

BOARD OF EDUCATION

Portland Public Schools

SPECIAL MEETING**MONDAY, March 30, 2015****Board Auditorium**

Blanchard Education Service Center

501 N. Dixon Street

Portland, Oregon 97227

Note: Those wishing to speak before the School Board should sign the public comment sheet prior to the start of the meeting. No additional speakers will be accepted after the sign-in sheet is removed, but testifiers are welcome to sign up for the next meeting. While the School Board wants to hear from the public, comments must be limited to three minutes. All those testifying must abide by the Board's Rules of Conduct for Board meetings.

Public comment related to an action item on the agenda will be heard immediately following staff presentation on that issue. Public comment on all other matters will be heard during the "Public Comment" time.

This meeting may be taped and televised by the media.

AGENDA

1. **CONSIDERATION OF STEP 3 COMPLAINT** – *action item* 6:00 pm

2. **BUSINESS AGENDA** 7:00 pm

3. **ADJOURN** 7:15 pm

Portland Public Schools Nondiscrimination Statement

Portland Public Schools recognizes the diversity and worth of all individuals and groups and their roles in society. The District is committed to equal opportunity and nondiscrimination based on race; national or ethnic origin; color; sex; religion; age; sexual orientation; gender expression or identity; pregnancy; marital status; familial status; economic status or source of income; mental or physical disability or perceived disability; or military service.



Board of Education Informational Report

MEMORANDUM

Date: March 19, 2015
To: Members of the Board of Education
From: Judi Martin, District Ombudsman
CC: Carole Smith, Superintendent
Subject: Step 3 Complaint Consideration of Title IX Complaint

On March 30, 2015, the Board is holding a special meeting to consider whether or not to accept a Step 3 Complaint appeal to the Board of Education regarding Title IX compliance. Per our complaint resolution process, http://www.pps.k12.or.us/files/board/4.50.031-AD_Complaint_Resolution_Process.pdf, the complainant may appeal a Step 2 decision to the Board of Education or to the Oregon Department of Education. The complainant has requested an appeal to the Board.

Per the administrative directive, you will find attached the full written record of the appeal:

- 1) the original complaint
- 2) the Step 1 response from Greg Wolleck
- 3) the Step 2 request for appeal
- 4) Rudy Rudolph's Step 2 recommendation to the Superintendent
- 5) The Superintendent's response to the step 2 appeal
- 6) The Step 3 request for appeal to the Board

The PPS Complaint Resolution Process requires that the Board of Education vote on whether or not to accept the appeal based on this written record. This is the action that the Board will take on Monday, March 30.

If the Board decides to accept the appeal, the Board must vote on the substance of the appeal within 30 days.

If the Board decides not to accept the appeal, the complainant may still choose to appeal to the Oregon Department of Education.

[REDACTED]

December 10, 2014

As a Wilson High School parent and mother of two Wilson student-athletes, I am hopeful that you can assist in resolving an unlawful discriminatory situation for which [REDACTED] is responsible.

Under Title IX, a school is obligated to ensure that the overall benefits and treatments of female and male programs are comparable. Scheduling game times is one benefit that must be equally provided to the men's and women's programs. Specifically, the men's and women's programs must have equal access to "prime-time" game times. While the nature of what constitutes "prime time" may be different depending on the sport, season and school, the schedule created and endorsed by [REDACTED] is a textbook example of a compliance issue, because the Wilson women's varsity basketball schedule does not provide equal, "prime time" access to the gyms for games.

In fact, there are 10 instances of back-to-back Wilson varsity basketball games at the same gym location this upcoming season -- and in all instances, that is 10-out-of-10 times, the Wilson women's varsity basketball team is scheduled to play in the early time slot, while the Wilson men's varsity basketball team is scheduled to play in the "prime time" slot. Scheduling the Wilson men's varsity basketball team to play all of its games at 8:00pm while the Wilson women's varsity basketball team always plays at 6:30pm is a clear violation of Title IX.

When parent advocates and community volunteers have attempted to follow the communication chain-of-command, voicing their concerns to teachers, coaches and other school administrators about the advisability of [REDACTED] actions, he has been a poor example of the lessons that participation in athletics provides for student-athletes -- i.e., discipline, being on time, being part of a team and collaborating with others. When parents and volunteers have attempted to communicate with [REDACTED] directly, their requests have been met with bullying, intimidation, dismissive responses and stonewalling techniques that have created a frustrating impasse.

Since all attempts to communicate with [REDACTED] directly have failed, it is time to ensure that the Board of Education, Superintendent of Schools, District Title IX Contact, OSAA Executive Board and the Department of Education's Office for Civil Rights are made aware of the impact of [REDACTED] complete disregard for student-athletes and the required compliance with Title IX.

The distrust and animosity created by [REDACTED] is a disservice to the community of student-athletes and coaches that he is responsible for supporting. [REDACTED] should face substantive repercussions for sanctioning this form of discrimination, and at a minimum, the PIL women's varsity basketball schedule should be reviewed and immediately revised to comply with Title IX to ensure that all students have equal opportunities to benefit from sports.

Thank you for your time, attention,....and action.

Sincerely,
[REDACTED]

[REDACTED]

From: Judi Martin <jmartin@pps.net>
Subject: Complaint Resolution
Date: January 13, 2015 11:32:01 AM PST
To: [REDACTED]
Cc: Greg Wolleck <gwolleck@pps.net>, Aisha Hollands <ahollands@pps.net>

3 Attachments, 472 KB

Dear Ms. [REDACTED]

Thank you for sharing your concerns regarding girls basketball teams playing in prime time slots as determined under Title IX. You also had concerns regarding a specific employee. Our goal is to reach a mutually agreed upon resolution of your complaint. The concerns regarding Title IX have been addressed through the Portland Public Schools formal complaint policy. Please find attached a written decision from Greg Wolleck, the Director of School Programs. The administrators appreciated the opportunity to look into this matter and continue to look for ways to increase participation by both players and spectators.

Dr. Aisha Hollands in the Human Resources department has been in contact with you and is conducting an investigation regarding your allegations of the employee.


I do hope that this outcome is satisfactory and that you feel your concerns are being addressed. You may choose to have the decision reviewed if you are not in agreement. I'm attaching a copy of the Complaint Policy for your reference. You will need to submit a request for review within 10 days.

Please let me know if I can be of any further assistance.

Sincerely,

Judi Martin

Judi Martin
District Ombudsman
Portland Public Schools
501 North Dixon Street
Portland, Oregon 97227-1804
503-916-3045


[Title IX Report.docx \(18 KB\)](#) [4.50.030-P ...df \(107 KB\)](#) [4.50.031-A....pdf \(347 KB\)](#)

Portland Public Schools Title IX Investigation Report

Basketball Complaint

On December 12, 2014, the district received a communication from a Wilson High School parent stating that she believed the basketball schedule, especially as it pertains to varsity girls, is in violation of Title IX. The specific concern is that the girls do not have equal access to the 8:00 time slot for Friday games.

Schedule

The Wilson varsity girls have the 8:00 time slot on Tuesdays when the freshmen, junior varsity and varsity girls all play at the same site. However, on Fridays, when the varsity girls and boys play at the same site, the girls play at 6:30 and the boys at 8:00.

In addition, during three or four weeks of the season, Thursday games are played. On those nights, the varsity girls play at 5:45 and the boys at 7:15.

