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UNION PUBLIC SCHOOLS

# ANNUAL REPORT





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## 2021-2022 BOARD OF EDUCATION



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



**Joey Reyes**  
**District #1**  
**2021-2026**



**Dr. Chris McNeil**  
**District #2**  
**2021-2022**



**Heather McAdams**  
**District #3**  
**2018-2023**



**Stacey Roerman**  
**District #4**  
**2019-2024**



**Ken Kinnear**  
**District #5**  
**2020-2025**

## 2021-2022 ADMINISTRATORS

Dr. Kirt Hartzler.....	Superintendent
Dr. Trish Williams .....	Chief Financial Officer/Treasurer
Charlie Bushyhead.....	Associate Superintendent
Sandi Calvin.....	Assistant Superintendent
John Federline .....	Assistant Superintendent
Chris Payne.....	Chief Communications Officer
Dr. Todd Nelson.....	Sr. Executive Director of Research, Design, and Assessment
Theresa Kiger.....	Executive Director of Elementary Education
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Lisa Griffin.....	Director of Child Nutrition
Julie Harkrider.....	Director of Accounting
Dr. Amy McCready.....	Director of Adult Education
Fred Isaacs .....	Director of Construction
Dr. Matt McCready.....	Director of Fine Arts
Scott Pennington.....	Director of Hope-Guidance-Social and Emotional Learning
Dr. Josh Robinson .....	Director of Operations
Ty Wardlow.....	Director of Safety & Security
Lindsay Smith.....	Director of Special Services
David Young .....	Director of Purchasing/Supply Management

## 2021-2022 PRINCIPALS

John Chargois, Briane Grass, Tony Tempest .....	High School
Kenneth Moore .....	Freshman Academy
Chris Ducker.....	Alternative School
Michelle Cundy.....	Eighth Grade Center
Tammy Ward/Clayton Huckle .....	Sixth/Seventh Grade Center
Bethany Harper .....	Andersen Elementary
Amy Smith .....	Boevers Elementary
Michelle Spencer.....	Cedar Ridge Elementary
Alicia Ewing.....	Clark Elementary
Chris Reynolds.....	Darnaby Elementary
Kim Berns .....	Grove Elementary
Shawna Thompson .....	Jarman Elementary
Shana Harris.....	Jefferson Elementary
Jennifer McKnight.....	McAuliffe Elementary
Becky King.....	Moore Elementary
Rita Long.....	Ochoa Elementary
Tracy Weese .....	Peters Elementary
Heather Federline.....	Rosa Parks Elementary
Alycia Pennington .....	Rosa Parks Early Childhood Education Center



# SUPERINTENDENT'S LETTER

**Dear Union Patrons,**

*"Bring on Tomorrow."* As a theme for this year's teacher Kick-Off event, these words are especially poignant given the challenges of the pandemic years. In a year when all of us so desperately wanted life to get back to normal, we could have let frustration and despair get the best of us. In typical fashion, however, Union students, teachers and staff dug deep and found the strength and fortitude to persevere. Despite difficult circumstances, we powered through, running toward the light ahead.

Once again, Union continues to blaze new trails and break through barriers. Union students, teachers, and staff demonstrated courage, resilience, and grace under pressure. I am extremely proud of their tenacity and neverending pursuit of excellence.

When you look through this Annual Report, I think you will be astounded not only by our students' academic achievements, but also their strong performance in athletics, fine arts, and other co-curricular activities. Union continues to set the bar high, never losing our focus on "100% Graduation, College & Career-Ready." While it's important that we celebrate our many achievements during the 2021-22 school year, we are keenly focused and optimistic about what lies ahead. Bring on tomorrow!







Sincerely,

Kirt Hartzler, Ed.D., Superintendent





 <p>Pursue the highest measure of quality in all that we do.</p>	 <p>Demonstrate respect and an ability to work as team members.</p>	 <p>Do what's right and aboveboard.</p>	 <p>Embrace new, effective thinking and programs.</p>
<b>Commitment to Excellence</b>	<b>Collegiality</b>	<b>Honesty, Integrity, Transparency</b>	<b>Innovation</b>

# CORE VALUES

These core values serve to guide our strategic focus and actions in accomplishing our mission

<b>Inclusiveness</b>	<b>Empowerment</b>	<b>Accountability</b>	<b>Thoughtful Planning</b>
<p>Cultivate an organizational culture of accepting children, families, and employees for who they are rather than categorizing them by income, ethnicity, or ability.</p>	<p>Help people reach their full potential.</p>	<p>Accept responsibility for achieving results.</p>	<p>Use data and district values in planning and decision-making.</p>



# MISSION

To Graduate 100% of Our Students College and Career-Ready

# STRATEGIC GOALS



These strategic goals in the following focus areas provide guidance for leadership policy decisions, development of initiatives, programs, and strategies to achieve our mission.

## Teaching/Learning

- Ensure that all students – through Union's Learning Model – have access to a high-quality instructional and supportive learning environment.
- Close achievement gaps for all learners.
- Ensure curriculum, instruction, technology, and assessment are designed and delivered with a focus on content rigor, student engagement, and continuous academic improvement.

## Partnerships

- Promote greater awareness, partnerships, and engagement among school stakeholders to enhance support of our mission and increase human and organizational capital.

## Human Capital

- Enhance student and organizational performance by attracting, supporting, and developing a world-class workforce.

## Business/Operations

- Provide quality technology and business services to optimize operations, communications, and academic results.
- Ensure the operating and capital budgets reflect our priorities as well as areas of focus to improve student achievement and fiscal responsibility.
- Promote operational/organizational safety and high-quality infrastructure to ensure effective and efficient learning and working environments.

## Culture

- Provide a physically and emotionally safe learning and work environment in support of continuous student improvement.
- Maintain a caring, professional, and ethical organization.
- Foster an atmosphere of respect and effective communication.





UNION

RED HAWKS

# OVERVIEW

Union Public Schools, with 19 sites located in portions of southeast Tulsa and northwest Broken Arrow, rose in enrollment to 15,011 students (grades Pre-K – 12) during the 2021-2022 school year. The district's enrollment numbers continue a slow recovery from a dramatic decline experienced in 2020-2021 due to the pandemic.

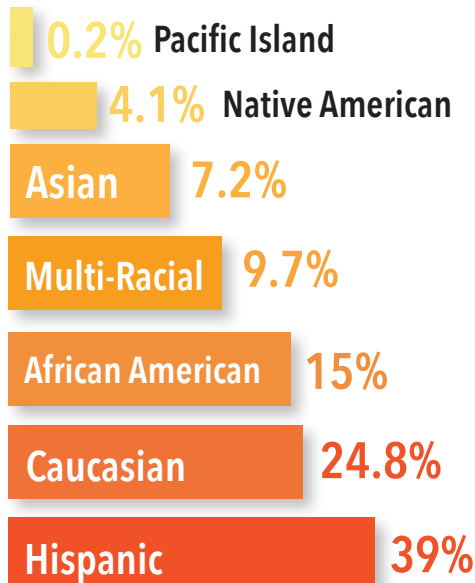
The number of business, higher education, foundation, and community partnerships investing in the district's key areas of emphasis – Early Childhood Education, Community Schools, STEM (Science, Technology, Engineering, and Math) curriculum, and College/Career Readiness – remained constant.

The district's theme for the year, "Reaching, Engaging & Inspiring" was reflected in student engagement levels that continued to soar in 2021-22. Great strides were made toward accomplishing Union's mission – "To Graduate 100 Percent of Our Students College and Career-Ready."

## Student Statistics

- In 2021-2022, Union's enrollment gained 52 students. With a 0.3% percent increase over the previous year, Union served 15,011 students – 6,927 at the elementary level and 8,084 in grades 6-12.
- Districtwide, 7,386 students (49.2%) were female and 7,625 (50.8%) male.
- In terms of racial origin, 4.1% were American Indian/Alaska Native, 15.0% African American, 9.7% multi-racial, 0.2% Pacific Islander/Hawaiian, 7.2% Asian, 24.8% Caucasian, and 39.0% of Hispanic ethnicity.
- There were 2,758 identified gifted students in grades 1-12, served by a variety of courses and programs.
- Of the graduating seniors in 2022 . . .
  - 338 took the ACT, with an average composite score of 20.43.
  - 944 took the SAT, with an average total score of 940.53.
- 2,042 students (13.6%) were enrolled in special education.
- English Learner (EL) services were provided to 2,510 elementary and 1,730 secondary students; of these students, 197 became English-proficient and exited the program. Our diverse population spoke more than 60 different languages. An estimated 27% of Union students were classified as English Learners.
- Our Extended Day Program (EDP) served 689 students at 15 sites through December 2021. Second semester saw an average of 830 students due to a shortage of qualified applicants to serve the program. Hiring bonuses were implemented to help recruit new staff.

