classes of 2014, 2015, and 2016, all but 11 met the high-stakes testing requirements for graduation!
- College classes offered at the Union Collegiate Academy (UCA) for only \$12.75 through the EXCELeRate partnership with TCC brought to 8,724 the total hours of college credit students earned, with an estimated savings to Union families of more than \$5,000,000 since the program began in 2010.
- 22 Advanced Placement (AP) Courses were provided; 573 students took 1,090 AP exams; and 55% earned college credit by passing them.
- 11 students were recognized as National Merit or Commended Scholars, and two were named outstanding Hispanic/Latino students by the College Board.
- 73 seniors were designated as Class of 2015 Oklahoma Academic Scholars.
- 76% of Union seniors took the ACT; their average score was 21.5%.
- Thirteen seniors earned Valedictorian status by ranking in the top 1% of the class as determined by their weighted grade point average, and twelve were named Salutatorians – the top 2%.
- Three seniors were selected as candidates for the U.S. Presidential Scholars Program, and one was named one of 565 semifinalists nationwide.
- Union earned the Class 6A Championship for graduating the most Oklahoma’s Promise participants for the third consecutive year; 178 were eligible to receive scholarships.
- More than 600 seniors qualified to receive Tulsa Achieves scholarships through TCC.
- Three seventh graders won Duke TIP Grand Recognition for exceptional scores in Duke University’s Talent Identification Program - the largest program of its kind in the nation.
- *Union Career Connect* was designed to align to the district’s goal of “100% graduation, college and career ready.” The “learn to earn” model placed students in industry-based experiences that could evolve into paid internships and full-time employment. Nine students served as paid interns in manufacturing areas and 11 in automotive mechanics. Bama Companies, Inc., and APSCO offered full-time jobs to more than half of Union’s manufacturing interns following graduation, and students earned a total of 69 nationally recognized work-ready certifications.

Student Engagement: Co-Curricular Activities

- More than 14,425 Union students were involved in some form of the arts, including 6,922

elementary students who took both art and music classes. At the secondary level (grades 6-12), 1,017 were in band; 598 in orchestra; 1,401 in vocal music; 1,556 in drama; 235 in competitive speech/debate; and 2,462 in a wide variety of visual arts disciplines.

- More than 1,600 students (grades 7-12) were involved in Union's 23 competitive athletics and spirit programs, and participation jumped to nearly 2,500 in K-12 in the district's 167 non-competitive teams and spirit squads.
- High School students have many opportunities for involvement with 51 different clubs and organizations available.

Fine Arts

- The Renegade Regiment Marching Band placed 11th overall in the Bands of America Grand Nationals.
- The High School Orchestra received Superior ratings in both concert and sight reading in the OSSAA Symphony Orchestra Contest earning their fourth consecutive sweepstakes award.
- Three Union students qualified for the National Speech/Debate tournament.

Athletics

- 2015 Class 6A State Championships included:
 - o Girls' golf team for the fifth straight year
 - o Girls' soccer, and the team also finished at #1 in the top-50 FAB 50 Girls spring rankings
 - o Boys' track in the 4x200 relay
- The Highsteppers garnered another state championship bringing their program total to 31, and Junior Highsteppers finished 1st in Kick and 3rd in Jazz.
- Varsity Cheer finished as runners-up at 2015 NCA National Championships as well as runners-up at state.
- Two seniors were named to the All-State Cheerleading Squad.
- All three Highstepper seniors were named to the Oklahoma State Dance Team Director's Association (OSDTDA) Eastern All-Regional dance team. They were selected from among more than 80 girls from across the state.
- Senior Jeremy Roberts was named to the All-State East tennis team.
- Senior Chance Wenglewski won the 6A 220-lb. state wrestling championship finishing his wrestling career at Union as a 3x placer, 2x state runner-up, and the 2015 State Champion.
- Senior quarterback Mason Farquhar was named a finalist for 2014 Vype Mr. Football and was named to the Coaches All-State football team.

Financial Highlights

- In total, the district's net position* increased \$10.39 million. The net position of governmental activities** increased \$9.61 million which represents a 13.44 percent increase from fiscal year 2014 when using the restated beginning net position due to the implementation of GASB 68 and 71.