Guidance to Districts

The following guidance is provided by the OSAA website: FAQ for Evaluating Equity in Athletic Programs - Equity and Civil Rights Office, OSPI

<http://www.k12.wa.us/Equity/pubdocs/FAQEvaluatingEquityAthleticPrograms.pdf>

- *The times for competition that are considered "prime time" or those that are most desirable may vary from district to district. When determining whether the district is in compliance, an overall program assessment is needed.*
- *If an institution reserves prime time for boys, the institution would be expected to provide nondiscriminatory justification for the difference in treatment.*
- *The scheduling component is not just about the number and times of games. Rather, its overriding concern is the impact that unequal scheduling may have on factors such as the opportunity to participate, compete, attract media coverage, play in front of spectators and develop a strong overall program.*
- *Girls might be less interested in joining the basketball team because of a lack of school and community support.*

Findings

Having reviewed the process through which the schedule was developed as well as the intent of its developers, I have learned:

- Based on our discussions with OSAA officials, prime time for varsity play, generally speaking, is after 6:00. Both the girls' and the boys' Tuesday and Friday play follows 6:00. It is only the three or four Thursday games required to complete the schedule that start at 5:45.
- The schedule was developed through a collaborative process involving both girl and boy team coaches with a goal of optimizing spectator participation for all, and girls in particular.
- This schedule was designed to increase spectator attendance and to provide other supports for girls' teams such as cheer and concessions.
- Community attendance for the girls' games has been generally less than for boys and has been falling across the district. In response, scheduling the girls before the boys on Fridays and the Thursdays is to assure there is the broadest community support for their play. The girls benefit from the support of fans for their own games as well as the arrival of fans for the boys games.

- It is important for our newly consolidated PIL 6A league that the schedule be consistent and in the best interest of players from all schools and that it be supported by district coaches.

Conclusion

- The schedule does meet the expectations of Title IX.
- Maintain the schedule as currently set and collect data on actual spectator counts, not just ticket sales.
- Use the data collected this season to determine the impact of the schedule on supports for the girls' teams and whether the strategy of playing them first is effective in maintaining or increasing spectator participation.

Submitted by:

Greg Wolleck, Director of School Programs

January 9, 2015

[REDACTED]

" No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance. "

- TITLE IX OF THE EDUCATIONAL AMENDMENTS OF 1972

January 22, 2015

SUBMITTED VIA EMAIL [superintendent@pps.net] – hard copy to follow via USPS

Superintendent Carole Smith
Portland Public Schools
501 N. Dixon Street
Portland, Oregon 97227

Re: Title IX Complaint – Request for Review In Writing by the Office of the Superintendent

Superintendent Smith,

I was notified via email on 1/13/15 that Portland Public Schools (PPS) had closed the 12/10/14 Title IX complaint, saying that the newly consolidated Portland Interscholastic League (PIL) 6A basketball schedule meets the expectations of Title IX. Per the PPS Complaint Resolution Process, I am writing to request a review in writing by the Office of the Superintendent.

Even though the findings and conclusions provided in the PPS Title IX Investigation Report are obviously self-contradictory, they are expected to be accepted as true based solely on the fact that an authority figure is asserting them – i.e., the self-serving definition of prime time that doesn't apply to both girls and boys equally, the so-called "collaborative" process used to develop the schedule, the newly stated goal of optimizing spectator attendance/participation/support (listed as three separate bullet items) and the discriminatory methods employed by PPS administrators to provide a "consistent" schedule.

The newly consolidated PIL 6A league schedule and Title IX compliance are not mutually exclusive. In fact, PPS is required by law to comply with Title IX in any educational program or activity receiving Federal financial assistance – which includes athletics. Frankly, I am dumb-founded that PPS continues to make excuses for perpetuating gender discrimination and civil rights violations, all under the guise of collaboration, support and consistency.

[REDACTED]

The discrimination and inequality are clearly evident in the newly consolidated PIL 6A league schedule. The real question is how, *nearly 43 years after the enactment of Title IX*, is this kind of systematic and unlawful discrimination allowed to happen in the first place – let alone, be ignored when brought to the District's attention?

HOW does the PIL basketball schedule reflect a collaborative process?

The last bullet of the PPS Title IX Investigation Report findings says it all:

- "It is important for our newly consolidated PIL 6A league that the schedule be consistent and in the best interest of players from all schools and that it be supported by district coaches."

That type of language, in a legally vetted Title IX response to a parent complaint, is a declaration of the intimidation, bullying and threats of retaliation placed upon coaches and administrators to "shut-up and go with the program."

Using threats, intimidation and bullying tactics to silence those with a seat at the table (coaches, ADs, principals) is not collaboration – it's unfairly leveraging one's authority and position of power to silence any alternative perspectives. By the same token, the more subtle aggressions of stonewalling, being dismissive and unresponsive also pay lip-service to open communication with members of the PPS community. The distrust and animosity created by PPS with the newly consolidated PIL 6A league schedule is a disservice to the community of all student-athletes that the District is responsible for supporting.

HOW does the newly consolidated PIL 6A league schedule help to meet the goals of growing attendance when the earlier game times (for GIRLS only) make it harder for parents, friends and family to attend games?

Simply stated, it is more difficult for parents, friends and family to attend earlier games, making the later game times more valued. When playing back-to-back at the same venue, the Varsity boys are ALWAYS scheduled for more valued times (@ 7:30 or 8pm) than Varsity girls (@ 5:45 or 6:30pm), which is a significant difference in treatment and a clear violation of Title IX.

Below-listed are the 10 dates where Varsity girls and Varsity boys play back-to-back games at the same venue. In ALL 80 of these back-to-back games, the Varsity boys are in the "prime time" slot (@ 7:30 or 8pm) while the Varsity girls play as an 'opening act' (@ 5:45 or 6:30pm):

1. Thursday, January 8, 2015:
 - All 4 Girls Varsity games @ 5:45pm
 - All 4 Boys Varsity games @ 7:30pm
2. Thursday, January 15, 2015:
 - All 4 Girls Varsity games @ 5:45pm
 - All 4 Boys Varsity games @ 7:30pm
3. Friday, January 16, 2015:
 - All 4 Girls Varsity games @ 6:30pm
 - All 4 Boys Varsity games @ 8:00pm

4. Friday, January 23, 2015:
 - All 4 Girls Varsity games @ 6:30pm
 - All 4 Boys Varsity games @ 8:00pm
5. Friday, January 30, 2015:
 - All 4 Girls Varsity games @ 6:30pm
 - All 4 Boys Varsity games @ 8:00pm
6. Thursday, February 5, 2015:
 - All 4 Girls Varsity games @ 5:45pm
 - All 4 Boys Varsity games @ 7:30pm
7. Friday, February 6, 2015:
 - All 4 Girls Varsity games @ 6:30pm
 - All 4 Boys Varsity games @ 8:00pm
8. Friday, February 13, 2015:
 - All 4 Girls Varsity games @ 6:30pm
 - All 4 Boys Varsity games @ 8:00pm
9. Thursday, February 19, 2015:
 - All 4 Girls Varsity games @ 5:45pm
 - All 4 Boys Varsity games @ 7:30pm
10. Friday, February 20, 2015:
 - All 4 Girls Varsity games @ 6:30pm
 - All 4 Boys Varsity games @ 8:00pm

HOW does the newly consolidated PIL 6A league schedule provide consistency to all student-athletes?

The only "consistency" in the girls' basketball schedule is that the girls are consistently treated as second-class student-athletes. The schedule does, however, create consistency in the start times for all boys' games which benefits the boys and their spectators at the expense of fair and equal treatment of the girls' teams.

The newly consolidated PIL 6A league schedule has 7 gender-specific dates (Tuesdays), 10 back-to-back, same venue dates (Thursdays and Fridays) and 1 boys-only PIL Showcase date (Saturday). The Varsity boys play all of their league games – regardless of day of the week – at the more valued and consistent 7:30pm or 8:00pm. The Varsity girls, on the other hand, will play all 10 back-to-back same venue games as the 'opening act' for the boys – 4 games at 5:45pm and 6 games at 6:30pm – and only 6 games at 7:30pm on the gender-specific dates.

The PIL Showcase (1/10/15) was scheduled to showcase only the boys PIL teams, while completely excluding the girl's teams. In order to accommodate the boys-only PIL Showcase, the PIL girls teams were scheduled to play 3 games in 4 days.

HOW is the newly consolidated PIL 6A league schedule in the best interest of players from all schools?

