

2018-2019



Annual Report

Union Public Schools



Table of Contents

3 - Board of Education and Administration

4 - Superintendent's Letter

5 - Mission & Core Values

6 - Strategic Goals

7 - Overview & Student Statistics

10 - Employee Statistics & Achievements

12 - Teaching and Learning

16 - Student Engagement

22 - Operations

26 - Notable Milestones

Union Public Schools Annual Report is published by the Communications Department

Chief Communications Officer - *Chris Payne, APR, Fellow PRSA*

Webmaster/Photographer - *Mike Vore*

Videographer - *Beth Turner*

Graphic Designer - *Bre Willard*

Executive Administrative Assistant for
Communications & Board of Education - *Barbara Swinburne*

2018-2019 Board of Education



Kirt Hartzler, Ed.D.
Superintendent



Jeff Bennett
District #1
2017-2021



Lisa Ford
District #2
2018-2022



Heather McAdams
District #3
2018-2023



Stacey Roemerman
District #4
2014-2019



Ken Kinnear
District #5
2015-2020

2018-2019 Administrators

Dr. Kirt Hartzler.....	Superintendent
Dr. Trish Williams	Chief Financial Officer/Treasurer
Charlie Bushyhead.....	Associate Superintendent
Sandi Calvin.....	Assistant Superintendent of Teaching and Learning
Chris Payne.....	Chief Communications Officer
Dr. Todd Nelson.....	Sr. Executive Director of Research, Design, and Assessment
Lisa Witcher	Sr. Executive Director of Instructional Services
Jay Loegering	Executive Director of Human Resources
Todd Borland.....	Executive Director of Technology
John Federline	Executive Director of Secondary Education
Gart Morris.....	Executive Director of Instructional Technology
Lee Snodgrass	Executive Director of Special Projects
Emily Barkley.....	Director of Athletics
Cathy Bentley.....	Director of Financial Reporting/Treasury
Kelly Brassfield	Director of Enrollment Services
Melissa Brock.....	Director of Human Resources
Christine Bunyard.....	Director of Payroll
Sherri Fair.....	Director of Federal Programs
Chastity Gray	Director of Professional Learning
Gary Greenhill.....	Director of Transportation
Lisa Griffin.....	Director of Child Nutrition
Julie Harkrider.....	Director of Accounting
Dr. Susan Hartzler.....	Director of Adult Education
Fred Isaacs	Director of Construction
Deborah Wolin	Director of Special Services
Matt McCready.....	Director of Fine Arts
Whitney Rose.....	Director of Facilities
Ty Wardlow.....	Director of Safety & Security
David Young	Director of Purchasing/Supply Management

2018-2019 Principals

Tony Tempest, John Chargois, Marla Robinson	High School
Kenneth Moore	Ninth Grade Center
Chris Ducker.....	Alternative School
Michelle Cundy.....	Eighth Grade Center
Scott Pennington/Tammy Ward.....	Sixth/Seventh Grade Center
Bethany Harper	Andersen Elementary
Amy Smith	Boevers Elementary
Michelle Spencer.....	Cedar Ridge Elementary
Alicia Ewing	Roy Clark Elementary
Chris Reynolds.....	Darnaby Elementary
Kim Berns	Grove Elementary
Shawna Thompson	Jarman Elementary
Kim Rampay	Jefferson Elementary
Jennifer McKnight.....	McAuliffe Elementary
Lindsay Smith.....	Moore Elementary
Rita Long	Ellen Ochoa Elementary
Tracy Weese	Peters Elementary
Jackie DuPont.....	Rosa Parks Elementary
Alycia Pennington	Rosa Parks Early Childhood Education Center

Superintendent's Letter

Dear Union Patrons,



As we put the finishing touches on the 2018-2019 Annual Report, I am writing this letter from home as we “shelter in place” due to the Coronavirus pandemic. Looking back at our district’s achievements over the previous school year, I am proud of the impressive results and array of accomplishments made by the students, teachers, and staff of Union Public Schools.

I have said it many times, but I will say it once again: Our district’s greatest strength lies in our diversity. That truth is borne out by the report you hold in your hands.

In these pages, you will see a consistent thread of excellence that runs through the fabric of Union Public Schools. Without a doubt, a cast of thousands bolsters our students’ efforts: our supportive teachers, families, and staff, Union’s Board of Education, and the Tulsa and Broken Arrow communities.

As we started down the road with a new 5-year strategic plan, we made great strides last year. We not only selected a third cohort of 60 students to enter the Early College High School Program and led the way in launching Oklahoma’s first eSports League, but we were the first high school in the U.S. to issue digital diplomas and transcripts using blockchain technology. We also received the surprise news that our very own Renegade Regiment Marching Band will be performing in the 2020 Macy’s Thanksgiving Day Parade. Ours is an embarrassment of riches.

Together, we are placing each student on a trajectory to graduate and to succeed beyond graduation. As we see our district’s graduation rate of 92.67% – very much on the upswing – please know that our valued community owns a stake in that success.

Union continues to set the bar high, which makes the accomplishments captured in this report even more astounding. Given the strength and resilience of our students and staff, we will certainly weather this temporary storm, and come back even stronger than before.

Thank you for believing in Union!

Sincerely,

Kirt Hartzler, Ed.D.
Superintendent



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



Pursue the highest measure of quality in all that we do.

Commitment to Excellence

Demonstrate respect and an ability to work as team members.

Collegiality

Do what's right and aboveboard.

Honesty, Integrity, Transparency

Embrace new, effective thinking and programs.

Innovation

CORE VALUES

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

Inclusiveness

Cultivate an organizational culture of accepting children, families, and employees for who they are rather than categorizing them by income, ethnicity, or ability.