### Student Body





# Student Statistics

- The EDP Resource Room continued to supply sites with cooking activities, STEM projects, art activities and much more to enhance our curriculum.
- All EDP sites applied and received multiple grants through the Oklahoma Department of Human Services that were offered this past school year.
- Students receiving tribal assistance continued to grow this school year. We added five sites receiving Cherokee Nation funds, for a total of 12 sites. Five sites continued to receive Muscogee (Creek) funds assistance. The tribes require that a parent request childcare assistance through them before they will extend an agreement. As those requests come in, we immediately submit the paperwork for approval for any additional sites. We also accept DHS childcare assistance at all sites for those families that qualify.
- Fall and Spring Break camps were a success this year. We brought activities to the site – including a pumpkin patch, a balloon animal artist, and a petting zoo. Summer Camp was our first time offering site field trips since COVID-19. Union's camp was full all summer with a waiting list.
- Staff development opportunities for EDP staff were limited to online training events offered by DHS and the University of Oklahoma Center for Early Childhood Professional Development and the Tulsa Child Care Resource Center. Topics included Cherokee Cultural Training sponsored by Cherokee Nation; Resilient Caregivers: 'Bouncing Back' From Stress; Building and Maintaining Relationships in Out of-School Time Classrooms; Math & Science: Learning Through Discovery & Exploration and Enhancing Nature Play: Indoors & Out.
- CPR/First Aid training was offered in person in small groups. All training was approved for formal training credit through the University of Oklahoma Center for Early Childhood Development. Each staff member is required to be a member of the CECPD registry and take 20-30 hours of training annually.
- For more than 25 years, Union Public Schools has served the community with an adult basic education program to assist adults through GED/HiSET Preparation classes and/or English language learning for non-native English speakers. During the 2021-2022 school year, Union's Adult Basic Education (ABE) program enrolled approximately 1,200 students in these classes.
- Through partnerships with local Workforce Development offices and other community agencies, the Union Adult Learning Center (UALC) embraces the opportunity to serve students not only in Tulsa, but also in the neighboring communities of Claremore, Muskogee, Owasso, and Pryor. These partners include, but are not limited to, Community Action Project of Tulsa (CAP), Workforce Tulsa, Tulsa Technology Center, Tulsa Community College, Goodwill Industries, Salvation Army, Women in Recovery, Family and Children's Services, Rogers State University, Workforce Pryor, Workforce Muskogee, Muskogee Public Schools, Owasso Public Schools, Whirlpool Inc., and TRiO.
- The Pearson Vue Testing Center at UALC offers various certification testing for individuals including teacher certification testing and high school equivalency (HSE) testing. During the 2021-2022 school year, nearly 2,200 HiSet, GED and/or Pearson tests were given, with approximately 200 individuals earning their High School Equivalency diplomas.



# Employee Statistics & Achievement

- Union employed 1,013 teachers, 893 support personnel, and 78 administrators. Of the district's 78 administrators, 91% had a master's degree or higher. Of the teaching and administrative staff, 41.4% held graduate-level degrees – 433 with master's degrees and 19 with doctorates.
- Fifteen teachers held National Board Certification.
- The district welcomed 124 new teachers for the 2021-2022 school year.
- The ethnic diversity among the staff was 7% African American, 6% American Indian, 14% Hispanic, 3% Asian, and 70% Caucasian/other. Four hundred and twenty-three were male and 1,545 females.
- Rebecka Peterson, a math teacher at Union High School, was named the 2021-2022 State Teacher of the Year. Tulsa County Commissioners also recognized her with a proclamation in her honor.
- Kelsey McAfee, 8th grade English teacher, was named District Teacher of the Year.
- Candyse Walker, child nutrition chef for Union Schools, was named Support Employee of the Year.
- Ellen Ochoa music teacher Kelly Morris wrote and published her first book, *If I Were Made of Glass: Poetry Collection*.
- Tamarah Danzy, science teacher and cheer coach, was honored with a Milken Educator Award, one of the profession's top national teaching honors. Only 63 educators nationally received this award, and only two from Oklahoma were awarded this year. She received \$25,000 and a host of professional development resources.
- Michael Lewis, 7th grade science teacher, received a \$10,000 grant from Fund for Teachers (FFT). With the grant he will research how the Hawaiian Islands' geological, geographical, and atmospheric conditions affect its supply of renewable and non-renewable resources. He will use this data to create inquiry learning that leads to students' understanding and application of modern scientific and engineering advances that simultaneously reduce carbon footprints and enhance local and global economies.



- Amanda Peregrina, district bilingual liaison for Union Public Schools, was appointed to the Tulsa City Human Rights Commission. She will help advise the City of Tulsa on issues related to Spanish-speaking families and their needs.
- Jessica Hogaboom, lead counselor at Union, was the Spotlight Counselor of the Month through the Oklahoma State Department of Education in October.
- John Federline was named an assistant superintendent.
- Erika McGhee was named Union High School Theater Director.



## • **Coach of the Year Honors**

- Associate Athletic Director Steve Dunlap was inducted into the Oklahoma Coaches Association's 2022 Hall of Fame.
- **Tyler Ashley** – Tennis – Oklahoma Coaches Association Region 7 Coach of the Year
- **Tim Dial** – Track – Oklahoma Coaches Association Region 7 Coach of the Year
- **Lynne Gorman** – Swim – Oklahoma Coaches Association Region 7 Coach of the Year
- **Joe Redmond** – Basketball – Oklahoma Coaches Association Region 7 Coach of the Year
- **Jonathon Sutmiller** – Junior High – Oklahoma Coaches Association Region 7 Coach of the Year
- **Tamarah Danzy** – Cheer – Oklahoma Coaches Association Region 7 Coach of the Year
- **Tanner Bushyhead** – Golf – Oklahoma Coaches Association Region 7 Coach of the Year
- **Emily Barkley** – Athletic Director – Oklahoma Coaches Association Region 7 Coach of the Year
- **Emily Barkley** – Athletic Director – Oklahoma Coaches Association Athletic Director of the Year
- **Darin McAfee** – OWCA/NWCA Girls Coach of the Year



- High School Principal John Chargois was recognized with a Tomás Rivera Latinx Excellence in Education Hero Award, presented by The Greater Tulsa Area Hispanic/Latinx Affairs Commission.
- Superintendent Dr. Kirt Hartzler was appointed by State Superintendent of Education Joy Hofmeister to the State Concurrent Enrollment Task Force. The task force has been directed to study and make recommendations regarding current and future concurrent enrollment needs of the state and pathways for awarding degrees and certificates through concurrent enrollment.
- Superintendent Dr. Kirt Hartzler was a featured presenter at a national symposium April 23, in San Diego on the topic of how to close the graduation gap through "A Culture of Us." The talk was part of the national American Education Research Association education conference. The symposium focused on three public school districts that have equalized educational opportunities for all students.
- Superintendent Dr. Kirt Hartzler and Brittany Hamilton, Union's 2019-2020 Union Public Schools District Teacher of the Year, were honored by Oral Roberts University. They were recognized during a hooding ceremony at the Global Learning Center. Dr. Hartzler received the Dedication to Education Award from the ORU College of Education and Ms. Hamilton, a teacher at Andersen, was recognized as an ORU Outstanding College of Education Alumni after winning the Union District Teacher of Year in only her third year of teaching.
- The Association of School Business Officials International (ASBO) recognized Union Public Schools Independent District I-009 for excellence in budget presentation with the Meritorious Budget Award (MBA) for the 2021-2022 budget year. This is the second year in a row Union has won this honor.
- Kurt Frentzel, assistant manager of accounting, earned the Certified Administrator of School Finance and Operations certification.
- Jessica Wright, senior manager of financial reporting, earned the Certified Administrator of School Finance and Operations designation.
- The Certificate of Achievement for Excellence in Financial Reporting – the top recognition in governmental accounting and financial reporting – was awarded to Union's Finance Department by the Government Finance Officers Association (GFOA) of the United States and Canada. This is the 30th year in a row that Union has won this honor.
- One hundred and ninety children participated in programs at the Rosa Parks Early Childhood Education Center. Districtwide, 693 four-year-olds enrolled in Pre-K classes.

# Teaching & Learning

## Early Childhood Education

- Oklahoma moved up three places to rank second in the country for Pre-K access for 4-year-olds, according to a report by the National Institute for Early Education Research (NIEER). While overall enrollment was down due to the pandemic, Oklahoma served 74% of eligible 4-year-old children and 16% of eligible 3-year-old children through public Pre-K and Head Start programs. In addition, Oklahoma was named a leader in policies to support standards for high-quality Pre-K education. Only 11 states met at least nine of the 10 benchmark categories, which include academic standards and staff professional development.
- “Oklahoma’s Pre-K program has a history of excellence because our educators know academic success begins with a strong start in reading and math,” said State Superintendent of Public Instruction Joy Hofmeister. “Oklahoma’s preschool program has weathered the pandemic far better than many other states, and I’m proud of our educators who have stayed focused on our youngest students.”
- Oklahoma is one of the few states requiring Pre-K teachers to hold a bachelor’s degree with teaching certification, and it ensures them equal pay with other grade-level teachers. Pre-K teachers in Oklahoma also have the same professional development opportunities as other teachers at the state level. Oklahoma launched its Early Childhood Four-Year-Old Program in 1980, years ahead of the rest of the country. In 1998, Oklahoma became only the second state to offer Pre-K for all 4-year-olds, with 100% of school districts participating.