It's not just the Varsity girls that experience a significant difference in treatment when it comes to playing before the boys in the earlier time slot. When playing on those same 10 back-to-back same venue dates, the JV girls play their games at 3:45pm or 4pm. In fact, the JV girl's games begin as early as 3:45pm on 6-out-of-10 back-to-back, same venue dates (1/16, 1/23, 1/30, 2/6, 2/13 and 2/20), while the JV boy's games are never scheduled to begin before 5pm on back-to-back same venue dates.

With regular school days dismissed at 3:15pm and 6 JV girl's games starting as early as 3:45pm, the newly consolidated PIL 6A league schedule creates a situation where the JV girls will have less access to a full instructional day than the JV boys.

In addition, the transportation impact created by the newly consolidated PIL 6A league schedule means that the Varsity girls may also have to travel with the JV girls to games. For example, on 1/15/15 the Wilson Varsity and JV girls were released from school at 2:15pm, missing one hour of the instructional day, to be able to play a 4pm JV girl's game and 5:45pm Varsity girl's game. And since the early start times are only an issue for the girls on back-to-back same venue games, that is a significant difference in treatment.

While other PPS officials have either ignored or avoided recognizing and acknowledging the discrimination and inequitable treatment, I am confident that with your help we can accomplish the necessary changes to comply with Title IX and ensure that all students have equal opportunities to benefit from sports.

The proposed solution is fair and simple – and remains the same as when the complaint was first submitted prior to the start of league play. Immediately revise the newly consolidated PIL 6A league schedule to comply with Title IX and ensure that all students have equal opportunities to benefit from sports. If both boys and girls teams play on the same day at the same venue, boys and girls teams should alternate which plays at the more valued (or prime) time. Otherwise, teams should swap which day they play (i.e., boys at home; girls away) to create consistency in scheduling and compliance with Title IX.

The newly consolidated PIL 6A league schedule points toward a broader blindness. PPS seems to be approaching required compliance with Title IX in the same way that some organizations approach diversity, by ticking off boxes:

- ✓ Do girls have a basic opportunity to participate in basketball? Check!
- ✓ Do girls play in the same gym as the boys on back-to-back same venue dates? Check!
- Do girls have equal opportunity to play their games during the more valued times when parents, family and friends (i.e., spectators with a vested interest) can attend?
- Do girls have an equal opportunity to a full instructional day at school?

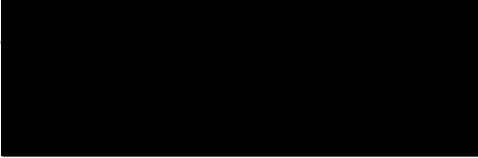
Oh, that's right -- never mind about those details.....because the "girl thing" has been checked off already.

As a parent, we expect our students to learn many different lessons, including the valuable lifetime lessons athletes experience through sports. However, allowing the newly consolidated PIL 6A league schedule to unlawfully discriminate by treating girls as second-class student-athletes sends a terrible message to all citizens and should be immediately corrected.

It is truly sad that after decades of advancement in gender equality and equal rights that this clearly discriminatory situation has been allowed to exist – and thrive – in our very own school district. For the betterment of all of our sons and daughters, I ask that the situation and newly consolidated PIL 6A league schedule be addressed and corrected immediately.

Thank you for your time, attention.....and action.

Sincerely,



cc: Judi Martin, PPS District Ombudsman [jmartin@pps.net]

Enclosures:

12/10/14 letter of complaint

1/13/15 PPS Title IX Investigation Report

*Newly consolidated PIL 6A league schedule – dated 12/30/14 [printed from
http://www.pps.k12.or.us/files/League_Basketball_Schedule.pdf]*

12/30/2014

**PORTLAND INTERSCHOLASTIC LEAGUE
2014-2015 BOYS & GIRLS BASKETBALL SCHEDULE**

BOYS			GIRLS		
Round #1			TUESDAY, JANUARY 6		
Benson	@ Roosevelt	F-4:00, JV-5:45, V-7:30	Madison	@ Sunset	JV II- 4:00, JV- 5:45, V- 7:30
Cleveland	@ Wilson	F-4:00, JV-5:45, V-7:30	Lincoln	@ Franklin	JV II- 4:00, JV- 5:45, V- 7:30
Jefferson	@ Grant	F-4:00, JV-5:45, V-7:30	Roosevelt	@ Benson	JV II- 4:00, JV- 5:45, V- 7:30
Franklin	@ Lincoln	F-4:00, JV-5:45, V-7:30	Grant	@ Jefferson	JV- 5:45, V- 7:30
Westview	@ Madison	F-4:15, JV-5:45, V-7:30	Wilson	@ Cleveland	JV II- 4:00, JV- 5:45, V- 7:30
Grant	@ Sandy	JV II-4:00			
Westview vs Lincoln	@ Marshall	JV II-5:45			
Wilsonville vs Cleveland	@ Marshall	JV II 4:00			
Round #2			THURSDAY, JANUARY 8		
Benson	@ Grant	JV-4:00, F-5:45	Madison	vs Franklin	Marshall JV II- 4:00
Grant	@ Benson	V-7:30	Roosevelt	@ Lincoln	JV II- 7:30
Roosevelt	@ Lincoln	JV-4:00, F-5:45	Benson	@ Grant Aux	JV II- 4:00
Lincoln	@ Roosevelt	V-7:30	Grant	@ Benson	JV- 4:00, V-5:45
Wilson	@ Jefferson	JV-4:00, F-5:45	Franklin	@ Madison	JV- 4:00, V-5:45
Jefferson	@ Wilson	V-7:30	Jefferson	@ Wilson	JV- 4:00, V- 5:45
Madison	@ Franklin	JV-4:00, F-5:45	Lincoln	@ Roosevelt	JV- 4:00, V- 5:45
Franklin	@ Madison	V-7:30			
Round #3			FRIDAY, JANUARY 9		
Lincoln	@ Jefferson	F-4:00, JV-5:45	Roosevelt	@ Grant	JV II- 4:00, JV- 5:45, V- 7:30
Grant	@ Roosevelt	F-4:00, JV-5:45	Cleveland	@ Madison	JV II- 4:00, JV- 5:45, V- 7:30
Wilson	@ Franklin	F-4:00, JV-5:45	Jefferson	@ Lincoln	JV- 5:45, V- 7:30
Madison	vs Cleveland @ Marshal	F-4:00, JV-5:45	Franklin	@ Wilson	JV II- 4:00, JV- 5:45, V- 7:30
Cleveland	@ Forest Grove	JV II- 7:15			
Lincoln	@ Century	JV II- 7:00			
Grant	@ Tigard	JV II- 4:00			
PIL SHOWCASE CAMPUS			SATURDAY, JANUARY 10		
Southridge (BC)	vs Benson	V-12:30			
Cleveland	vs Madison	V-2:15			
Wilson	vs Franklin	V- 4:00			
Grant	vs Roosevelt	V- 5:45			
Lincoln	vs Jefferson	V- 7:30			
Tigard	@ Grant	JV II- 10:30am			
Lincoln	@ Wilson	JV II-1:00			

Round #4		TUESDAY, JANUARY 13			
Cleveland	@ Grant	F-4:00, JV- 5:45, V- 7:30	Grant	@ Cleveland	JV II- 4:00, JV- 5:45, V- 7:30
Roosevelt	@ Jefferson	F-4:00, JV- 5:45, V- 7:30	Franklin	@ Benson	JV II- 4:00, JV- 5:45, V- 7:30
Madison	@ Lincoln	F-4:00, JV- 5:45, V- 7:30	Lincoln	@ Madison	JV II- 4:00, JV- 5:45, V- 7:30
Benson	@ Franklin	F-4:00, JV- 5:45, V- 7:30	Jefferson	@ Roosevelt	JV- 5:45, V- 7:30
Cleveland	@ Barlow	JV II- 6:00		@	
Grant	@ Central Catholic	JV II- 4:00			
Hudson's Bay	@ Wilson	JV2- 4:00			