Empowerment

Help people reach their full potential.

Accountability

Accept responsibility for achieving results.

Thoughtful Planning

Use data and district values in planning and decision-making.

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.

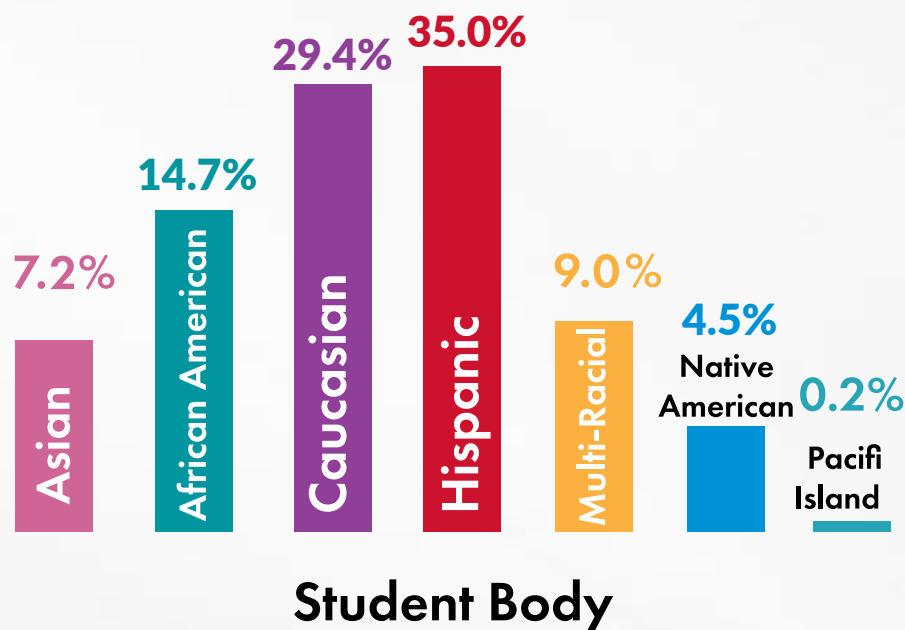
Overview

Union Public Schools, whose 19 sites are located in portions of southeast Tulsa and northwest Broken Arrow, dropped slightly in enrollment to 15,773 students (grades Pre-K-12) during the 2018-2019 school year. 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 – remained constant.

The district slogan, “Worth It All,” was reflected in student engagement levels that continued to soar in 2018-2019. Great strides were made toward accomplishing Union’s mission – “To Graduate 100 Percent of Our Students, College and/or Career Ready.”

Student Statistics

- In 2018-2019, Union’s enrollment dropped slightly by 74 students. With a 0.5 percent decrease over the previous year, Union served 15,733 students – 7,536 at the elementary level and 8,237 in grades 6-12.
- Districtwide, 7,662 students (48.7%) were female and 8,111 (51.3%) male.
- In terms of racial origin, 4.5 percent were American Indian/Alaska Native, 14.7 percent were African-American, 9.0 percent were multi-racial, 0.2 percent were Pacific Islander/Hawaiian, 7.2 percent were Asian, 29.4 percent were Caucasian, and 35.0 percent were of Hispanic ethnicity.





Student Statistics

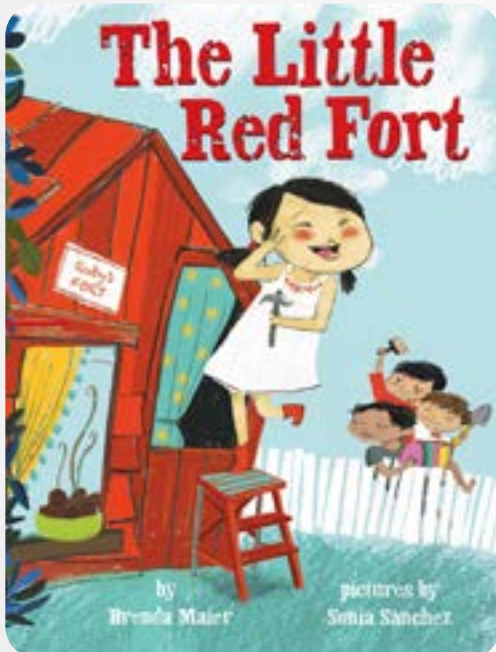
- There were 2,957 identified gifted students in grades 1-12, served by a variety of courses and programs.
- Of the 2019 graduating seniors, 545 took the ACT with an average composite score of 20.5.
- Of the 2019 graduating seniors, 1,054 took the SAT with an average total score of 954.
- More than 12.2 percent, or 1,929 of our students, were enrolled in special education.
- English Learner (EL) services were provided to 2,632 elementary and 989 secondary students; of these students, 208 became English-proficient and exited the program. Our diverse population spoke more than 60 different languages. An estimated 23 percent of Union students were classified as English Learners.
- There were more than 1,000 students (grades Pre-K-7) enrolled in Union's Extended Day Program, Fall Break Camp, Spring Break Camp, and nine weeks of Summer Camp at Grove Elementary.
- Union's Adult Basic Education (ABE) program delivers a framework of program excellence through engaging instruction to assist adults with English language learning, GED (General Education Diploma) & HiSET (High School Equivalency Test) Preparation, and workforce readiness and advancement. During the 2018-19 school year, Union ABE enrolled nearly 2,000 students in our English as a Second Language classes and GED & HiSET Prep classes.
- Union Adult Learning Center (UALC) has established partnerships with three Workforce Development areas to offer classes not only in Tulsa, but also to our neighboring communities in Owasso, Claremore, Pryor, and Muskogee. Union ABE embraces the opportunity to partner with local community agencies and other educational institutions to assist students in becoming economically self-sufficient. These partners include, but are not limited to, Community Action Project (CAP), Workforce Tulsa, Neighbors Along the Line, Catholic Charities, Tulsa Technology Center, Tulsa Community College, Goodwill Industries, Youth Services, and local churches.
- Through UALC and the Testing Center, nearly 400 individuals earned their high school equivalency (HSE) diploma with successful completion of the GED or HiSET exam.