## Schools

- All Union Elementary Schools were recognized as “Project Lead The Way” Distinguished Schools. PLTW recognizes Union Public Schools for empowering their students to unlock their potential by developing the in-demand, real-world knowledge and skills necessary to thrive in life beyond the classroom.
- About 50 high school seniors from Union and surrounding districts participated in a mini-summit hosted at Union High School by Black Men in White Coats to encourage more minority students to consider careers in medicine. The event included hands-on activities to reinforce skills used by health care professionals. Along with practicing CPR on dummies, putting personal protective equipment on as fast as possible and channeling MacGyver to make casts out of cardboard boxes and bubble wrap, one station used Styrofoam cups, orange juice, oranges and Ziploc bags to teach students how to safely break a pregnant woman’s amniotic sac without injuring the fetus.
- Oklahoma State Sens. Dave Rader (R-39) and John Haste (R-36) toured the Union High School Freshman Academy to learn about some of the school offerings. During the tour, the senators visited several classrooms and learned about Union’s programs in building construction, early college high school, Newcomers, Modern Classrooms and finished with a question-and-answer session.
- Representatives with the Modern Classroom Project (MCP) toured three sites – UFA, 6/7th Grade Center, and Union High School to see how some teachers are using its strategies to teach students. In the MCP model, educators implement more self-paced, mastery-based instructional models through technology to reach students, recognizing that students learn at different rates. Under this strategy, teachers can spend more time helping individual students while allowing other students to continue to the next assignment.
- Ellen Ochoa Elementary was awarded a five-year 21st Century Community Learning Center Grant in the amount of \$1.38 million, as one of 20 new recipients in Oklahoma. The recipients join 36 returning grantees for a total federally-funded allocation of \$13.5 million this year, according to the Oklahoma State Department of Education





# Teaching & Learning

## Schools

- Two hundred-fifty Special Needs students participated in the “Choose to Include” event at the UMAC. The event featured a number of games around the UMAC, with families having lunch afterwards.
- In its first year partnering with Union Public Schools, Reading Partners Tulsa was able to start four new reading centers at Roy Clark, Grove, McAuliffe, and Peters Elementary. Throughout the year, they worked collaboratively with teachers and reading specialists to make sure students were referred, while promoting volunteer opportunities with their own partners to ensure students get the support they need. Each of these four reading centers has enrolled more than 30 students, and at the midyear point more than 70 percent of Union students enrolled in Reading Partners had met their midyear Primary Literacy Growth Goals and mastered the foundational skills of reading. Union also received a partnership award from Reading Partners – “Valued Volunteer – for Data Drives Decisions.”

## Community Schools

Union uses the Community Schools model to equalize the playing field for students and families by removing barriers to learning and by providing access to basic needs and layered supports.

During the 2021-2022 school year, Union’s eight full-service community schools partnered with over 100 community organizations to support students, families, and teachers. A community school coordinator at each school oversees delivery of services and coordinates partnerships with local agencies to provide comprehensive academic, social, and health supports for students and families. Schools serve as hubs for programming and connect students and families to resources they need. Offering these opportunities at the school creates an environment where students and families feel safe, supported, and engaged.

## Out-of-School-Time Program

Union collaborates with providers and teachers to offer a diverse portfolio of academic and enrichment programs for students in kindergarten through fifth grade. Programs are offered throughout the school year and summer. Students receive a healthy snack, opportunity to complete homework, access to enrichment programs, and transportation home. Union’s afterschool programs support the development of social and emotional competencies and 21st century skills, both of which help students navigate personal and professional environments. Afterschool programs increase student access to experts in various professional fields and help build competencies that prepare students to be successful in their education and future careers. This goal is closely aligned with the district’s mission of “100% graduation, college and career-ready.”

### During the 2021-2022 school year:

- 2,133 students participated in afterschool programs at Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ochoa, and Rosa Parks elementary schools
- 228 students participated in summer enrichment camps such as Sports Camp, Camp T-Square, Ahha Creative Camp, Camp Loughridge, and YMCA
- 60 STEM programs
- 85 academic and tutoring programs
- 52 health and wellness programs
- 42 youth development/leadership programs
- 24 fine arts programs

### Impact of afterschool programs:

Afterschool programs were successful in supporting and building 21st Century Skills for students who participated. Students responded favorably to the statement: “After-school programs helped me ...”

- Become a better leader – 71%
- Get better at doing my best – 78%
- Work better with others – 77%
- Think more about others before I act or speak – 63%
- Become a better problem solver – 68%

As a result of participating in afterschool programs, students also reported favorably to:

- Being more excited about coming to school – 76%
- Getting to try new things- 88%
- Doing things they did not think they could do before – 74%
- Starting to think about what they want to do when they grow up – 64%
- Learning about STEM – 67%
- Being more interested in taking STEM classes when they are older – 63%
- Being able to see themselves in a job within the STEM field – 62%
- Understanding how STEM can help their communities – 62%





# Teaching & Learning

## Early Childhood Programs

Tulsa City-County Library's Youth Services Department distributed 3,792 books to 474 pre-kindergarten students in 22 classrooms at Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ochoa, and Rosa Parks elementary schools. This project is funded by the Krueger Charitable Foundation through the Tulsa Library Trust.

- One hundred twenty-seven students received books written in Spanish and 347 students received books in English.
- Twenty-two classroom teachers and eight school libraries also received monthly copies of books distributed to the children.
- Twenty-one families participated in Baby Book Club.
- Two hundred thirty students attended Pre-K Camp, which helps incoming students get ready and excited for Pre-K. This program is supported by Union Schools Education Foundation.

## Parent and Family Engagement

There were nearly 140 combined opportunities for parent and family engagement at Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ochoa, and Rosa Parks. The combined Parent-Teacher Conference participation rate was 91.6%.

## Basic Needs

Union is committed to ensuring equity for all students. External factors such as food insecurity and access to healthcare can impact a child's ability to learn. Community schools at Union connect students and families to resources.



- Assistance League of Tulsa's signature program, Operation School Bell, provided 450 students with new clothing, shoes, and hygiene kits
- The Food for Kids Backpack Program provided 384 food-insecure students with food every weekend
- Union partnered with James Mission and other faith-based partners to distribute holiday presents to 700 students
- One hundred fifty-eight families received meal assistance during the holidays
- Students and families have access to two school-based health clinics (one at Rosa Parks and another at Ochoa Elementary)
- Over 3,800 students received free vision screenings through Vizavance
- Over 2,000 students received free hearing screenings through the University of Tulsa
- In partnership with Harrel Eye Care, the district provided 14 vouchers for free eye exams and glasses to students without the means to pay
- Three hundred twenty-seven individuals provided for emergency needs such as food, clothing, hygiene kits, coats, etc.
- Distributed 32 car seats and provided diapers and formula for 88 children in partnership with Emergency Infant Services

## Community Partner Appreciation Breakfast

- 200 guests attended Union's annual Community Partner Appreciation Breakfast. The featured guest speaker was Oklahoma State Teacher of the Year, Rebecka Peterson. Union's Child Nutrition Department catered the breakfast. Union orchestra and theater students provided entertainment

# Teaching & Learning

## STEM (Science, Technology, Engineering, Math) Curriculum

- All 13 of Union's elementary schools were recognized at Project Lead the Way's Distinguished School Launch Program for 2021-2022.
- Robotics continues to grow at Union, beginning with several FIRST Lego League groups at the elementary level. The Bazinga Project and Project Agnizab for grades 8-12 are aimed primarily at middle school students, creating our FIRST Tech Challenge robotics team. Both compete to solve real-world problems using STEM and problem-solving skills, learning to work together as a team. UBotics, Union's High School Robotics Team for grades 9-12, came together to design, program, and build a robot that meets specific criteria to accomplish tasks in FIRST Robotics Competitions.
- STEM course offerings were expanded for the 2021-2022 school year. In the 6th and 7th grade, components were added to all three STEM pathways: engineering, computer science, and biomedical. Also, Flight & Space has been added as a new engineering course for the 7th grade.