Round #5		WEDNESDAY, JANUARY 14			
Lincoln	@ Jesuit	JV II- 7:30		@	

Round #5		THURSDAY, JANUARY 15			
Grant	@ Wilson	JV- 4:00, F-5:45	Cleveland	@ Roosevelt	JV II- 7:30
Wilson	@ Grant	V-7:30	Grant	@ Wilson	JV II- 7:30
Cleveland	@ Roosevelt	JV- 4:00, F-5:45	Benson	@ Madison	JV II- 5:45
Roosevelt	@ Cleveland	V-7:30	Roosevelt	@ Cleveland	JV- 4:00, V- 5:45
Madison	@ Benson Aux	F- 4:00	Madison	@ Benson	JV- 4:00, V- 5:45
Benson	@ Madison	JV- 4:00	Jefferson	@ Franklin	JV- 4:00, V- 5:45
Madison	@ Benson	V- 7:30	Wilson	@ Grant	JV- 4:00, V- 5:45
Franklin	@ Jefferson	F- 5:45			
Franklin	@ Jefferson	JV- 4:00			
Jefferson	@ Franklin	V-7:30			

Round #6		FRIDAY, JANUARY 16			
Lincoln	@ Wilson	F- 5:30	Grant	@ Madison	JV II- 4:00
Benson	@ Cleveland	F- 4:00	Cleveland	@ Benson Aux	JV II- 4:00
Grant	@ Madison	F- 5:30	Franklin	@ Roosevelt	JV II- 4:00
Franklin	@ Roosevelt	F- 5:30	Lincoln	@ Wilson	JV II- 4:00
Roosevelt	@ Franklin	JV- 5:00, V- 8:00	Cleveland	@ Benson	JV- 3:45, V- 6:30
Cleveland	@ Benson	JV- 5:00, V- 8:00	Madison	@ Grant	JV- 3:45, V- 6:30
Wilson	@ Lincoln	JV- 5:00, V- 8:00	Roosevelt	@ Franklin	JV- 3:45, V- 6:30
Madison	@ Grant	JV- 5:00, V- 8:00	Wilson	@ Lincoln	JV- 3:45, V- 6:30
Grant	@ Lake Oswego	JV II- 4:00			

Round #7		SATURDAY, JANUARY 17			
Cleveland	@ Wilson	JV2- 1:00			

Round #7		TUESDAY, JANUARY 20			
Grant	@ Franklin	F- 4:00, JV- 5:45, V- 7:30	Wilson	@ Madison	JV II- 4:00, JV- 5:45, V- 7:30
Benson	@ Jefferson	F- 4:00, JV- 5:45, V- 7:30	Jefferson	@ Benson	JV- 5:45, V- 7:30
Madison	@ Wilson	F- 4:00, JV- 5:45, V- 7:30	Franklin	@ Grant	JV II- 4:00, JV- 5:45, V- 7:30
Cleveland	@ Lincoln	F- 4:00, JV- 5:45, V- 7:30	Lincoln	@ Cleveland	JV II- 4:00, JV- 5:45, V- 7:30

Round #7		WEDNESDAY, JANUARY 21			
Central Catholic vs Cleveland	@ Marshall	JV II- 4:00			
Central Catholic vs Lincoln		JV II 5:45 @ Marshall			
Barlow	@ Grant	JV II 7:30			

THURSDAY, JANUARY 22

Lincoln vs Wilson @ Marshall JV2- 4:00 Lincoln @ St Marys F- TBA

Round #8 **FRIDAY, JANUARY 23**

Grant @ Lincoln	F- 5:30	Madison @ Roosevelt	JV II- 4:00
Jefferson @ Cleveland	F- 4:00	Grant @ Lincoln	JV II- 4:00
Benson @ Wilson	F- 5:30	Benson @ Wilson	JV II- 4:00
Madison @ Roosevelt	F-5:30	Cleveland @ Jefferson	JV- 3:45, V- 6:30
Lincoln @ Grant	JV- 5:00, V- 8:00	Lincoln @ Grant	JV- 3:45, V- 6:30
Cleveland @ Jefferson	JV- 5:00, V- 8:00	Wilson @ Benson	JV- 3:45, V- 6:30
Wilson @ Benson	JV- 5:00, V- 8:00	Roosevelt @ Madison	JV- 3:45, V- 6:30
Roosevelt @ Madison	JV- 5:00, V- 8:00		
Wilson @ Cleveland	JV II- 5:45		
Grant @ David Douglas	JV II- 4:00		

SATURDAY, FEBRUARY 24

Cleveland @ Grant JV II- 10:30am

Round #9 **FRIDAY, JANUARY 30**

Roosevelt @ Wilson	F- 5:30	Cleveland @ Franklin	JV II- 4:00
Cleveland @ Franklin	F- 5:30	Roosevelt @ Wilson	JV II- 4:00
Madison @ Jefferson	F- 4:00	Benson @ Lincoln	JV II- 4:00
Benson @ Lincoln	F- 5:30	Jefferson @ Madison	JV- 3:45, V- 6:30
Jefferson @ Madison	JV- 5:00, V- 8:00	Lincoln @ Benson	JV- 3:45, V- 6:30
Wilson @ Roosevelt	JV- 5:00, V- 8:00	Wilson @ Roosevelt	JV- 3:45, V- 6:30
Franklin @ Cleveland	JV- 5:00, V- 8:00	Franklin @ Cleveland	JV- 3:45, V- 6:30
Lincoln @ Benson	JV- 5:00, V- 8:00		
Forest Grove @ Grant	JV II- 4:00		
Century @ Lincoln	JV II- 7:30		

Round #10 **TUESDAY, FEBRUARY 3**

Lincoln @ Madison	F- 4:00, JV- 5:45, V- 7:30	Roosevelt @ Jefferson	JV- 5:45, V- 7:30
Jefferson @ Roosevelt	F- 4:00, JV- 5:45, V- 7:30	Madison @ Lincoln	JV II- 4:00, JV- 5:45, V- 7:30
Franklin @ Benson	F- 4:00, JV- 5:45, V- 7:30	Cleveland @ Grant	JV II- 4:00, JV- 5:45, V- 7:30
Grant @ Cleveland	F- 4:00, JV- 5:45, V- 7:30	Benson @ Franklin	JV II- 4:00, JV- 5:45, V- 7:30
Wilson @ Westview	JV II- 4:00		
Lincoln @ Lake Oswego	JV II- 6:45		
Cleveland @ Jesuit	JV II- 4:00		

Round #11 **THURSDAY, FEBRUARY 5**

Grant @ Benson	JV- 4:00, F- 5:45	Grant @ Benson Aux	JV II- 4:00
Lincoln @ Roosevelt	JV- 4:00, F- 5:45	Franklin @ Madison	JV II- 5:45
Jefferson @ Wilson	JV- 4:00, F- 5:45	Lincoln @ Roosevelt	JV II- 7:30
Franklin vs Madison @ Marshall	F- 4:00	Benson @ Grant	JV- 4:00
Franklin @ Madison	JV- 4:00	Wilson @ Jefferson	JV- 4:00
Jefferson @ Wilson	JV- 4:00	Madison @ Franklin	JV- 4:00

Wilson	@ Jefferson	V- 7:30	Roosevelt @ Lincoln	JV- 4:00
Benson	@ Grant	V- 7:30	Wilson @ Jefferson	V- 5:45
Madison	@ Franklin	V- 7:30	Roosevelt @ Lincoln	V- 5:45
Roosevelt	@ Lincoln	V- 7:30	Madison @ Franklin	V- 5:45
Cleveland	@ Wilson	JV II- 7:30	Benson @ Grant	V- 5:45