Employee Statistics & Achievements

- Union employed 991 teachers, 871 support personnel, and 77 administrators. Of the district's 77 administrators, 89.61% had a master's degree or higher. Of the teaching and administrative staff, 37.8% held graduate-level degrees – 404 with master's degrees and 18 with doctorates.
- Forty-six teachers held National Board Certification.
- The district welcomed 157 new teachers for the 2018-2019 school year.
- The ethnic diversity among the staff was African-American 6%, American Indian 14%, Asian 3%, and Caucasian/other 77%. Four hundred and twenty were male and 1,577 female.
- Lisa Shotts, a fourth grade teacher at Ellen Ochoa Elementary, was named the 2018-2019 Teacher of the Year. A teacher since 1994, Shotts changed districts to Union in 2008. She had previously worked in the private sector for nine years.
- Ellen Thiessen, administrative assistant for Elementary Education, was named Support Employee of the Year.
- Oklahoma Coaches Association (OCA) Region 7 Coach of the Year winners:

Emily Barkley (athletic director)	Steve Patterson (track)	Jerry Pease (fast-pitch softball)
Joe David (junior high)	Stephanie Landers (asst. coach)	Brett Morgan (slow-pitch softball)
Lindsey Jones (golf)	Tyler Ashley (tennis)	Joe Redmond (girls' basketball)
- Tyler Ashley was named the 2018 USTA Oklahoma High School Coach of the Year and the 2018-2019 Oklahoma Tennis Coaches Association Girls Coach of the Year.
- Jerry Pease was a 2019 NHSACA Softball Coach of the Year finalist.
- Steve Dunlap receive the OIAAA Bruce D. Whitehead Distinguished Service Award.



- Jackie White (retired), senior executive director of Federal Programs, was recognized for her years of service for Native American programs and issues during a regional Johnson O'Malley program meeting. Johnson O'Malley is a federally funded program through the Bureau of Indian Affairs, Office of Indian Education in Washington D.C.
- Rosa Parks Community School Coordinator Laura Latta published her first article entitled, "Ready or Not? Supporting High-Quality Programs for Three-Year-Olds," co-written with her mentor Dr. Diane Horm in Every Child magazine.
- Myriam Puleo, district homeless liaison, and Jeri Potter, reading specialist at Grove Elementary, were recognized as "two outstanding individuals who make special contributions to students' positive outcomes" as part of School Psychologist Awareness Week.
- The new children's book The Little Red Fort, written by Moore teacher Brenda Maier, has been placed on the 2019 Redbud Read-Aloud Master List, a list voted on by classes across the state. In addition, her book was also placed on a Tennessee state list sponsored by their libraries and school libraries.
- Courtney Dumas, EL Lead at Clark Elementary, was chosen OSU Teacher of the Game for September 22. She was honored at halftime at the Oklahoma State University football game.

- Fast pitch Softball Head Coach Jerry Pease had his 800th career win on September 21st, 2018, with a 7-3 Union victory over Poteau.
- Darnaby Principal Chris Reynolds received a Project Lead The Way STEM award and \$2,500 to be used at his elementary. Darnaby Elementary School helped pilot the PLTW curriculum on a national basis and has helped spearhead advances in Science, Technology, Engineering and Math educational programs.
- Union Child Nutrition Director Lisa Griffin was featured in an article entitled “Assets in White Coats” in April’s edition of School Nutrition.
- Girls Basketball Coach Joe Redmond was name FVC (Frontier Valley Conference) Coach of the Year.
- Kirby MacKenzie, Ellen Ochoa media specialist, was a featured reader at Tulsa’s Gathering Place during spring break.
- Natasha Smith, multimedia & web design instructor at Union High School, was nominated for New Teacher of the Year for the Oklahoma Association of Career and Technical Education (OK ACTE).
- Moore Elementary enrichment specialist Brenda Maier celebrated the publication of her second children’s book, Peeping Beauty, a spin on the classic story of Sleeping Beauty featuring chicks. The book is Maier’s second book following last spring’s release of The Little Red Fort, which has been adopted by other states, such as Tennessee, for their reading lists, and was adopted by Texas as well.
- The Native American Program was named National Exemplary Program of the Year. Sue Haralson and Pam Lee were asked to present a workshop at the National Conference.
- Rudy Garcia, Head Basketball Coach, marked his 500th win.
- Head Coach Michael Wilson was named United Soccer Coaches 2018 Regional Coach of the Year.
- The district broke its own record by raising \$221,359 for the Tulsa United Way campaign, a 0.78 percent increase over the previous year’s donation.
- The Communications Department at Union Public Schools won major awards at the 2018 PRSA (Public Relations Society of America) Silver Link Awards. Kudos to Michael Vore, Bre Willard, Beth Turner, Beverly Thummel, and Chief Communications Officer Chris Payne. Not only did Union win Silver Links Awards in three categories and an Award of Merit, they also won both Best of Show Awards for the district’s 2018 “Believing in U” Bond Campaign and the #UBeThere attendance campaign. Union was also recognized with a Silver Link for the rebranding of the Career Connect program and an Award of Merit in the marketing category -- with partner Tulsa Community College -- for the launch of the Early College High School program. PRSA recognizes exemplary public relations achievements and honors PR professionals for outstanding contributions to the profession.
- 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. They have 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.
- Union earned for the first time the Pathway to Meritorious Budget Award from the Association of School Business Officials International (ASBO) for the excellence in the preparation and issuance of its budget for the fiscal year 2018-2019.