- The net position of business-type activities*** increased \$774,575 or 18.17 percent from fiscal year 2014.
- General revenues accounted for \$110.91 million in revenue or 75.60 percent of all revenues. Program specific revenues in the form of charges for services and sales, grants and contributions accounted for \$35.80 million or 24.40 percent of total revenues of \$146.72 million.
- The district had \$127.97 million in expenses related to governmental activities; only \$26.85 million of these expenses were offset by program specific charges for services, grants, or contributions. Expenses are shown in programs that are easily identifiable utilizing the current Oklahoma Cost Accounting System (OCAS) coding structure.
- Among the major funds, the general fund had \$111.15 million in revenues, \$110.64 million in expenditures, and \$1.0 million in other uses and transfers into the fund resulting in a fund balance increase of \$1.51 million. This increase is primarily a result of an increase in state and local revenue collections. The building fund had \$4.08 million in revenues, \$5.17 million in expenditures, and \$82,766 in transfers into the fund yielding a fund balance decrease of \$1.01 million. This decrease is primarily attributed to a one-time expenditure for the remodel of the operations complex. Bond fund revenues totaled \$134,121. Net bond sale proceeds were \$27 million. Expenditures in the bond fund totaled \$22.26 million. The sinking fund had \$21.58 million in revenues and \$21.9 million in expenditures.
- The net position for the child nutrition enterprise fund increased \$774,575. This increase resulted from operating revenues of \$2.16 million and non-operating revenues of \$6.97 million exceeding operating expenses of \$8.36 million.

*The *Statement of Net Position* presents information on all of the district's assets, deferred outflows of resources, liabilities, and deferred inflows of resources with the difference reported as net position.

***Governmental activities*—most of the district's programs and services are reported here, including instruction, support services, operation and maintenance of plant, pupil transportation, and extracurricular activities.

****Business-type activities*—these goods or services are provided on a fee basis to recover all of the expenses of the goods or services provided. The district's child nutrition program is reported as a business-type activity.

Business / Operations

- The Union Schools Education Foundation's endowment fund grew to approximately \$1,500,000. USEF distributed 19 grants to 20 different teachers totaling \$13,912.26.
- More than 81% of Union voters approved the district's 2015, \$27-million bond issue, allowing for future building projects, the district wide purchase of items such as textbooks, instructional technology, and equipment.
- More than 350 additional wireless access points were installed throughout the district to better meet the demand for wireless connectivity and mobile computing.

- Sixty laptop computers needed for the PLTW science curriculum were purchased for the High School science department.
- Boevers, Briarglen, Clark, McAuliffe, and Peters received complete video surveillance system upgrades to enhance the district's ability to monitor students, faculty & grounds. Features included more cameras as well as fully digital (high resolution) access through a network connection for video playback.
- Boevers, Clark, McAuliffe, and Peters had their intercom paging systems upgraded as well as new speakers installed throughout the building. The High School also had the intercom unit upgraded to complete the upgrade for that facility.
- McAuliffe, Clark, Boevers, Briarglen, and Rosa Parks each received 120 iPads to enhance literacy skills for the second grade students.

Operational Statistics 2014-2015

Transportation - More than 10,000 students rode the bus on a regular basis during 2014-2015. The district maintained a fleet of 102 school buses and 92 support vehicles. Seventy-one buses ran daily routes traveling approximately 5,455 miles per day on average, and there were 38 shuttle routes and 20 after-school routes. Activity buses traveled more than 90,000 miles during the school year.

Transportation worked with the Communications department to develop a training video for in-service training and implemented SafeSchools bus driver training for coaches who serve as drivers for athletic events. The Director of Transportation was chosen as a delegate to represent Oklahoma at the 16th National Congress on School Transportation Specifications and Procedures.

The **Child Nutrition Department** served an average of 9,750 lunches, 5,600 breakfasts, and 2,000 snacks each day. District participation increased by 6% for lunches and 12% for breakfast. The number of students qualifying for free/reduced lunch has steadily increased over recent years and is currently at 65%. The district spends approximately \$4 million for food each year including Farm-to-School produce. Of the 183 child nutrition employees, 42 were Serve-Safe certified and Culinary Arts trained.