Round #12 FRIDAY, FEBRUARY 6

Lincoln	@ Benson	F- 4:00	Franklin @ Cleveland	JV II- 4:00
Jefferson	@ Madison	F- 5:30	Lincoln @ Benson Aux	JV II- 4:00
Wilson	@ Roosevelt	F- 5:30	Wilson @ Roosevelt	JV II- 4:00
Franklin	@ Cleveland	F- 5:30	Roosevelt @ Wilson	JV- 3:45, V- 6:30
Madison	@ Jefferson	JV- 5:00, V- 8:00	Madison @ Jefferson	JV- 3:45, V- 6:30
Cleveland	@ Franklin	JV- 5:00, V- 8:00	Benson @ Lincoln	JV- 3:45, V- 6:30
Benson	@ Lincoln	JV- 5:00, V- 8:00	Cleveland @ Franklin	JV- 3:45, V- 6:30
Roosevelt	@ Wilson	JV- 5:00, V- 8:00		

SATURDAY, FEBRUARY 7

Lake Oswego	@ Grant	JV II- 10:00am		
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MONDAY, FEBRUARY 9

Wilson	@ Hudson's Bay	JV2- 5:30		
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Round #13 TUESDAY, FEBRUARY 10

Jefferson	@ Lincoln	F- 4:00, JV- 5:45, V- 7:30	Grant @ Roosevelt	JV II- 4:00, JV- 5:45, V- 7:30
Franklin	@ Wilson	F- 4:00, JV- 5:45, V- 7:30	Madison @ Cleveland	JV II- 4:00, JV- 5:45, V- 7:30
Cleveland	@ Madison	F- 4:00, JV- 5:45, V- 7:30	Wilson @ Franklin	JV II- 4:00, JV- 5:45, V- 7:30
Roosevelt	@ Grant	F- 4:00, JV- 5:45, V- 7:30	Lincoln @ Jefferson	JV- 5:45, V- 7:30
Wilson vs Grant	@ Marshall	JV II- 4:00		
Lincoln	@ Forest Grove	JV II- 6:45	@	

WEDNESDAY, FEBRUARY 11

Cleveland	@ Benson Aux	F-5:45	Cleveland @ Benson Aux	JV2-4:00
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Round #14 FRIDAY, FEBRUARY 13

Wilson	@ Lincoln	F- 5:45	Roosevelt @ Franklin	JV II- 4:00
Roosevelt	@ Franklin	F- 5:45	Madison @ Grant Aux	JV II- 4:00
Madison	@ Grant	F- 4:00	Wilson @ Lincoln	JV II- 4:00
Franklin	@ Roosevelt	JV- 5:00, V- 8:00	Lincoln @ Wilson	JV- 3:45, V- 6:30
Lincoln	@ Wilson	JV- 5:00, V- 8:00	Grant @ Madison	JV- 3:45, V- 6:30
Benson	@ Cleveland	JV- 5:00, V- 8:00	Benson @ Cleveland	JV- 3:45, V- 6:30
Grant	@ Madison	JV- 5:00, V- 8:00	Franklin @ Roosevelt	JV- 3:45, V- 6:30

SATURDAY, FEBRUARY 14

Cleveland	@ Grant	JV II- 10:30		
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MONDAY, FEBRUARY 16

Wilson	@ Lincoln	JV II- 7:30		
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Round #15 TUESDAY, FEBRUARY 17

Lincoln	@ Franklin	F- 4:00, JV- 5:45, V- 7:30	Franklin @ Lincoln	JV II- 4:00, JV- 5:45, V- 7:30
Grant	@ Jefferson	F- 4:00, JV- 5:45, V- 7:30	Benson @ Roosevelt	JV II- 4:00, JV- 5:45, V- 7:30

Wilson @ Cleveland	F- 4:00, JV- 5:45, V- 7:30	Cleveland @ Wilson	JV II- 4:00, JV- 5:45, V- 7:30
Roosevelt @ Benson	F- 4:00, JV- 5:45, V- 7:30	Jefferson @ Grant	JV- 5:45, V- 7:30

WEDNESDAY, FEBRUARY 18

Lincoln @ Dallas	JV II- 7:00
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Round #16 THURSDAY, FEBRUARY 19

Jefferson @ Franklin	JV- 4:00, F- 5:45	Madison @ Benson Aux	JV II- 4:00
Madison @ Benson	JV- 4:00, F- 5:45	Roosevelt @ Cleveland	JV II- 7:30
Roosevelt @ Cleveland	JV- 4:00, F- 5:45	Wilson @ Grant	JV II- 5:45
Wilson @ Grant Aux	F- 4:00	Benson @ Madison	JV- 4:00, V-5:45
Wilson @ Grant	JV- 4:00	Franklin @ Jefferson	JV- 4:00, V-5:45
Benson @ Madison	V- 7:30	Cleveland @ Roosevelt	JV- 4:00, V-5:45
Franklin @ Jefferson	V- 7:30	Grant @ Wilson	JV- 4:00, V-5:45
Grant @ Wilson	V- 7:30		
Cleveland @ Roosevelt	V- 7:30		

Round #17 FRIDAY, FEBRUARY 20

Roosevelt @ Madison	F- 5:45	Lincoln @ Grant	JV II- 4:00
Cleveland @ Jefferson Aux	F- 4:00	Roosevelt @ Madison	JV II- 4:00
Lincoln @ Grant Aux	F- 4:00	Wilson @ Benson Aux	JV II- 4:00
Wilson @ Benson	F- 4:00	Jefferson @ Cleveland	JV- 3:45, V- 6:30
Madison @ Roosevelt	JV- 5:00, V- 8:00	Madison @ Roosevelt	JV- 3:45, V- 6:30
Jefferson @ Cleveland	JV- 5:00, V- 8:00	Benson @ Wilson	JV- 3:45, V- 6:30
Grant @ Lincoln	JV- 5:00, V- 8:00	Grant @ Lincoln	JV- 3:45, V- 6:30
Benson @ Wilson	JV- 5:00, V- 8:00		
Grant @ Jesuit	JV II- 7:15		

SATURDAY, FEBRUARY 21

Lincoln @ Grant	JV II- 10:30am
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Round #18 TUESDAY, FEBRUARY 24

Franklin @ Grant	F- 4:00, JV- 5:45, V- 7:30	Grant @ Franklin	JV II- 4:00, JV- 5:45, V- 7:30
Lincoln @ Cleveland	F- 4:00, JV- 5:45, V- 7:30	Cleveland @ Lincoln	JV II- 4:00, JV- 5:45, V- 7:30
Jefferson @ Benson	F- 4:00, JV- 5:45, V- 7:30	Benson @ Jefferson	JV- 5:45, V- 7:30
Wilson @ Madison	F- 4:00, JV- 5:45, V- 7:30	Madison @ Wilson	JV II- 4:00, JV- 5:45, V- 7:30
Cleveland @ West Linn	JV II- 5:15		

Cut off - Saturday, February 28

GIRLS PLAYIN ROUND FRIDAY, FEBRUARY 27

BOYS PLAYIN ROUND SATURDAY, FEBRUARY 28

FIRST ROUND OSAA BOYS 6A TUESDAY, MARCH 3

FIRST ROUND OSAA GIRLS 6A WEDNESDAY, MARCH 4

Appeal Decision

From: Office of Ombudsman <ombudsman@pps.net>
To: [REDACTED]
Cc: "Supt. Carole Smith" <carolesmith@pps.net>, Rudy Rudolph <rrudolph@pps.net>, Amanda Whalen <awhalen@pps.net>
Subject: Appeal Decision
Date: Feb 20, 2015 4:33 PM
Attachments: [Appeal Decision.pdf](#) [Appeal Review Title IX Girls' BB .pdf](#) [4.50.030-P Complaint Policy.pdf](#) [4.50.031-AD Complaint Resolution Process.pdf](#)

Dear [REDACTED]

Please see the enclosed letters. They outline the decision regarding your appeal.

The decision of the Superintendent is the final decision. If you would like to continue to appeal, you may choose to either request an appeal to the PPS Board of Education or appeal directly to the Oregon Department of Education. A request for a Board level appeal needs to be submitted to the Board Office within 20 days of the Superintendent's decision. I'm attaching a copy of the Complaint Policy for your reference.