## College/Career Readiness



- One thousand forty-four students graduated in the Class of 2022.
- Seniors of The Year were: Rigoberto Gonzalez, Jr., and Destiny Reyes.
- Senior Meghana Venkatesha was named an Academic All-State Student by the Oklahoma Foundation for Excellence.
- For ten consecutive years, Union Public Schools has been recognized by the Oklahoma State Regents for Higher Education as the Oklahoma's Promise 2021 State 6A Champion for having 191 seniors from the class of 2021 qualify for the Oklahoma's Promise Scholarship.
- Eleven seniors were named National Merit Semifinalists (2021-2022) and all were named National Merit Finalists: Ashwin Chandrasekar, Tammy Dao, Annelise Huynh, Fraz Javed, Ariana Kim, Duy Nguyen, Julie Phung, Honor Plumlee, Reeya Ramasamy, Meghana Venkatesha, and Jacob Wise.
- Seniors Eduardo Barreda and Jacob Griffiths were recognized as Commended Students as part of the 2022 National Merit Scholarship Program.
- Twenty-six students completed more than 200 hours of community service during their four years of high school, earning the distinction of a Community Service Graduate: Ashwin Chandrasekar, Teresa Dan, Tammy Dao, Rigoberto Gonzalez Jr., Bryson Head, Jason Hicks, Annelise Huynh, Shaariq Iqbal, Ankit Jallipalli, Fraz Javed, Chandini Kanderi, Sungwon Lee, Afton Locker, Duy Nguyen Hoang, Rohit Nikam, Lilu Padilla Milanez, Khushi Parekh, Julie Phung, Honor Plumlee, Reeya Ramasamy, Viviana Rodriguez, Alexander Rossow, Mahnoor Saeed, Chaudhry Sher, Meghana Venkatesha, and Olamide Yinusa.
- The 2021 Distinguished Graduates for outstanding academic achievement and service to school and community are: SK Ahmed, Ashwin Chandrasekar, Aaralyn Christie, Teresa Dan, Tammy Dao, Hou Haokip, Annelise Huynh, Shaariq Iqbal, Laybah Iqbal, Chandini Kanderi, Ariana Kim, Jennifer Le, Sungwon Lee, Nikhil Mathew, Duy Nguyen Hoang, Rohit Nikam, Jett Ors, Jacob Osifeso, Khushi Parekh, Alexander Passoni Torres, Julie Phung, Honor Plumlee, Reeya Ramasamy, Destiny Reyes, Chaudhry Sher, Jaila Smith, Emma Thomas, Vincent Tran, Hannah Varickappallil, Meghana Venkatesha, Kelly Vu, and Olamide Yinusa.
- Ten High School students were named National Hispanic Recognition Program Scholars: Daniel Flores, Destiny Reyes, Eduardo Barreda, Eduardo Perez, Fernando Gaona, Gonzalo Barreda, Isabelle Trevino, Shane Houtmann-Harper, Sianna Dunn, and Ximena Maya Trevizo.
- Three High School students were named National African American Recognition Program Scholars: Destiny Reyes, Olamide Yinusa and Raelenn Muldrow.
- Claire Bagett of Union High School was named a National Indigenous Recognition Program Scholar.
- Twenty-seven seniors earned Valedictorian status by ranking in the top 1% of their class as determined by their weighted grade point average, and eighteen were named Salutatorians, the top 2%.



# Teaching & Learning

## College/Career Readiness

- In December 2020, the Union school board voted that students with a weighted GPA of 5.00 and above will be designated as valedictorians. Students with a weighted GPA of 4.80-4.99 will be designated as salutatorians.
- Sixty-five students were named Academic Scholars in 2021-2022.
- Since its inception in 2014, Union Career Connect has garnered more than 1,450 nationally recognized certifications for 435 students in fields which include, but are not limited to: Manufacturing, Automotive, Informational Technology, Culinary, Early Childhood Education, Law Enforcement, and Construction.
- In 2021-2022, twenty-three Advanced Placement (AP) courses were provided, and 307 students took a total of 566 exams. Two hundred thirty-five students (76%) earned a score of "3" or higher. Ninety-three students received AP Scholar recognition with an average score of 3.69. Of the 93 AP Scholars, 23 students earned National AP Scholar with Distinction recognition with an average test score of 4.17 on five or more exams.
- Students attending college classes offered at the Union Collegiate Academy (UCA) through a dual credit partnership with Tulsa Community College have earned 21,231 credits since the program began in 2010.
- The EDGE (Earn a Degree, Graduate Early) program, one of the first in the state of Oklahoma – in partnership with Tulsa Community College – has 188 students enrolled. There are currently 35 seniors who have earned 30-38 hours of college credit, 45 juniors who have earned up to 9 hours of college credit, 46 sophomores who are working on their first 6 hours of college credit, and 62 freshmen who are learning what it takes to be a college student in high school. Each student enrolled in EDGE has the opportunity to earn an associate degree by the time he/she graduates from high school. Forty-seven students have earned an associate degree in the first two graduating cohorts.
- Thirty-one Union seniors in the second cohort of the EDGE program graduated with both an associate degree and their high school diploma: Naomi Adeolu, Senitha Adikaram, Sk Irfan Uddin Ahmed, Anayah Carr, Omar Carreno, Cassie Cussen, Nychelle Grayson, Hou (Sam) Haokip, Erin Hillhouse, Kaiden Ivey, Ghazal Khan, Josue King, Madison LaPointe, Alexis LeClair, Adrian Marquez Trevizo, Keirsten Metcalf, Lauren Meyer, Rohit Nikam, Eduardo Perez, Diana Pineda, Audrev Roerman, Kathleen Salas Roldan, Joseph Terrell, Michael Thompson, Vivian Torres, Isabelle Trevino, Angie Vasquez, Ricardo Velez, Raiya Washington, Derek Yang, and Mistura Yinusa.
- Beyond U Senior Conference was held in September at Oklahoma State University-Tulsa. The one-day event provides seniors the opportunity to attend breakout sessions of their choosing on a variety of topics related to college, careers, and successful "adulting."
- Union High School students Ana Medina, Lilo Padilla, Michelle Escobedo, and Rigoberto Gonzalez were honored as scholars at the Tomás Rivera Latinx Excellence in Education Awards. This year's theme was "Education Empowers You" and focused on the importance of education as a pillar to success and personal growth. The scholar category is described as Latinx students in their junior or senior year of high school with a grade-point average of 3.0 or higher, with 90-percent attendance in the first semester of their senior year and who have demonstrated exceptional leadership in extracurricular activities both in school and in the community.
- Union Virtual saw a significant drop in students choosing virtual school during the 2021-2022 School Year, one year after the height of the pandemic. Participation dropped to about 450 students from a high of almost 3,500 students in 2020-2021. All secondary students were moved to the Canvas platform instead of Edgenuity, using the content we purchased from Flexpoint (formerly Florida Virtual). The district utilized our own teachers who taught both in person and virtual classes. In elementary, federal ESSER funds were used to purchase instructional services from Edgenuity. For this program, Edgenuity provided the teaching staff while Blake Martin, our elementary virtual coordinator, facilitated parent communication and monitored student progress within the program.





National Merit Semifinalist Students





# Student Engagement: Co-Curricular Activities

- Union hosted an informal “topping out” ceremony to celebrate placing the highest beam, signed by UHS band students, in the new Fine Arts/band building that will cap the north end of Union’s new football stadium.
- Overwhelmingly, students voted in favor of Redhawks as the choice for the district’s new mascot, with 80.7 percent of students in grades 6-12 voting decisively for the red-winged predator versus 19.3 percent for the bison mascot. When fourth and fifth grade student votes were included, the Redhawks received 72.5 percent of the vote, and the bison 27.5 percent. On Nov. 8, 2021, Union’s Board of Education voted unanimously to approve the new Redhawks mascot.
- Union students voted decisively in favor of the proposed Redhawks logo designed by student Caiden Morales, a junior at Union High School and Union “lifer” who has been at the district since Pre-K at Peters Elementary. The Board of Education followed suit, unanimously approving the design. “I am really proud of the work that has been done to take us in this new direction as the Union Redhawks,” said Superintendent Dr. Kirt Hartzler. “This stellar design – by one of our own students – will enable us to soar into the future with a mascot of which we can all be proud. I think it does a great job of capturing Union’s spirit of fierceness, while aspiring to excellence in all that we do. GO REDHAWKS!”



- Union Public Schools’ Bikes for Kids program provided a hands-on chance for some of its students to use their classroom lessons while helping their community. After taking 2020 off due to COVID-19, Union Public Schools’ automotive and manufacturing students once again fixed up gently used donated bicycles that will go to elementary students in need.
- High School students participated in the “Breaking Down Walls” program at the UMAC. The program seeks to bring students closer together as part of the High School’s effort to foster an atmosphere of understanding and acceptance. Breaking Down the Walls is a powerful, interactive program that creates a unique environment of self-reflection and community building. By working with a cross-section of their peers, students learn they are not isolated from, but rather a part of a community that needs each other to be fully successful. The Breaking Down Walls program is a unique opportunity for students and staff to connect, share stories, and realize “it’s hard to hate someone whose story you know.”
- Seniors Duy Nguyen Hoang and Reeya Ramasamy were named Mr. and Miss Union for Union High School. Being named Mr. and Miss Union is considered the highest honor a student can receive at Union High School.
- As part of the annual Senior Walk, nearly 600 seniors boarded buses and returned to a previous school they had attended. There, they reunite with past teachers and encourage younger students to continue learning so they, too, can graduate one day.
- Union High School students Caleb Barrows and Destiny Reyes each received a 2022 State Superintendent’s Award for Arts Excellence in instrumental music.