The **Maintenance Department** was comprised of 16 specialists and 23 building engineers who maintained equipment and ensured that all district facilities were running smoothly. The licensed specialists included a locksmith, two plumbers, two electricians, five HVAC technicians, two electronics technicians, two carpenters, and a painter; and each school site had at least one licensed building engineer. The High School campus, including the UMAC, had five building engineers because of its size and large volume of day, night, and weekend activities.

The **Custodial Department** had 119 full- and part-time employees including 20 lead custodian supervisors. Custodial staff members, collectively, cleaned and maintained 3,323,544 sq. ft. of building space.

The **Grounds Department's** 14 employees maintained more than 425 acres of district property at 23 different sites. Staff members performed a very diverse number of jobs for the district including mowing, edging, landscape and playground maintenance, small asphalt and concrete repairs, snow removal, assisting with UMAC events, and serving as the district moving crew.

The **Purchasing and Supply Management Department** consisted of five employees at the Education Service Center and eight 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.

Safety and Security – More than 6,740 safety training videos were completed with a 95% successful completion rate. The SafeSchools Alert program was successfully implemented, and safety training was incorporated into substitute workshops. The district employed a Director of Security and a district Security Coordinator as well as 10 full-time Security Officers at the secondary schools and 25 part-time officers for athletic and special events.

One Broken Arrow School Resource Officer was on call daily in addition to six off-duty Tulsa Police Department officers on a rotating schedule, allowing one to patrol the district each day. The district partnered with the Tulsa Tech Criminal Justice Department to allow Tech students to shadow security officers during sporting events.

Union Multipurpose Activity Center (UMAC)

Three employees coordinated 14,056 activities throughout the district, including 128,097 room hours and 1,351,988 attendees to the events.

Facility scheduling not only encompasses the actual event but all the communications, operations, and maintenance to prepare, set up, run, and clean up every event. An estimated 34,818 activities occurred during the year, and there were 2,274 facility rentals to outside groups which involved scheduling, contracts, scheduling conflict resolution, staffing, and set up and tear down.

Construction/Facilities

- The Track project was completed including a new track surface, artificial turf football field, facility including locker rooms, restrooms, coaches' offices, concession area, and ticket office; new discus and shot throwing area, bleacher modifications, new sidewalks and plaza area, new pressbox, new scoreboard, band observation tower, new fencing, and additional landscape.
- The 6th/7th Grade Center Expansion Project, Phase 2, included nine new classrooms, a new office area and conference rooms, nurses' office, clinic, several small offices, new entry and plaza area, landscaping, resealing/restriping the entire parking lot, expansion of the bus loop plus additional sidewalks, and other finish upgrades such as new paint to beautify the campus.
- The 8th Grade Center Expansion Project, Phase 1, included a new fine arts wing, new gym, football locker room, weight room, training room, storage, new soccer space (larger locker rooms, coaches' offices, and concession area), restroom upgrades, and parking entry and exit changes to separate the 8th Grade Center parking from McAuliffe parking. Work completed over the summer included the relocation and/or replacement of underground utility lines and new entry and parking lot installation at McAuliffe.
- The Operations Complex project included a modular building for technology employees, repair and replacement of equipment and sealing the structure of all freezers and coolers in the warehouse (lighting, doors, compressors, wall and ceiling seal, floor), expansion of climate controlled area in the warehouse, a concrete floor in the white building, overhead

door and spring replacement, three areas where the parking/drive were replaced, the transportation mechanic pits were filled for safety reasons, shelving added in several areas, roof and wall repair, and exterior painting.

- The Clark and Peters floor upgrade project included an entire replacement of flooring at Clark and the replacement of flooring at Peters in the gym and cafeteria.
- Other smaller projects included cabinet replacement, softball field upgrade, minor renovations at the High School, kitchen floor replacement at the 6th/7th Grade, kitchen supply and exhaust fan replacements, parking lot sealing and striping, and freezer & cooler installations.