Thank you again for bringing your concerns to the attention of Portland Public Schools. Please let me know if you have any questions.

Sincerely,

Judi

Judi Martin

District Ombudsman

Portland Public Schools

501 North Dixon Street
Portland, Oregon 97227-1804

503-916-3045



PORTLAND PUBLIC SCHOOLS

501 North Dixon Street / Portland, OR 97227
Telephone: (503) 916-3200 / Fax: (503) 916-3110
Mailing Address: P. O. Box 3107/97208-3107
Email: csmith1@pps.net

Carole Smith
Superintendent

OFFICE OF THE SUPERINTENDENT

DATE: February 20, 2015
TO: [REDACTED]
FROM: Superintendent Carole Smith
RE: Title IX Complaint – Step 2 Review

On January 22, 2015, my office received a formal request for a Step 2 review of your Title IX complaint pursuant to 4.50.031 AD Complaint Resolution Process.

For the first level of review at Step 1, Greg Wolleck, the Portland Public Schools' Title IX coordinator, reviewed your complaint and found that there was not a violation of Title IX based on the times of the scheduled games for the Men's and Women's Wilson basketball teams and specifically access to the 8:00 time slot for Friday games.

In your request for appeal to my office, you raised an additional concern regarding loss of instructional time based on the JV women team's early release due to bus schedules for the earlier game time slots. While new issues are generally referred back to Step 1, because this concern is so directly intertwined with the original complaint, I have included it as part of this Step 2 appeal.

I asked Rudy Rudolph, a retired Portland Public Schools principal and current Project Manager, to act as my designee in reviewing the record and your appeal. Her findings and recommendations are attached.

1) Ms. Rudolph found that the current scheduling of the basketball games did not violate Title IX. I concur with that conclusion. Ms. Rudolph also recommends that for the 2015-16 season, the district pilot a schedule for two games that would have the men's team play at 6:30 and the women's team play at the 8:00 time slot.

Over the last two years, Portland Public Schools has been able to reinvest in athletics after years of severe cuts due to budget constraints. Part of this reinvestment has been the ability to

support multiple tiers (Freshman, JV, Varsity) for more sports and transportation for all teams. This year, we were also able to re-establish the Portland Interscholastic League (PIL) to increase athletic participation and competitiveness, in conjunction with PPS' ongoing efforts to increase graduation rates and strengthen high schools.

Piloting different schedules makes sense as we continue to develop the PIL and support all levels of our teams. PPS will institute Ms. Rudolph's recommendation for a pilot schedule for two varsity basketball games for the 2015-16 basketball season.

2) Ms. Rudolph found that there was an inequity in the loss of instructional time between the men's and women's JV teams. I concur with that conclusion. In line with Ms. Rudolph's recommendation, I direct the PPS Athletics Department to work with each high school to ensure that the bus schedules for the 2015-16 basketball season do not disproportionately require early dismissal for any team. I also direct the PPS Athletics Department to continue to work with the high schools to avoid inequities in other sports that can be caused by bus schedules.

This decision of your Step 2 appeal is the final decision. If you wish to appeal this decision, you may either request an appeal to the Board of Education or you may appeal directly to the Oregon Department of Education. The Ombudsman, Judi Martin, will provide you links to the relevant policy and administrative directive.

To: Superintendent Carole Smith

From: Rudy Rudolph, Retired Principal and Current Project Manager

Date: February 18, 2015

Re: Portland Public Schools Title IX Step 2 Appeal to the Superintendent - Investigation Report

Complaint Regarding High School Basketball

A Title IX complaint was filed on December 10, 2014 asserting that men's and women's basketball programs must have equal access to "prime time" game times. The complainant expressed that the Wilson women's varsity basketball schedule did not provide equal "prime time" access to the gyms for games. She stated that the women's team plays at 6:30 p.m. and the men's team plays at 8:00 p.m., which the complainant called a "clear violation of Title IX."

At Step 2 of the Complaint Process, this complaint was reviewed by the district's Director of School Programs and Title IX Coordinator, Greg Wolleck. He concluded after his investigation that:

- The schedule does meet the expectations of Title IX.
- The district should maintain the current schedule in order to collect data on actual spectator counts, not just ticket sales.
- The district should use the data collected this season to determine the impact of the schedule on supports for the women's teams and whether the strategy of playing them first is effective in maintaining or increasing spectator participation.

The findings and conclusions were conveyed to the complainant within the complaint process timeline. The district received a formal complaint appeal dated January 22, 2015 requesting a review in writing by the Office of the Superintendent (pursuant to AD 4.50.031). In the appeal request, an additional item was raised concerning the early release from school at 2:15 for the women's teams. In some cases, the junior varsity and varsity women have to leave for a 4:00 junior varsity game because of the shared transportation. This resulted in a loss of instructional time that the complainant believed did not occur equally for the men's teams.

Investigation Process

During the Step 2 appeal to the Superintendent, the following individuals were contacted:

██████████ - Complainant

Greg Wolleck - Portland Public Schools Director of School Programs and Title IX Coordinator

Dave Hildreth - Portland Public Schools Athletics Department Program Manager

Bill Ranta - Portland Public Schools Athletics Department Program Manager

Jan Watt - Cleveland High School Athletics Department

Brigham Baker - Lake Oswego High School Athletic Director (previously in athletics in Estacada, OR)

Tom Welter - Executive Director of the Oregon School Activities Association (OSAA)

Harvard Jones - Assistant Athletic Director for Seattle Public Schools

Shay James - Portland Public Schools Senior Director for Career and College Readiness and PIL Athletics

A document review also took place including, but not limited to, the original complaint, a variety of athletic bus schedules, rereading of Title IX, and the State of Washington Equity Evaluation document.

Findings Regarding "Prime Time"

The appeal investigation revealed the following information:

- When the district's basketball schedule was created for this year, only the coach of the Wilson women's teams objected.
- The district did have women playing at the later time slot in the late 1990s, but the practice ended after the lack of audience support became very clear. The only games that occasionally had the crowd remain after the men's game occurred when a rival school was playing or a women's team was in a race for the title.
- Periodically, coaches of the women's teams and many female players over the years have been asked if they would prefer to reverse the two varsity times. There was a consistent response that playing after the men's varsity game would mean a smaller audience because historically spectators leave after the men's game. With the present schedule, the women are playing to a considerably full gym for the last quarter of the game.
- Another Oregon school district changed the schedule a few years ago for a season when similar concerns were raised. They had the women play at 5:30 and the men at 7:00 for half of the season and then the other half they reversed the times. The results were that over 90% of the spectators left after the men's game when that was played first, and the stands were empty except for the parents of the women who were playing in the latter game. As noted above, when women played first, there was a robust crowd for their final quarter.
- Another Oregon school district has begun a similar discussion about giving women more opportunities for the later time slot. Coaches of the women's teams and several of the female students have expressed concern because they fear the loss of the crowd, anticipating everyone will leave after the men's game.
- A Washington school district of comparable size was contacted, and they are presently discussing next year's schedule. That district is considering a schedule that could flip every week, with the men's and women's teams playing 6:30 one week and 8:00 the next. This suggestion was actually brought up by the coaches of the men's teams. They said that the male students and the coaches are consistently getting home at 10:30 or 11:00 several times a week. Students are tired and find it challenging to have time to complete schoolwork.
- The Executive Director of the Oregon School Activities Association (OSAA) indicated that the State of Washington has specific laws requiring districts to annually evaluate whether they are meeting equal athletic opportunity requirements. Oregon does not have a similarly specific law. However, the OSAA enlists an individual with the Washington Office of Civil Rights to frequently come to Oregon and provide professional development in regard to Title IX to the athletic directors for all of the OSAA district

members. When these occur, Portland Public Schools' Athletic Directors are in attendance. The discussion of "prime time" has been part of that training.