Teaching & Learning

Early Childhood Education

- The number of children participating in programs at the Rosa Parks Early Childhood Education Center were 154 three- and four-year-olds. More than 800 four-year-olds enrolled in Pre-K classes districtwide.

Community Schools

- McAuliffe Elementary School earned re-certification as a Lighthouse School. Lighthouse status is the highest honor a school can receive with the Leader in Me program. Teachers and staff worked extremely hard the past two years to fulfill the requirements for this certification. Attainment of the Lighthouse Certification represents a significant benchmark and is evidence that a high standard has been met.
- Roy Clark Elementary celebrated its 40-year anniversary on Nov. 7, 2018. Built in 1977 and dedicated in 1978, Clark Elementary was named for the native Oklahoma musician and entertainer who was best known for hosting “Hee Haw,” a nationally televised country variety show, from 1969 to 1992. Roy Clark had visited his namesake school many times over the years and was very generous, having donated instruments, memorabilia and considerable time in support of children and education. Sadly, Mr. Clark passed away just one week after the school’s anniversary celebration.



- Six Union schools - along with area architecture firms – unveiled their doghouses at Woodland Hills Mall as part of a project to teach students about building, as well as raising awareness and funds for the Tulsa SPCA (Society for the Prevention of Cruelty to Animals). Union’s community schools Boevers, Roy Clark, Jarman, Jefferson, McAuliffe, Ellen Ochoa partnered with mentors from area architecture firms to create their own model doghouses. Meanwhile, the architecture firms each made a life-sized doghouse (and one cat condo). These posh creations featured things like a murphy bed, moveable tops, built-in watering dishes, and more.
- Roy Clark Elementary was named the Imagine Learning Literacy Cup State Champions for 2019. Imagine Learning sponsored a literacy contest involving 206 schools across Oklahoma, which included 909 classrooms and 8,942 students. Altogether, Oklahoma students spent 25,352 hours reading in the Imagine Learning program. Roy Clark Elementary came out on top again with 576 students participating, racking up 9,615 hours.

During the 2018-2019 school year:

- 2,874 students participated in after-school programs at Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, and Rosa Parks. Students logged 8,662 total hours of enrichment and academic opportunity during after-school programs;
- 100% of students participated at no cost;
- Nearly 40 community partners provided after-school programming;
- Students participated in a wide range of programs within the areas of STEM, Fine Arts, Health and Wellness, Youth Development, and Academic Support; and
- 157 students attended Camp Curiosity and Sports Camp during the summer.



Teaching & Learning

Impact of after-school programs:

Students said, "Because I came to after-school programs, I am more successful in ..."

Social & Cultural Skills - **93%**

Doing things I did not think I could do before - **87%**

Initiative & Self-Direction - **86%**

Being excited about coming to school - **82%**

Flexibility & Adaptability - **92.1%**

Feeling better about myself - **87%**

Leadership & Responsibility - **84%**

Productivity & Accountability - **71.3%**

Early Childhood Programs

- In August 2018, Pre-K Camp was offered to help ease incoming students' and their parents' transition to school. One hundred-seventy students attended Pre-K Camp at Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, and Rosa Parks.
- Baby Book Club gives non-school-aged children and their parents an opportunity to read, play, and interact in meaningful ways. In partnership with Power of Families at Community Service Council and Spot 31 at Hope United Methodist Church, families meet weekly at a school site where they are provided with a classic children's book, which is read aloud, followed by an activity and snack time. Baby Book Club was offered at Boevers, Clark, and Ochoa.
- The Kreuger Book Program at the Tulsa City-County Library provided Pre-K students and their teachers with one new age-appropriate book every month. During the 2018-2019 school year, 2,576 books were distributed to Pre-K students at Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, and Rosa Parks. Parent surveys indicated One Fish Two Fish, Red Fish Blue Fish by Dr. Seuss was the fan favorite!



Summer Camps and Activities Fair

- Community School Coordinators and TulsaKids magazine joined forces to offer the Summer Camps and Activities Fair at the UMAC. Summer Camps and Activities Fair is a "one-stop shop" free event where Tulsa families can learn about summer opportunities for their children.
 - 78 community partners and sponsors participated in the event
 - 1,100 people from the Tulsa community attended the event

Community Partner Appreciation Breakfast

- Community school coordinators also hosted a Community Partner Appreciation breakfast for partners who generously provide the district with time, talent, and resources. Over 100 people attended the breakfast.

Financial Support

- We would like to thank Asbury United Methodist Church, Gelvin Foundation, Osteopathic Founders Foundation, Paragon Films, QuikTrip, Rotary Club of Southeast Tulsa, SemGroup, Spot 31, Tulsa Regional STEM Alliance, Tulsa Debate League, Tulsa Changemakers, and Union Schools Education Foundation for providing financial support of our programs during the 2018-2019 school year.
- SemGroup and the Community Food Bank of Tulsa gave away coats and meals to 100 families at Rosa Parks in December.