## Fine Arts Achievements

- UHS Senior Honor Plumlee placed 1st in photography and 2nd place in sculpture in the Broken Arrow Rose Art Festival
- Karen Sullivan, elementary music teacher, was named Darnaby Teacher of the Year
- 10 students named as OkMEA all-state musicians (band, orchestra, and choir)
- Cast of the All-School Musical “Freaky Friday” persevered through a one week delay due to a February snowstorm to present three spirited shows for receptive and celebratory audiences
- Middle School Musical “Frozen” performed two shows to sold-out audiences.
- Many students qualified to participate in the OSSAA State Solo & Ensemble Festival held at Oklahoma State University, with band and orchestra earning a total of 45 superior ratings
- Spring contest trips resumed after several years off with middle and high school ensembles visiting Colorado Springs, Colo.; Branson and St. Louis, Mo.; Dallas, Texas; and numerous locations within Oklahoma
- Union Winter Guard won several WGPO shows during their competitive season as well as participating at WGI Nationals in Dayton, Ohio, earning a position in the Semi-Finals competition



# Student Engagement: Co-Curricular Activities

- High School Theater hosted and won many individual and group awards at their One-Act Play Competition in October
- Construction continued on the new band building with expected completion over the summer
- Union continued its partnership with Tulsa Symphony Orchestra, providing musical interaction for students at Rosa Parks Early Childhood Center
- The Carnegie Hall Link-Up Program served 4th grade students throughout the district. In May, the Tulsa Symphony Orchestra performed in-person at the Tulsa Performing Arts Center as part of this initiative.
- Forty-two Union High School band students made the All-Region Honor Band
- Speech and debate students qualified to compete in the National Tournament hosted in June in Louisville, Ky.
- The YouthArts Visual Art Show resumed after a two-year hiatus with record crowds and the number of student artists being featured
- The Renegade Regiment, Union's marching band, returned to competition at the Bands of America St. Louis Super Regional earning a spot in the finals competition
- The Renegade Regiment made its second appearance in the Macy's Thanksgiving Day Parade. The students performed before an estimated 3 million spectators in NYC as well as over 50 million on television. The group also hosted a special concert in Central Park.

## Student Engagement:

Approximate number of students participating in fine arts (2020-2021)

- Every K-5 student participated in Music & Art: 6,298
- Visual Art (Grades 6-12): 1,763
- Band (Grades 6-12): 890
- Drama (Grades 6-12): 569
- Orchestra (Grades 6-12): 479
- Speech/Debate (Grades 7-12): 91
- Vocal Music (Grades 6-12): 452
- Total: Approximately 10,542 students

## Athletic Achievement

- Union Public Schools' Athletic Department was the recipient of the National Athletic Trainers' Association (NATA) Safe Sports School Award. The award champions safety and recognizes secondary schools that have met the recommended standards to improve safety in sports. The award reinforces the importance of providing the best level of care, injury prevention, and treatment.
- Stephanie Pereff made Union history as the first female to kick and score for Union Football.

### OCA All-State Athletes

- |                                    |                                    |
|------------------------------------|------------------------------------|
| • Hudson Birch, baseball           | • Alleysia Jiles, girls soccer     |
| • Jadyne McNealy, baseball         | • Abigail McMahon, swimming        |
| • T.K. Pitts, girls basketball     | • Trenton vonHartitzsch, swimming  |
| • Keirsten Metcalf, cheer          | • Savanna Rogers, girls tennis     |
| • Tywana Lark, dance               | • Ashley Pacilio, girls tennis     |
| • Antonio Smith, football          | • Ashwin Chandrasekar, boys tennis |
| • Gabe Ford, football              | • Nolan Hance, boys tennis         |
| • Jaycee Foor, slow-pitch softball | • Tierney Jackson, volleyball      |
| • Makenzie Malham, girls soccer    | • Noah Smith, boys wrestling       |



# Student Engagement: Co-Curricular Activities

## Athletic Achievement

### Oklahoma Baseball Coaches Association All-State

- Hudson Birch
- Jadyn McNealy

### Oklahoma Girls Basketball Coaches Association Large East All-State

- TK Pitts
- Sydney Smith

### Oklahoma Football Coaches Association All-Star By Class

- Jackson Jennings
- Gabe Ford

### Individual Awards

- Makenzie Malham, Oklahoma NIAAA Scholarship/Essay Award Winner
- Jayden Rowe, 2021-2022 Gatorade Oklahoma Track & Field Athlete of the Year
- TK Pitts, FVC Player of the Year and Defensive Player of the Year
- All-World Girls Basketball Player of the Year – TK Pitts
- All-World Boys Swimmer of the Year – Trenton vonHartitzsch
- All-World Girls Wrestler of the Year – Kali Hayden
- All-World Girls Scholar Athlete of the Year – Makenzie Malham
- All-World Swimmer of the Year- Honorable Mention – Bryce LaFollette
- All-World Second Team Member – Abigail McMahon
- National Merit Finalist – Honor Plumlee
- National Merit Finalist – Reeya Ramasamy
- National Merit Finalist – Ashwin Chandrasekar

### OSSAA Academic Awards

- Soccer (girls), Academic Achievement Award, cumulative GPA of 3.25 or above
- Swimming (girls), Academic Achievement Award, cumulative GPA of 3.25 or above
- Swimming (boys), Academic Achievement Award, cumulative GPA of 3.25 or above
- Tennis (boys), Academic Achievement Award, cumulative GPA of 3.25 or above
- Tennis (girls), Academic Achievement Award, cumulative GPA of 3.25 or above

### OSSAA State Team Finishes

- |                                      |  |
|--------------------------------------|--|
| • Girls Wrestling – State Champs     | • Boys Soccer – State Quarterfinalist  |
| • Girls Basketball – State Runner-Up | • Baseball – Regional Runner-Up  |
| • Boys Track – State Runner-Up       | • Football – State Runner-Up   |
| • Girls Track – 4th place            | • Highsteppers – Contest of Champions Nationals –<br>Runner-Up National Champions Kick |
| • Boys Tennis – 3rd place            | • Pom – 4th place at Nationals   |
| • Girls Tennis – 6th place           | • Cheer – 4th place at Nationals   |
| • Girls Soccer – State Semi-Finalist |  |







# Student Engagement: Co-Curricular Activities

## Athletic Achievement

### Individual State Runner-Ups or Champions

- 4x100 Relay – Brannon, Rowe, Banks, Thompson – State Runner-Up
- 4x200 Relay – Brannon, Thompson, Brown, Banks – State Runner-Up
- 4x400 Relay – Gothard, Rowe, Brown, Martin – State Runner-Up
- 100m Dash – Jayden Rowe – State Champ
- 200m Dash – Jayden Rowe – State Champ
- 200m Dash – Sidney Smith – State Runner-Up
- 100m Hurdles – Kendall Hicks – State Runner-Up
- 330m Hurdles – Kendall Hicks – State Runner-Up
- Shot Put – Amiyah Norwood – State Champ
- Shot Put – Gabe Ford – State Champ
- Discus – Gabe Ford – State Runner-Up
- High Jump – Tierney Jackson – State Runner-Up
- 100m Dash – Set a school record – KayVeonna Jackson
- Girls Wrestling – Azreal Smith – State Runner-Up
- Girls Wrestling – Chanelle Alburg – State Runner-Up
- Girls Wrestling – Kali Hayden – State Champ
- 100-yard Breaststroke – Trenton vonHartitzsch – State Champ
- 100-yard Freestyle – Trenton vonHartitzsch – State Champ

### Collegiate Signings

#### Baseball

- Hudson Birch, Carl Albert State College, Poteau, Okla.
- Canyon Keller, Northeastern State University, Tahlequah, Okla.
- Jadyne McNealy, Cowley College, Arkansas City, Kan.
- Preston Petty, Northeastern State University, Tahlequah, Okla.

#### Basketball- Girls

- Desiree Marshall-Penny, Ottawa University, Ottawa, Kan.
- Takayla “TK” Pitts, Southern Methodist University, Dallas, Texas

#### Esports

- Brandon Reed, Rogers State College, Claremore, Okla.

#### Football

- Rovaughn Banks, Abilene Christian University, Abilene, Texas
- Makhai Belt, University of Central Oklahoma, Edmond, Okla.

- Tyler Cowan, University of Central Oklahoma, Edmond, Okla.
- Jackson Jennings, Ouachita Baptist University, Arkadelphia, Ark.
- Jayden Rowe, University of Oklahoma, Norman, Okla.
- Da’Monn Sanders, Northeastern State University, Tahlequah, Okla.
- Junior Smith, University of Central Oklahoma, Edmond, Okla.
- Will Thomas, New Mexico State University, Las Cruces, N.M.