- "Prime time" has been defined differently district by district, state by state. In Washington state, the Eight Components of Evaluating Equity FAQ document from the Equity and Civil Rights Office states:

What is considered "prime time" for competitions where there are "similar" teams such as boys' and girls' basketball competing on the same nights? The times for competitions that are considered "prime time" or those that are most desirable may vary from district to district. When determining whether the district is in compliance, an overall program assessment is needed. For example, a schedule that favors a boys' basketball team over a girls' basketball team is only part of the determination. If the difference is offset by differences in scheduling for other sports which favored girls, the district would still be in compliance with Title IX and state statutes.

As mentioned in Mr. Wolleck's report, the OSAA considers "prime time" to be after 6:00 for varsity games. Upon asking clarification of the complainant, the complainant's definition was the "headline act." The example the complainant gave was the time in the concert when the main performer is scheduled and not the acts that lead up to it. According to the complainant, that time in regard to the basketball schedules in the PIL is 7:30pm or 8:00pm depending on the day of the week.

Findings Regarding Loss of Instructional Time

The appeal investigation revealed the following information:

- It is true that when away games start at 4:00, student athletes are often dismissed at 2:15. Dismissal time depends on the distance to the school and whether or not the school where the games are being played has one or two gyms. When teams of different levels (freshman, JV, varsity) travel together, this loss of instructional time affects all of those students.
- The PPS Athletic Department arranges the buses for the various school games. The schools decide when they want the buses to pick up the athletes. Schools can request to have more than one team on a bus, including having men's and women's teams traveling on the same bus. A school request can be made to have, for example, a JV women's basketball team transported to the away school and then be asked to come back and pick up the varsity women's team at a later time.
- With the current basketball schedule:
 - On Tuesdays no varsity team of either gender loses instructional time because they are playing at separate sites on this day. If a school does choose to have freshmen and junior varsity travel on the same bus (even though one game follows the other), students of both teams lose instructional time. This is true for both genders.
 - On Thursdays several schools choose to have their JV and varsity women travel together and lose instructional time (including Wilson), with the varsity men never

losing instructional time on that day. However, both the men's and women's freshmen teams lose instructional time, as well as the men's junior varsity team going to the away game.

- On Fridays some schools (including Wilson) choose to have the JV men and varsity women travel on the same bus and they do not lose instructional time. However, the JV women do lose instructional time on this day because they are dismissed at 2:15. Varsity men never lose instructional time.

Conclusion

My conclusion is that the current scheduling of the basketball games does not violate Title IX using the OSAA's guidance. Unfortunately, the "headliner act" in the PIL and many, many other districts is the men's varsity basketball game. Whether it is played at 6:30 or 8:00, the men's varsity team is the game that draws and maintains an audience. This conclusion is based on the experiences of Portland Public Schools in their earlier attempt at a schedule change and the experiences of other districts when they have tried to alter their schedules. This unfortunate reality is acknowledged by most of Portland's own women coaches and many of its female athletes.

In regard to the loss of instructional time, there does appear to be inequity between the men's and women's teams, with the women having a greater number of times that they experience a loss of instruction.

Recommendations

It is my recommendation that the district do a pilot by **selecting two Friday evenings** for next year's schedule that have the men's varsity team play the 6:30 time slot followed by the women's team. The district should have designated an individual who takes an approximate headcount (not ticket sales) at the beginning of the game, the start of the second half and lastly, just before the end of the game. This would occur for both the men's and women's varsity competitions. It is particularly important that the Fridays that are selected for this pilot do not precede any type of three-day weekend or special event on that Friday that might take away from the normal crowd. A similar count should be done on two Fridays with the women playing first and men second as a comparison. This would allow the district to evaluate attendance and see whether a switch in schedules would impact spectator attendance.

This data will help decision-makers in creating the following year's schedule.

In regard to the loss of instructional time, the recommendation is that schools take this into consideration when they are choosing their bus schedules for their teams. One recommendation is on Fridays have half the season with the junior varsity men traveling on the varsity women's bus and half of the season having the junior varsity women travel with the varsity women. The early dismissal at 2:15 for a JV team is then equally shared during the year. Again, that is one example of what could be done. Concern for the 2:15 dismissal for the varsity women when

their games start at 6:30 could be rectified by the school requesting that the bus return to pick up the varsity women at a later time if the playing location is close enough. This coordination would need to be worked out with the Athletic Department when the schedule is being developed.

[REDACTED]

March 9, 2015

SUBMITTED VIA EMAIL [schoolboard@pps.net]

Board of Education
Portland Public Schools
501 N. Dixon Street
Portland, Oregon 97227

Re: Title IX Complaint – Appeal to Board of Education

Board of Education,

Per the PPS Complaint Resolution Process, I am writing to appeal the Superintendent's Step 2 Review provided via email on 2/20/15 regarding the Title IX complaint related to the 2014-15 PIL 6A basketball schedule.

The Superintendent's Step 2 Review, which concurred with Ms. Rudolph's Investigation Report findings and recommendations, is extraordinarily inconsistent. While the Superintendent's Review concludes that the 2014-15 schedule did not violate Title IX, it admits that there was, indeed, an inequity in the loss of instructional time between male and female student athletes.

Admitting there was disparate treatment of female student athletes that had a direct impact on their education should underscore the Title IX violations evident in the 2014-15 schedule – and emphasize the need to address and fix the schedule going forward.

In an attempt to distract from the Title IX compliance issue, however, the District continues to perpetuate red herrings about the 2014-15 schedule – i.e., impact on spectator attendance, goals to increase athletic participation, strengthen high schools, improve graduation rates, competitiveness, create consistency and provide access to support (cheerleaders, pep bands, concession stands, etc.).

For any educational program or activity receiving Federal financial assistance, complying with Title IX is not optional – it's the law. Without exception, every goal, every strategy, every tactic of the PIL athletic program should begin and end with Title IX compliance.

[REDACTED]

The Title IX compliance issue, in this case, is that female JV and Varsity basketball players were marginalized and unlawfully discriminated against because the scheduling of game times was not equally provided to the boy's and girl's teams when playing back-to-back-to-back-to-back games at the same venue.

Under Title IX, a school is obligated to ensure that the overall benefits and treatments of the female and male programs are comparable. Scheduling, including the scheduling of game times, is one benefit that must be equally provided to the men's and women's programs¹.

On gender-specific game days (Tuesdays in the 2014-15 PIL season), the regular game times were Freshmen/JV2 @ 4:00pm, JV @ 5:45pm and Varsity @ 7:30pm – for both boys and girls. But when the JV and Varsity girl's and JV and Varsity boy's teams played back-to-back-to-back-to-back games at the same venue (Thursdays and Fridays in the 2014-15 PIL season), the girl's teams were scheduled to play before the boy's teams every single time – that is, 160 out of 160 games!

If, as the District asserts, 5:45pm or 6pm is considered prime time for a Varsity game, then the boy's and girl's Varsity teams should play an equal number of games at that time when playing back-to-back-to-back-to-back games at the same venue. If 3:45pm or 4pm is considered prime time for a JV game, then the boy's and girl's JV teams should play an equal number of games at that time when playing back-to-back-to-back-to-back games at the same venue.

Ms. Rudolph's suggestion to alternate boy's and girl's game times equally during the 2015-16 season is a good one. It would resolve both the unlawful discrimination in game scheduling and inequities in loss of instructional time. This is the very same solution that was proposed back in December 2014 when this issue was first brought to the District's attention, almost one month prior to the start of the 2014-15 season.

In closing, as noted in Ms. Rudolph's Investigation Report, the coach of the Wilson women's team was the only coach to object to the 2014-15 schedule when it was created. This demonstration of courage is both commendable...and astounding!

That no other coach or administrator was willing to speak up indicates that they were either ignorant or did not feel safe in objecting. Either way, it indicates a consensus of cowardice by those individuals who are employed by the District to be responsible for supporting the interests of all student athletes.