STEM (Science, Technology, Engineering, Math) Curriculum

- All 13 of Union's elementary schools were recognized at PLTW's Distinguished School Launch Program for 2018-2019.
- High school students competed in The Engineer Games Scissortail hosted by Tulsa Regional STEM Alliance to design, build, and solve engineering challenges in a fun, competitive environment. Themed along the lines of the popular Hunger Games, students worked alongside STEM professionals who helped guide and mentor them through the challenges.
- Over 40 students in grades 6-8 from various PLTW engineering classes attended Tulsa Regional STEM Alliance's STEM Expo. Students participated in hands-on activities sponsored by over 50 local businesses, non-profits and organizations. The annual event aspires to excite middle schoolers' interest in science, technology, engineering, and math.
- Every year, Union 8th and 9th grade teachers invite almost 100 girls to attend the Women in Science Conference. This day celebrates girls' interest in science with engaging hands-on experiences and activities. There is a panel discussion led by prominent women in science and The Science Museum Oklahoma invites the girls in attendance to explore their museum. The conference promotes encourages girls to think about science, science careers, build self-confidence and critical thinking skills. Teachers participate in special scalable hands-on activities.
- Principal Chris Reynolds received an award from Flight Night for being a leading administrator in the implementation of STEM and Project Lead the Way at Darnaby Elementary.
- Union High School math students competed in the OSU High School Mathematics Competition in Stillwater. Senior Tony Nguyen placed third on the individual test, and sophomore Larry Li was a part of a team that placed second for the group competition.



College/Career Readiness

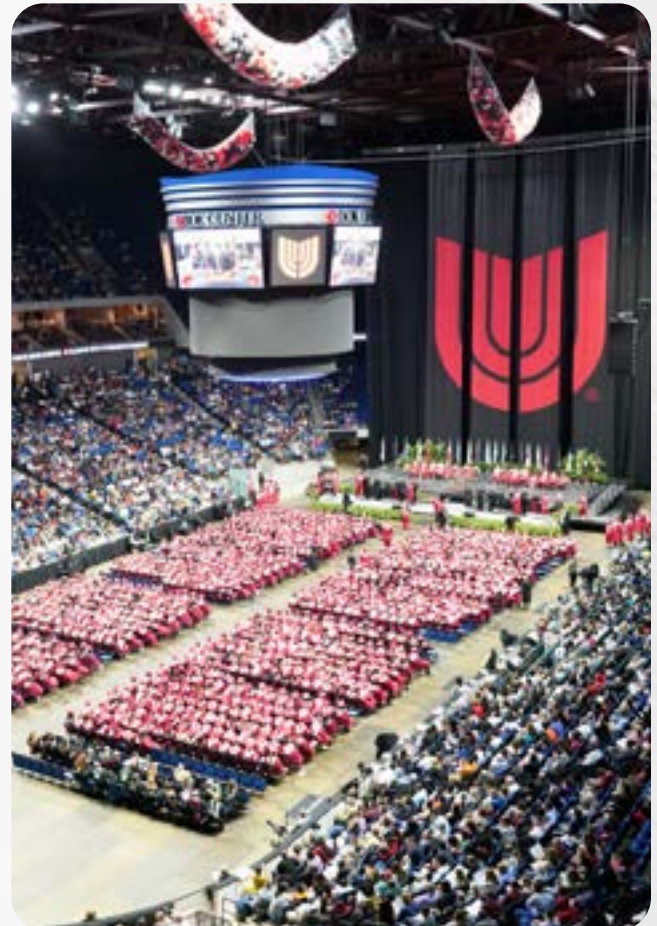
- 1,190 students graduated in the Class of 2019.
- Graduating seniors donned caps and gowns and participated in the 4th Annual "Senior Walk," visiting their former elementary schools. They walked the hallways and visited with younger students, helping to familiarize them with the district's expectation of every child being 100% College & Career Ready by the time they leave the district.
- Nearly 1,200 seniors walked across the BOK Center stage during Union's 2019 Commencement exercises. It was the first time Commencement was hosted at the BOK Center, which provided more space, but the same smiles and congratulations for seniors and their families.
- Union Public Schools distributed 1,200 laptop computers to every freshman student as part of the district's new 1-to-1 initiative. Voters overwhelmingly approved this initiative as part of the last bond issue, giving a laptop to all ninth grade students that they will keep all year.



Teaching & Learning

College/Career Readiness

- Seventy-nine Union High School students were named Oklahoma Academic Scholars in 2019.
- Union High Schools sophomore Anthony “Tony” N. Tan scored a perfect “36” on his ACT test. Tan first took the ACT test as a seventh grader and made an amazing score of 28 back then.
- Four seniors were named 2018-2019 National Merit Semifinalists – Lucas Chau, Lily Lu, Tyler Rossow, and Nadia Mustafa. Rossow and Chau both won National Merit Scholarships.
- Four Union 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 senior Laiba Akhtar was named an Academic All-State student by the Oklahoma Foundation for Excellence.
- Fifteen Union High Schools seniors signed letters of intent for college during an engineering summit at Wyndham Tulsa. Seniors were recognized and signed with area colleges including the University of Tulsa, Oklahoma State University, the University of Oklahoma and Tulsa Community College.
- Twelve 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%.
- Amanda (Ward) Whipple (Class of 2003) is the first Union alum to become a Harvard University professor.
- College classes offered at the Union Collegiate Academy (UCA) through the EXCELeRATE partnership with TCC brought to 17,157 the total hours of college credit students earned since the program began in 2010.
- Twenty-three Advanced Placement (AP) Courses were provided, and 423 students took a total of 774 AP exams. Two hundred-seventy students (63.8 percent) earned a score of “3” or higher.
- The number of Union High School students who enrolled at Tulsa Community College increased 24% in 2019 compared with the previous year. In all, 318 students enrolled in 2019 vs. 241 in 2018, an acceptance rate of 69%.
- 1,018 students enrolled in at least one virtual course on the campus of Union High School this year.
- Since its inception in 2014, Union Career Connect has garnered 532 nationally recognized work force certifications for 220 students. Over the course of the program, 24 students have obtained full-time employment as a direct result of their Career Connect placement. This year, six students were hired part-time or gained summer employment.