#### Golf

- Cierra Tunley, Sterling College, Sterling, Kan.

#### Soccer

- Raquel Fanelli, Oklahoma Christian University, Edmond, Okla.
- Allieysia Jiles, University of the Ozarks, Clarksville, Ark.
- Makenzie Malham, University of Arkansas, Fayetteville, Ark.
- Stephenie Pereff, University of Texas at El Paso, El Paso, Texas
- Hailey Stage, Northern Oklahoma College, Tonkawa, Okla.

#### Softball

- Jaycee Foor, Northern Oklahoma College, Enid, Okla.
- Sydney Owens, Carl Albert State College, Poteau, Okla.

#### Swim

- Abigail McMahon, Ouachita Baptist University, Arkadelphia, Ark.
- Trenton VonHartitzsch, New York University, New York City, N.Y.

#### Track

- R.J. Brown, Pittsburg State University, Pittsburg, Kan.
- Kyndall Hicks, Oklahoma Baptist University, Shawnee, Okla.

#### Volleyball

- Tierney Jackson, West Virginia University, Morgantown, W.Va.
- Maddi LaPointe, Pittsburg State University, Pittsburg, Kan.



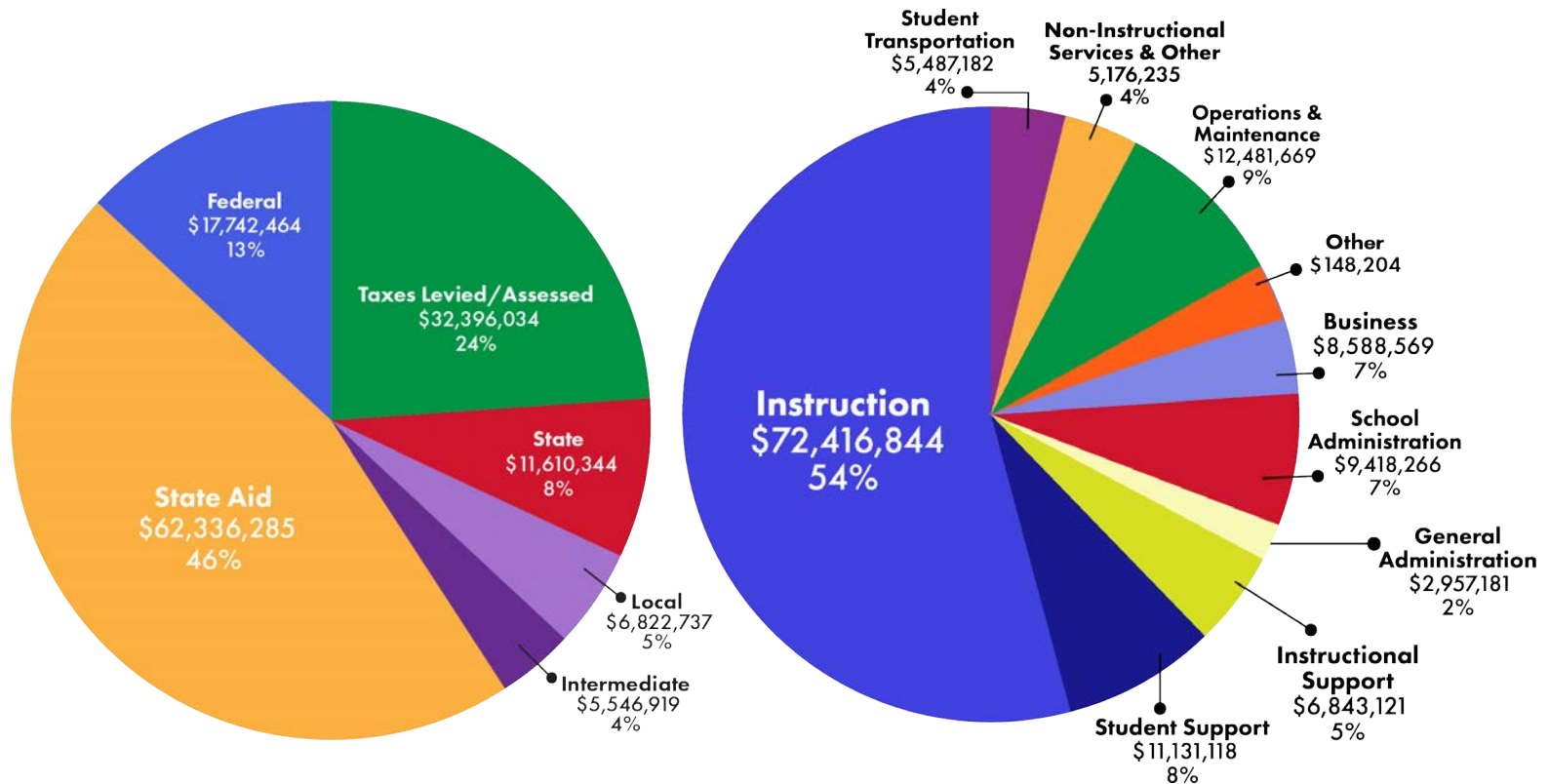




# Financial Highlights

## FY 2021-22 Revenues and Expenditures for the General Fund:

- For FY 2021-22, the General Fund (the District's main operating fund), reported revenues of \$136,454,784 and expenditures of \$134,648,388.
- Foundation (Formula) State Aid, the district's single largest source of operating revenue, was \$49,265,144.
- Ad Valorem revenues of \$32,396,034 were received in the General Fund based on the district's NAV (Net Assessed Valuation) of \$911,194,842.
- Total bonded indebtedness as of June 30, 2022, was \$96,009,625 (principal and interest). Union maintains an excellent bond rating of AA+



## Finance Division Highlights:

- Ms. Becky Byers, CPA, Ms. Jessica Wright, CPA, and Mr. Kurt Frentzel have each received the School Finance and Operations (SFO) certification from the Association of School Business Officials International. Only four individuals in the state of Oklahoma have earned this honor.

## The Treasury, Budget, and Financial Reporting Department:

- The Certificate of Achievement for Excellence in Financial Reporting, the top recognition in governmental accounting and financial reporting, was awarded to the Finance Division by the Government Finance Officers Association (GFOA) of the United States and Canada. The district has received the award every year since 1992.
- Union also 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. They have received the award every year since 1991.
- The Association of School Business Officials International (ASBO) recognized Union Public Schools for excellence in budget presentation with the Meritorious Budget Award (MBA) for excellence in budget presentation.



# Financial Highlights

## The Accounting Department:

- 6,245 purchase orders totaling \$74,435,940 were processed in 2021-2022. 6,900 payments (paper checks and electronic payments) were processed totaling \$51,723,338.
- The District expanded the use of electronic payments for goods and services this last fiscal year, increasing total electronic payments from 26% at the beginning of the year to 43% at year-end.
- In late 2021, the District began implementing a purchase card (P-Card) program. As the number of suppliers and service providers who will accept a District purchase order declines, the P-Card allows the District to maintain diversity of supply chain vendors while expediting the purchasing process. Use of the P-Card for certain travel expenses reduces the out-of-pocket expenses incurred by staff members when on business travel. P-Cards allow more controls and limitations of use than a typical credit card, have no monthly fees, and offer rebates on usage, making P-cards a valuable tool for effectively managing District expenses.

## The Purchasing & Supply Management Department:

- Purchased and launched a web-hosted eProcurement sourcing and contract management solution (electronic bidding and contracting)
- Contracts, MOUs & Participating Addenda reviewed and processed: 430
- Solicitations (RFQs, RFPs, IFBs) issued: 103
- Districtwide quotes: 650
- School & department items distributed: 33,140
- Total deliveries: 3,235
- Surplus items picked up: 4,549
- Inter-school mail deliveries: 5,324
- Teacher and event materials moved: 4,639
- Total items distributed, picked up and moved: 154,189
- Food & supply items distributed: 111,861
- Food & supply deliveries: 1,398
- Surplus auctions: 242
- Surplus auction revenue: \$43,214

## The Federal Programs Department reported the following for FY 2021-22:

- |   |                  |
|---|------------------|
| • Total Federal spent in FY21:                  | \$ 18,872,197.22 |
| • Total Federal spent in FY22:                  | \$ 17,972,243.67 |
| • ESSER spending outside of IDEA spent in FY22: | \$ 8,811,705.86  |
| • ESSER spending of IDEA spent in FY22:         | \$ 148,587.44    |
| • Total ESSER of all grants spent in FY22:      | \$ 8,960,293.30  |
| • Mini grant expenditures FY22:                 | \$ 2,420,475.76  |

## The Human Resources Department:

- Participated in 21 job fairs and recruited teachers and staff through 54 colleges and universities in Oklahoma and surrounding states.
- Provided 86 sign-on bonuses to new hires through various grants.
- Provided tuition assistance to over 100 staff members working on undergraduate or graduate degrees.
- Hosted 81 student teachers across the district, helping them develop their skills and complete their college requirements.
- Granted stipends to 92 teachers who achieved their ESL (English as a second language) certification.