Student Engagement

Highlights

- Seniors Juan Pablo Cardenas and Haley Riggins were named Mr. and Miss Union.
- Seniors from Union High School's Leadership class helped put on a Senior Prom at Woodland Terrance Independent Living Center. They were there to help pass out food and drinks and even dance along to the music with the senior citizens



Fine Arts Achievements

- More than 14,700 Union students were involved in the arts, including 6,717 elementary students who took both art and music classes at their individual school site. At the secondary level (grades 6-12), 1,110 were in band; 336 in dance; 707 in orchestra; 1,225 in vocal music; 1,628 in drama; 274 in speech/debate; and 2,738 in a wide variety of visual art courses.
- High School and Middle School Orchestras earned “superior” ratings in state contests and an overall “Sweepstakes” Award.
- High School and Middle School Choirs earned “superior” ratings in state contests and an overall “Sweepstakes” Award.
- Union High School's One Act Play, “Our Story,” won the One Act Play Competition hosted by Union.
- Over 50% of band students in grades 7, 8, and 9 auditioned for all-district band and 115 students earned a spot in the all-district honor band.
- Speech/debate students qualified to compete in the national tournament held in Dallas, TX in June.
- Union hosted the 5th annual Union Solo & Ensemble Festival for Union 6th-12th Grade Band students.
- Union hosted the Northeast Band Director's Association District Band Clinic and Concert.
- Union hosted the First Annual Middle School Band Festival, with five of Union's 7th Grade and 8th Grade Bands participating, as well as bands from Jenks Middle Schools.
- The Performing Arts Center (PAC) lobby renovation was completed as part of the district's bond initiative. The PAC sound system upgrade was also recently completed.
- A new band building/Fine Arts addition at Union High School is actively being designed and created as part of the district's bond initiative.
- The Union High School Renegade Regiment earned a finalist spot in the Bands of America Dallas Regional as well as the Bands of America Indianapolis Super-Regional, finishing in the Top 5 of over 60 competing marching bands.

- Union continued its partnership with Tulsa Symphony Orchestra for students at Rosa Parks Early Childhood Center and McAuliffe Elementary.
- Union Bands hosted a Winter Guard International Regional Championship at the UMAC.
- Tyler Rossow was recognized as a member of the All-Academic team by the National Speech & Debate Association.
- 12 High school students were named as OkMEA all-state musicians (band, choir, and orchestra).
- Union Middle School choir and orchestra both won Sweepstake “best in contest” awards at the Branson, Missouri, music contest.
- The All School Musical “Newsies” performed to large audiences and continued with five shows, including a matinee performance.
- Union’s Annual Fine Arts recruiting “road show” continues to foster 6th grade participation in Arts classes.
- 40th Annual YouthArts! Visual Art Show had record participation from all school sites.
- Union High School Art Students designed and painted a “Play Me Tulsa” piano displayed at MayFest and across Tulsa this summer.
- The Carnegie Hall Link Up Concert and Program now serves all 3rd, 4th, and 5th grade students (approximately 3,542 students) in the district. Two successful concerts were performed in early February by Tulsa Symphony Orchestra to include all students.
- The Union High School Women’s Chorus was featured in a shared concert with Sweet Adelines.
- Shirley Davis, music teacher, was recognized by her peers as the Boevers Elementary Teacher of the Year.
- Class of 2019 Union Band Seniors Juan Pablo Cardenas and Haley Riggins were named Union High School’s 2019 Mr. and Miss Union, a recognition known as the highest honor that a Union Redskin can attain. This year marks the first time two band students earned this honor simultaneously.
- The Union High School Air Force Junior Reserve Officer Training Corps conducted the color guard for the Veterans Day performance by the Tulsa Symphony Orchestra at the Tulsa Performing Arts Center
- Unit OK-20012 at Union High School, Tulsa, OK was selected as one of 45 units to receive the 2018-2019 Air Force JROTC Silver Star Community Service with Excellence Award. This prestigious award recognizes the top 5% of all AFJROTC and NDCC units based on community service in support of schools and local communities. This is the second year in a row that the AFJROTC has received this award.
- The Renegade Regiment was selected to perform in the 2020 Macy’s Thanksgiving Day Parade, representing the state of Oklahoma. This will mark the 2nd parade appearance by the band, having previously appeared in 2013.



Student Engagement

Athletic Achievements

- More than 1,400 students (grades 7-12) were involved in Union's 23 competitive athletics and spirit programs, and participation was close to 1,700 in K-12 in the district's 139 non-competitive teams and spirit squads.
- Union Varsity Pom were the 2018 State Champions.
- The Girls Swimming-200 Freestyle Relay team won the State Championship. Team members were junior Courtney Posey, sophomore Kendra von Hartitzsch, freshman Abby McMahon, and freshman Kelly Vu.
- For the first time in Lady Redskin history, the Girls Tennis #2 doubles team of junior Ashley Barber and freshman Savanna Rogers were state champions.
- Senior J.T. McCloud won the state championship in Boys Track in the 100-meter dash and the 200-meter dash. He was also named Gatorade Boys Track Athlete of the Year and is the first Union High School athlete to be chosen for this award.



- The Boys Track Team consisting of seniors J.T. McCloud, Spencer Shadle, Adam Leon, and D'Antre Harrison won the state championship in the 1600-meter relay.
- Ja'Len Hernandez (152 lbs.) and Elijah Tomlin (195 lbs.) were selected to the Oklahoma Coaches Association 2019 All-State Wrestling Team.
- 36 Student-Athletes signed to play collegiate athletics.
- The Boys Swimming Team earned a Distinguished Academic Plaque for a GPA of 3.50 and ranked in the top 5 of Class 6A, and Academic Achievement Certificates (GPA of 3.25 or above and upper 1/3 of Class 6a) went to fast-pitch softball, volleyball, wrestling, girls golf, girls tennis, boys tennis and slow-pitch softball.
- All-State Seniors: Elijah Tomlin: football and wrestling. Hailey Clooney and Jazmin Navarro, cheer. Peyton Thompson, football. Jayda Harris was softball. Ja'Len Hernandez, wrestling. Francisco Lopez, Giovanni Herrera and Logan Campbell (alternate), boys soccer. Mary Olmos and Jade Gullic, girls soccer. Kayci Merrick, girls tennis.
- Stephanie Royer was named the female Eddie Sutton Tustenuggee Award winner at the Henry P. Iba Citizen Athlete awards banquet. Faith Nichols and Wade Witcher were finalists for the award.



Operations

Department Statistics

- Transportation - More than 10,000 students rode the bus on a regular basis during the 2018-19 school year. The district maintained a fleet of 109 school buses and 90 support vehicles. Our buses traveled 1,159,028 total miles – 1,040,601 miles on regular routes and 118,427 miles on field trips.
- The district ran 15 after-school routes and 35 shuttles, and two vehicles for the McKinney-Vento/Foster Care programs. The district purchased 172,339 gallons of diesel fuel and 42,529 gallons of unleaded fuel for a combined cost of \$446,750.
- The Child Nutrition Department served 1,681,986 lunches and 993,215 breakfasts during the school year. Summer meals included 16,422 breakfasts and 25,031 lunches. The Child Nutrition department trains around 280 employees in culinary arts and safe food handling; has four chefs; and three dietitians. The number of students qualifying for free/reduced lunch has steadily increased over recent years and is currently at 69.3%.
- The district purchased fresh vegetables and fruits and local grass fed beef from six local farms and six elementary schools participated in the Fresh Fruit and Vegetable Grant which provided fresh fruits and vegetables for snacks each day in the classroom. A pilot program at McAuliffe and Ellen Ochoa Elementary schools taught students how to reduce waste foods, as well as how to compost and recycle. The district's two nutrition educators conducted 400 nutrition education classes, two farm-to-student events, six nutrition and activity assemblies, and participated in community nights.



- A federally funded supper program was implemented in 2015-2016, feeding an afternoon meal to 200-300 High School students each school day. This year, the program expanded to include Clark Elementary. The program reduces hunger among students who otherwise might not get a good, healthy afternoon meal and encourages participation in after-school programs that tend to drive class attendance and performance.
- Child Nutrition announced a new menu marketing system available which will allow patrons to view food menus on their computer or mobile device. MealViewer is a cutting-edge digital menu system that provides many features and allows Union to showcase menus online and on digital signage at some of the secondary school sites.
- The Maintenance Department was comprised of 11 technicians and 23 building engineers charged with the maintenance and minor repair of all district facilities. The maintenance department completed over 10,000 work orders and monthly preventative maintenance projects. Union employs a licensed locksmith, two plumbers, two electricians, five HVAC mechanics, and a district carpenter. Every Union facility is staffed with at least one building engineer. The district received a \$96,733.41 rebate check from PSO for participating in a summer energy savings program and was honored with an award for saving the most energy.
- The Custodial Department had 104 full- and part-time custodians including 21 lead custodian supervisors. Custodial staff worked tirelessly to clean and maintain over 3,323,544 sq. ft. of building space. The custodial staff also works to help set up and tear down the myriad of events throughout the district.



Operations

- The Grounds Department employs 13 district groundskeepers and a grounds coordinator. Our district groundskeepers maintain over 425 acres of property at 23 different locations. The crew also maintains elementary playground equipment, prepares playing surfaces for games and practices, performs minor asphalt and concrete repairs, removes snow during inclement weather, prepares for large event set up, and works alongside warehouse staff during large district moving projects.
- The Purchasing and Supply Management Department consisted of three employees at the Education Service Center and 10 at the Distribution Center & Warehouse. The department supported the functions of purchasing and supply management: sourcing, purchasing, contracting, materials management and distribution, inventory, receiving, records management, logistics, daily interschool mail service, and disposal of surplus materials and equipment.
- During 2018-2019, the department reviewed over 300 agreements, contracts and memorandums of understanding, completed 416 warehouse work orders, made 727 custodial and instructional supply deliveries, received and delivered 2,919 orders from purchase orders, made more than 700 cafeteria deliveries to school sites, hosted 368 online surplus auctions, and made over 3,960 interschool mail deliveries to school and district sites.
- Procurement project highlights for the 2018-2019 year included the successful solicitation and selection of a new webpage content management provider, new commercial insurance broker, purchase of over 3,700 1-to-1 student laptops for high school students and 290 new teacher laptops, purchase of school buses and band uniforms, and the successful solicitation and award of annual child nutrition bids, including a cooperative bid with other area schools for commodity processing.
- Under the direction of the Director of Purchasing and Supply Management, the Union Public Schools Uniform Guidance Procurement Plan & Procedures for Federal Programs and Child Nutrition was completed and approved by the school board. As a result of the written plan, procedures and procurement practices, the district's first-ever child nutrition procurement audit resulted in no findings.
- Safety and Security-The district employed a Director of Security and a district security coordinator, as well as 13 full-time security officers at the secondary schools and 24 part-time officers for athletic and special events. One Broken Arrow School Resource Officer was on call daily in addition to seven off-duty Tulsa Police Department officers on a rotating schedule, allowing one to patrol the district each day. Emergency procedure posters were updated and distributed to all schools.
- District employees completed more than 23,537 assigned training courses and more than 3,325 unassigned safety courses on their own for a training completion rate of 87 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) – Three employees coordinated 55,713 internal events and 2,941 external rentals involving scheduling, contracts, scheduling conflict resolution, staffing, and set up and tear down.