# Purchasing Department

- The Purchasing and Supply Management Department, a department of the Finance Division, provides supply chain management services including procurement, sourcing, contracting, distribution, centralized receiving, warehousing, records management, intra-district logistics, surplus and disposal of assets, and paper-based records management.
- The department consists of one director, two full-time purchasing employees, and ten full-time distribution and warehouse employees.

## 2021-2022 Union Distribution Center Statistics

Materials distributed	133,868
Inventory orders completed	1,029
Work orders completed <sup>1</sup>	391
Surplus & moved items	8,096
Intra-district mail deliveries	5,474
Surplus Auctions	190

- <sup>1</sup>Includes surplus, site-to-site moves, and event moves.
- The Purchasing Department staff was responsible for the sourcing of food, equipment, supplies, materials, technology, furniture, and vehicles. Notable sourcing projects for the year included (but were not limited to) new weight equipment, wrestling mats, and supplies for the new Union Stadium, a new video display board for the stadium, student and teacher laptop computers, pod printers, and commodity food processing.

## 2021-2022 Purchasing Department Statistics

Solicitations, bids, quotes	625
Contracts	270
Orders	225
Cost avoidance through competitive sourcing <sup>2</sup>	\$712,000

- <sup>2</sup>Does not include cost avoidance estimates from child nutrition sourcing.
- In 2020, the Director of Purchasing & Supply Management furthered the department's advancement towards better procurement competency by earning the designation of Certified Procurement Professional (NIGP-CPP) through NIGP – The Institute for Public Procurement.
- The Purchasing Department's advancement of strategic goals included a collaborative effort with the Accounting Department to successfully launch three e-Procurement suppliers and implement electronic receiving processes districtwide utilizing the district's financial system.

The Purchasing and Supply Management staff and other support staff sorted PPE from the Tulsa Area Emergency Management Agency to distribute to all school sites. This included:

- Children's masks – 22,430
- Adult masks – 13,550
- Gloves (small) – 4,000
- Gloves (medium) – 14,400
- Gloves (large) – 17,300
- Gloves (extra-large) – 21,300
- Face shields – 1,025
- Gowns – 28,740







# Operations

## Department Statistics

- **Transportation** – More than 7,600 students rode the bus on a regular basis during the 2021-22 school year. Our route buses completed 346 routes per day, transporting students to and from school. The district maintained a fleet of 118 school buses and 94 support vehicles. The district ran 1,571 trips, 12 Tulsa Tech daily shuttles and two vehicles dedicated to the McKinney-Vento/Foster Care programs.
- The district purchased 165,464 gallons of diesel fuel and 44,845 gallons of unleaded fuel for a combined cost of \$631,518.49.
- The **Child Nutrition Department** served 1,598,706 lunches, 381,645 supper meals, 1,032,371 breakfasts, and over 6,000 fresh fruit and vegetable snacks per day during the 2021-22 school year.
- The Child Nutrition department has four chefs, four dietitians and trained about 170 employees in culinary arts and safe food handling. Over half the employees have received Talents to Strength training to determine employees' strengths and passions in the work arena. The number of students qualifying for free/reduced lunch has steadily increased over recent years and is currently at 68%.
- The district purchased fresh vegetables and fruits and local grass-fed beef from six local farms. These local products have been served on the menus every day in August and September, and we will continue to offer local products each month. Child Nutrition purchases have enabled farmers to increase their revenue, continue farming, and hire additional farm help.
- Thirteen elementary schools participated in the Fresh Fruit and Vegetable Grant, which provided \$537,000 to purchase fresh produce for snacks every day in the classroom.
- The district's two nutrition educators developed seven nutrition videos called "Food for U" that are used in classrooms and in the homes of virtual learners. These videos are very interactive, and provide interesting history, science, math, geography, and cooking connections with foods. Union High School and elementary students participated in these videos. Union Dietitians also developed video lessons on a new field called nutritional psychiatry, which will be utilized by teachers to help students understand the importance of nutrition on emotions and feelings and will bolster Union's efforts in the areas of Hope and social/emotional learning. The new program is called Food Mood Connection, which started at the 6th and 7th grades, will be introduced at the 8th Grade, and eventually will be offered in all schools.
- Seventeen Union schools participated in the afterschool supper meal program. The program reduces hunger among students who otherwise might not get a good, healthy afternoon meal and encourages participation in afterschool programs that tend to drive class attendance and performance.
- Union was recognized by the United Fresh Produce Association as the "Produce Excellence in Foodservice for Schools" national award-winner for our use of fresh produce, nutrition education, and for promoting the consumption of more produce by children. Union was also awarded a USDA Farm to School Grant of \$100,000 to provide a district gardener, a farmer consultant, and a hoop house to grow vegetables and herbs; the grant also provides STEM learning experiences and Career Connect agricultural experiences for students, involves more farmers in the Farm to School Program to increase the usage of more local products, and to provide mentoring from the consultant farmer to improve farming practices.
- Plans are being made to renovate and expand the 8th Grade cafeteria kitchen and serving area, replace two schools' walk-in refrigerators and freezers, replace the dish machine at the High School, and to purchase two new trucks for food distribution from the warehouse. The High School equipment has been almost totally replaced with new equipment due to the ice storm and freezing temperatures in the winter that destroyed water-based equipment.
- Director of Child Nutrition Lisa Griffin was featured in Today's Dietitian magazine as one of 10 recognized in their Annual Showcase of registered dietitians making a difference.





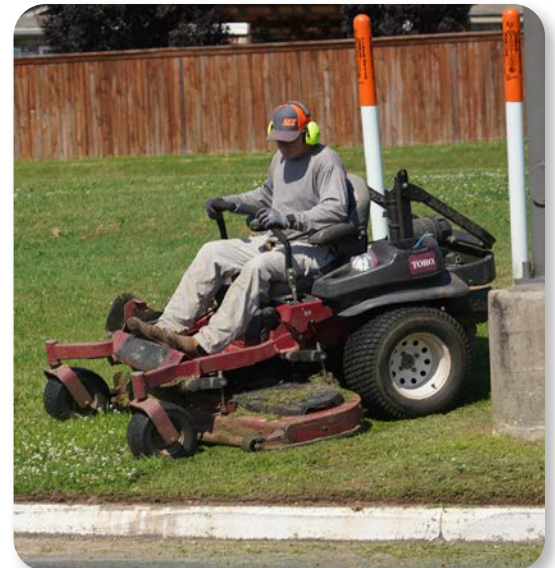
# Operations

The **Custodial Department** employs 109 full-time custodians, a district custodial coordinator, and a district building engineer. Over 3.5 million square feet of floor space is cleaned nightly. On average, each full-time custodian cleans more than 35,000 square feet on a nightly basis. This includes over 1,000 individual classrooms.

- Custodians staff nearly 1,500 district and community events across the district.
- Larger custodial projects include the stripping and refinishing of tile surfaces across the district and the refinishing of wood floor gymnasiums.
- Districtwide custodial equipment inventory continues. This enables us to accurately identify future needs.
- Daily custodial checklists have been updated and implemented to place a higher emphasis on surface disinfection.
- Every custodian has been provided an electrostatic ionizing backpack sprayer to be able to deep clean and disinfect large areas in a short period of time. This is especially important in the event of widespread illnesses at schools and for COVID transmission prevention.
- Every elementary school has been provided with new vacuum equipment, replacing aging and obsolete machines.
- Every site district wide has transitioned to the Buckeye “E” chemical mixing and dispenser system. This allows custodians to mix and dispense their various cleaning products accurately and efficiently.
- The Buckeye Honors program has been initiated. This provides online and hands-on training for equipment and flooring maintenance.
- Custodial staff worked diligently to stock and prepare the new band building for its inaugural school year.
- The Union High School campus has seen the deployment of the district’s first robotic floor cleaning machine.
- Monthly lead custodian training and monthly crew meetings have been implemented to ensure all staff are trained and adhering to district cleaning and safety expectations.
- All of this has been accomplished while navigating a severe staff shortage. The custodial staff has gone above and beyond to maintain cleanliness of the district the Union Way.

The **Grounds Division** employs 12 full-time grounds men, one small-engine mechanic, and one district grounds coordinator. The Grounds Division maintains over 450 acres of land. During peak mowing season, each grounds man is responsible for maintaining over 40 acres of land. The grounds division is responsible for mowing, edging, blowing, fertilizing, and treating all district grass and naturally surfaced athletic fields. All landscaping design and maintenance is handled in-house. This includes all district flowerbeds and trees. Grounds is also responsible for:

- The laydown and removal of large event set-ups across the district, including the portable basketball floor at the UMAC.
- Inspecting and maintaining all playground equipment across the district.
- Plowing, clearing, and sanding the entire district during severe winter weather events.
- Resealing and repairing smaller sections of asphalt parking lots in-house. This increases the longevity of the lot and reduces the cost of resurfacing.
- Providing signage and painting for all district parking lots and bus loops across the district.
- Assisting with painting, plumbing, and power-washing projects across the district.
- Major projects included pouring large sections of concrete at Jarman Elementary, resealing large areas of the Freshman Academy and the drive to the baseball and softball facilities, and other improvements across the district.