Operations

Construction/Facilities

- Phase 3, the final phase of Ellen Ochoa Elementary, was completed, which included adding 28 regular classrooms, two art classrooms, two maker spaces, two outdoor classrooms, the “learning stairs,” a second media center; collaboration spaces; and a 16-foot indoor slide.
- Remodeling of the High School PAC lobby and restrooms were completed, as well as the installation of a new sound system.
- In preparation for the new stadium, the relocation of utilities, water, sewer, gas, electrical, storm water, and communication was started.
- New interior millwork/cabinets and flooring were installed at Darnaby Elementary.
- New flooring was installed at Cedar Ridge Elementary.
- The Union High School Freshman Academy had a new chiller, piping, cooling tower and control equipment installed.
- Playground remodels were done at Darnaby and Jefferson.
- A new greenhouse was constructed at the Union Collegiate Academy.
- A new 350-ton chiller and a new elevator were installed at the UMAC.
- The front entrance of the Union Collegiate Academy was redesigned for enhanced safety and security.
- The UMAC Athletics department received new carpeting.
- Fuel island software was upgraded, along with the replacement of seals, sensors and the painting of fuel tanks.



Notable Milestones

Community Support

- Stacey Roemerman was re-elected to a five-year term representing Zone 4 on the Board of Education.
- The Union Schools Education Foundation awarded 40 educational grants in fall 2018 totaling \$31,140.33, and granted an additional 25 projects valued at \$24,671.21 in spring 2019. The Foundation awarded a total of \$55,811.54 during the 2018-2019 school year. The projects to be funded ranged from \$25 to \$5,000.
- In addition to educational grants, the Foundation also supported several programs including Special Olympics, Union Pre-K Camp, High School Leadership, Teacher and Support Person of the Year, Graduation Celebration and several other projects totaling over \$14,000.
- The Foundation welcomed nearly 600 guests and raised \$218,104 during “A Night of Focus,” its annual dinner and auction held at River Spirit Resort. The online auction increased the grand total to \$229,904, breaking an all-time record for the organization.
- TTCU Federal Credit Union presented Union Public Schools with a check for \$6,500 in August 2018 in conjunction with the School Pride program. The district receives funds based on usage of the Union School Pride Visa Check card.
- The Rotary Club of Southeast Tulsa gave a generous donation to Roy Clark Elementary to buy books and provided volunteers to read and mentor students.
- Team Union Special Olympics received a \$1,500 donation from Walmart at 68th & Memorial.
- Board Member Heather McAdams was one of five school board members selected by the Oklahoma State School Board Association for the 2019 All-State School Board for outstanding service on behalf of their local school boards and to the state.

Business/Technology Highlights

- New wireless access points to enhance wireless availability at the district.
- Upgraded district internet from 4 GB to 30 GB.
- Replaced the intercom systems at Alternative Education, Union High School, and Union High School Freshman Academy.
- Replaced telephones at Andersen Elementary.
- In May 2019, Union Public Schools became the first district in the U.S. to issue digital diplomas and transcripts using blockchain technology. This enables graduating seniors to be digital owners of their diplomas and transcripts via a desktop or mobile app.
- Union launched the Oklahoma eSport League – the first high school-sponsored league of its kind in Oklahoma – in partnership with nine other school districts across the state. This new league will allow students of member schools in grades 9-12 to compete in five popular video games. According to Todd Borland, Executive Director of Technology for Union, “A number of colleges are offering scholarships to eSports teams, so by becoming the State Champion in a game, students will increase their chances of helping to cover college tuition. This relates directly to Union’s mission of ‘100% Graduation, College & Career-Ready.’”
- The Oklahoma Association of School Business Officials honored Associate Director of Budgeting & Treasury Becky Byers as only the second Oklahoman to be recognized as a Certified Administrator of School Finance and Operations.
- Chief Financial Officer Trish Williams was selected by her peers as the School of Business Official of the Year in Oklahoma

Union Public Schools
Management's Discussion and Analysis

The Management's Discussion and Analysis of Union Public School District's financial performance provides a narrative overview of the district's financial activities for the fiscal year ended June 30, 2019. The intent of this discussion and analysis is to look at the district's financial performance as a whole. Readers should also review the transmittal letter, notes to the basic financial statements, and supplementary information to enhance their understanding of the district's financial performance.

Financial Highlights

Key financial highlights for fiscal year 2019 are as follows:

⇒ In total, the district's net position increased \$18,753,802. The net position of governmental activities increased \$18,753.802 which represents a 18.76 percent increase from fiscal year 2018.

⇒ General revenues accounted for \$133,978,838 in revenue or 73.21 percent of all revenues. Program specific revenues in the form of charges for services and sales. grants and contributions accounted for \$49,017,880 or 26.79 percent of total revenues of \$182,996,718.

⇒ The district had \$164,242,916 in expenses related to governmental activities: only \$49,017,880 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 \$121,928,157 in revenues. \$120,522.859 in expenditures. resulting in a fund balance increase of \$1,588,880. This increase is primarily a result of an increase in state, local, and federal revenue collections. Bond fund revenues totalled \$6 14,514. Net bond sale proceeds were \$24,500,000. Expenditures in the bond fund totalled \$23,826,711. The sinking fund had \$26,202,463 in revenues and \$27,098,437 in expenditures. The building fund became a major fund for Fiscal year 2019 with \$12, 726,318 in revenues and \$8,884,613 in expenditures.

⇒ Based upon criteria established by the Governmental Accounting Standards Board. the building fund, a special revenue fund, was re-classified from a non-major fund to a major fund.





Union Public Schools
8506 E. 61st Street
Tulsa, OK 74133

www.unionps.org