# Operations

The **Maintenance Division** employs 12 skilled tradesmen, 24 building engineers, and one District Maintenance Coordinator. Our tradesmen include five HVAC technicians, two electricians, one plumber, one kitchen technician, two carpenters, and one locksmith. Our 24 building engineers are responsible for maintaining the mechanical systems of their respective sites. They also are responsible for minor repairs. In addition:

- Our maintenance staff closes nearly 10,000 repair and preventative maintenance work orders every year.
- Larger projects include UMAC/High School campus electrical upgrades, HVAC unit replacements, major water leak repairs, shelving fabrication, small roof replacements, and other large repairs.
- Cooling tower water meters were installed at Union High School, the Eighth Grade Center, and Union Freshman Academy campuses to help monitor and reduce our district water and sewer costs.
- Our HVAC technicians and electricians worked diligently to reduce energy consumption during PSO peak events, resulting in tens of thousands of dollars returned to the district in the way of rebates.
- Implementing a building engineer training and license test preparation program has been a goal for the division. The goal of the program is to prepare future building engineer candidates from the ranks of our custodial and grounds staff, as well as to ensure all building engineers obtain a minimum third class stationary engineers license.

## **Safety and Security**

- The district employed a director of security and a security coordinator, as well as 13 full-time security officers for all school sites and 20 part-time officers for athletic and special events. One Broken Arrow School Resource Officer was on call daily, in addition to 10 off-duty Tulsa Police Department officers on a rotating schedule, allowing one to patrol the district each day.
- District employees completed more than 18,877 assigned training courses and more than 1,700 unassigned safety courses on their own, for a training completion rate of 76 percent. The security coordinator met with students at elementary sites weekly and performed routine safety walks at all sites, with follow-ups including the site administrator.

**Union Multipurpose Activity Center (UMAC)** – Facility scheduling not only encompasses the actual event, but all communications, operations, and maintenance required to prepare, set up, run, and clean up every event. Two employees coordinated 43,569 internal events and 2,720 external rentals involving scheduling, contracts, conflict resolution, staffing, and set-up and tear-down. The Facilities Department also schedules, stocks, and operates UMAC Concessions, serving 35 UMAC events last year.

## **Construction/Facilities 2021-2022 Projects Completed**

- Freshman Academy boiler and valve replacement
- Innovation Lab Phase I, marquee sign installation
- Glass partition wall at Union Collegiate Academy
- Districtwide access controls
- Moore Elementary cafeteria repairs project
- Stormwater lift station replacement at Union High School
- Boiler and holding tank replacement at 6th/7th Grade Center
- Installation of hoop house at Ochoa Elementary
- Accent painting project at UMAC
- Enrollment Center water damage repairs
- Jarman Elementary HVAC and lighting upgrades
- Golf facility and practice area
- Big chill water damage insurance project
- Pavement improvements at UMAC
- Video board and scoreboard at Union High School
- High school electrical upgrades
- Bus exhaust system upgrades

## **Ongoing and Planned Projects**

- Band building, volleyball renovations at Union High School
- Roofing improvements/replacements at Union High School, Andersen, Grove, and ESC
- Innovation Lab Phase II
- Districtwide building automation system upgrades
- Playground improvements at Peters, Rosa Parks, and Grove Elementary
- HVAC replacements at Peters and Grove
- Outdoor canopy at Community Health Connection Clinic (on Ochoa Elementary campus)
- Operations loading dock improvements
- Freezer/cooler replacement at Andersen and Cedar Ridge
- Flooring improvements at Jarman, Peters, Rosa Parks and ESC
- 6th/7th Grade Center Improvements



# Community Support

- Dr. Chris McNeil was elected to a five-year term representing Zone 2 on the Board of Education.
- Board president Stacey Roemerman conducted a presentation at the National School Board Association Conference in San Diego, Calif. She shared Union's work in regard to our mission to "graduate 100 percent of our students college and career-ready."
- Union hosted an appreciation breakfast at the UMAC for more than 140 people representing the district's community partners. District Community Schools Coordinator Kulsum Siddiqui, who organized the breakfast, was lauded by Dr. Hartzler for coordinating Union's community schools initiative. The district's Community Schools coordinators were also recognized, as was Theresa Kiger, executive director of Elementary Education. Hartzler said Union's path toward building community schools started with an idea by Kiger some 20 years ago and fostered by previous Superintendent Dr. Cathy Burden.
- Union Public Schools received donations of \$8,500 in August and \$7,500 in October from TTCU Federal Credit Union as part of their TTCU School Pride® program.
- McAuliffe Elementary School received about \$10,000 in donations of coats, headphones and school supplies from Avantive Solutions.



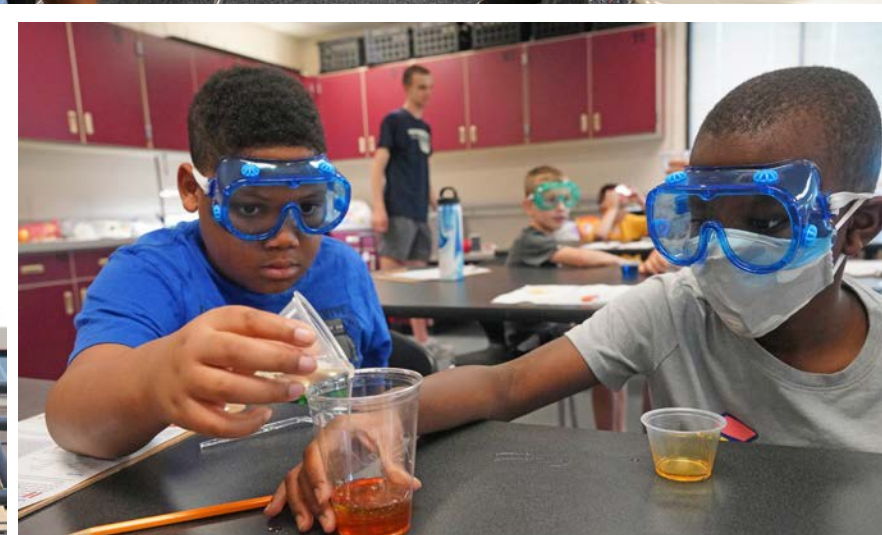
- The Union Schools Education Foundation awarded 108 educational grants in fall 2021 valued at \$101,654.54. The projects to be funded ranged in value from \$95 to a districtwide grant continuing the support of math manipulatives for all first grade classes for \$11,008.
- In addition to funding educational grants, the Foundation also pledged support for several districtwide programs throughout the 2021-2022 school year. USEF continued support for Union High School's College & Career Center, Union Pre-K Camp, Union High School Leadership, New Teacher Induction, BizTown, Union's Special Olympics Team, Teacher and Support Person of the Year, and Graduation Celebration. Total support pledged to the district in 2021-2022 was over \$145,000.
- The teachers, administrators and staff of Union Public Schools pledged an incredibly generous \$76,655.80 to USEF during the 2021 Month of Giving. These funds directly support USEF educational grants.
- The Foundation welcomed a record 610 guests at its annual dinner and auction on May 14, 2022, at River Spirit Resort. Oklahoma Teacher of the Year, Union's own Rebecka Peterson, gave a wonderful presentation and Union patrons raised a record \$300,000 in support of Union Schools Education Foundation. The accompanying online auction raised an additional \$15,050. These funds will directly benefit educational programs throughout the district.

# Business/Technology Highlights



- Purchased 5,100 new student laptops
- Purchased 1,200 home routers for student internet service at home
- Installed over 120 new interactive flat panels in classrooms throughout the district
- Continued to enhance physical security measures throughout the district
- Enabled dual authentication for all user accounts
- Enabled dual authentication for all servers and VPN access
- Numerous firewall and cybersecurity updates
- Upgraded the virtual server farm
- Purchased headphones for all students
- Piloted wireless casting from mobile devices to the TV in the classroom
- Piloted classroom management software
- Created an entirely separate network for Operations to manage some of their back-end devices
- Deployed a “bus rider” system at the elementary schools to help with student dismissal
- Migrated all users to M365 cloud-based office applications
- Migrated all personal data shares from on-premises servers to a cloud provider
- Deployed a new Help Desk ticketing system
- Successfully provided devices for all ELL/state testing
- Replaced old iPads from the classroom with new models
- Launched the new Esports Arena at the Freshman Academy
- Replaced phones at Ochoa Elementary
- Finished last phase of the teacher laptop upgrade cycle
- Deployed 120 pod printers
- Installed new security cameras at the Education Service Center









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