When you become aware of what is going on, you become an advocate. The essence and strength of equality is the lasting effect of Title IX. As a School Board member, it is your job to help girls believe that they belong and deserve equal treatment.

¹ From the OSA website (<http://www.osaa.org/parents-students>) under the Title IX Resources section, Standard Language of Title IX (<http://www.womenssportsfoundation.org/en/home/advocate/title-ix-and-issues/what-is-title-ix/standard-language-of-title-ix/>):

"(c) Scheduling of Games and Practice Times is based on the number of competitive events offered per sport, the number and length of practice opportunities, the time of day for practice sessions, the number of pre-season and post-season competitive opportunities, and the time of day competitive events are scheduled.

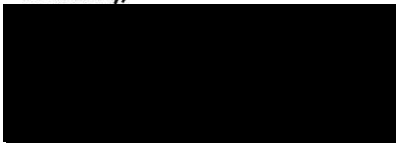
Under Title IX, a school is obligated to ensure that the overall benefits and treatments of the female and male programs are comparable. Scheduling, including the scheduling of game and practice times, is one benefit that must be equally provided to the men's and women's programs. Specifically, men's and women's programs must have equal access to "prime-time" game and practice times. The nature of what constitutes "prime time" may be different depending on the sport, season and school, but a common example of a compliance issue would be if the men's basketball team played all of its games at 7 p.m. on a Friday nights while the women always played at 5:30 p.m."

Since the 2014-15 PIL season has now concluded, I implore you to take immediate action. The PIL athletic program's leadership should face substantive repercussions for sanctioning this form of discrimination throughout the entire 2014-15 season, even after the issues – and solutions! – were repeatedly brought to the District's attention.

At a minimum, I ask you to be a courageous advocate. Take action so that the marginalization and discrimination endured by this season's female basketball players will never be repeated. Initiate change that guarantees the 2015-16 schedule will comply with Title IX so that all students will have equal opportunities to benefit from sports.

Thank you for your time, attention.....and action.

Sincerely,



cc: Ruth Adkins, Co-Chair, Zone 1 [radkins@pps.net]
Matt Morton, Zone 2 [mmorton@pps.net]
Bobbie Regan, Zone 3 [bobbie.regan@pps.net]
Steve Buel, Zone 4 [sbuel@pps.net]
Pam Knowles, Co-Chair, Zone 5 [pknowles@pps.net]
Tom Koehler, Zone 6 [tkoehler@pps.net]
Greg Belisle, Zone 7 [gbelisle@pps.net]
Minna Jayaswal, Student Representative [mjayaswal@pps.net]
Carole Smith, Superintendent [superintendent@pps.net]
Judi Martin, PPS District Ombudsman [jmartin@pps.net]

Enclosures:

12/10/14 letter of complaint [REDACTED]
1/13/15 PPS Title IX Investigation Report [Mr. Greg Wolleck]
2014-15 schedule – dated 12/30/14 [printed from http://www.pps.k12.or.us/files/League_Basketball_Schedule.pdf]
1/22/15 Request for Review in Writing by the Office of the Superintendent [REDACTED]
2/18/15 Investigation Report [Ms. Rudy Rudolph]
2/20/15 Step 2 Review [Superintendent Carole Smith]



BOARD POLICY
Complaint Policy

4.50.030-P

Portland Public Schools recognizes students, parents/guardians and people who reside in the district as essential partners in the educational process. These important partners must have the opportunity to make their concerns known to the district. Maintaining strong relationships includes having a fair, accessible process in which complaints can be addressed in a timely manner.

Whenever possible, concerns should be resolved by communication with the school or department directly involved in the issue. If the concern is not resolved through communication with the parties directly involved, the District provides a complaint process. This process shall include the opportunity for students, parents/guardians and people who reside in the district to appeal up to the Superintendent, and if appropriate, the Board. In general, the Board is responsible for policy-level issues, while the Superintendent is charged with the management and operations of the District. The complaint resolution process must include the opportunity for the parties involved to explain their experience and viewpoint of the matter so that multiple perspectives are considered. It is the intent of the Board that complaints be resolved as expeditiously as possible.

The District serves a diverse community of students and parents/guardians. The Racial Educational Equity Policy 2.10.010-P provides: "The District shall welcome and empower students and families, including underrepresented families of color (including those whose first language may not be English) as essential partners in their student's education, school planning and District decision-making. The District shall create welcoming environments that reflect and support the racial and ethnic diversity of the student population and community." The complaint process must be implemented in a manner that is accessible to, and welcoming of, all of our students, parents/guardians and community members. All parties to the complaint process will be treated, and will treat others, with dignity and respect.

The district has an Ombudsman whose role is to assist in dispute resolution, and to help ensure that the complaint process is accessible to the public. The Ombudsman also makes recommendations directly to the Superintendent regarding areas of improvement for the district.

School board members who receive complaints shall direct the complainant to contact the appropriate school or department in order to address the complaint. Complainants



BOARD POLICY

Complaint Policy

4.50.030-P

can also be referred to the Ombudsman for assistance with the process. Complaints regarding specific employees will be referred to the Chief Human Resources Officer for resolution through the appropriate personnel process.

No District employee, student or Board member may engage in retaliation against any person who files a complaint or participates in the complaint process. Any employee or student who engages in any form of retaliation for filing a complaint, or for participation in an investigation, will be subject to disciplinary action up to and including dismissal.

As provided by state law, students, parents/guardians and people who reside within the district may appeal to the State Superintendent of Public Instruction under OAR 581-022-1940 relating to certain violations of Oregon Administrative Rule and Oregon law.

The Board directs the Superintendent to implement an administrative directive that sets forth the specific process and procedure for complaint resolution. The Board further directs the Superintendent to provide information regarding the complaint process to members of the school community in a manner that is accessible and user-friendly, and to provide training for school staff in the implementation of the policy and administrative directive.

Adopted 11/2014



Complaint Resolution Process

In accordance with Board Policy 4.50.030-P, this administrative directive sets forth the specific procedure for resolution of complaints by students, parents/guardians and people who reside in the district (“complainant”). As directed by the Board of Education in that policy, the District is committed to resolving complaints in a fair and timely manner through a process in which all parties, including families of color and other underrepresented communities, will have an opportunity to present their perspective and be treated with respect and dignity.

The District is committed to making the complaint process accessible for our diverse population. Translation and interpretations services will be made available to complainants.

The District has an independent Ombudsman, whose job is to help families, community members, schools and the district resolve issues satisfactorily. The Ombudsman is available to assist all parties through the problem-solving process and the complaint resolution process.

The district encourages parties to meet to reach resolution at the school or department level whenever possible. The complaint process starts when the complaint is submitted in writing by letter, email, or by using the district complaint form as defined in Step 1, below.

I. SCHOOL/DEPARTMENT-BASED PROBLEM SOLVING

In classrooms, schools and departments, our staff, parents and students work together frequently to problem solve issues and improve our processes with the goal of creating the best possible educational experience for students. This type of collaboration is the best way to resolve concerns. While not part of the formal complaint process, the following procedure applies to this type of problem-solving work.

- A. If the concern is related to a classroom/school:
 - 1. The complainant is encouraged to first speak to the teacher or staff person involved.
 - 2. If the concern is not resolved through direct communication, the complainant is encouraged to speak with the principal of the school. Principals have 10 calendar days to respond to concerns, which may include an in-person conference if requested by any involved party. If the concern is not resolved



Complaint Resolution Process

to the complainant's satisfaction, the principal shall inform the complainant of the complaint process.

- B. If the concern is related to a district department:
 - 1. The complainant is encouraged to first speak to the staff person involved.
 - 2. If the concern is not resolved through direct communication, the complainant is encouraged to speak with the staff person's supervisor. Supervisors have 10 calendar days to respond to concerns, which may include an in-person conference if requested by any involved party. If a complainant is not sure who the appropriate supervisor is, the complainant may contact the Ombudsman for assistance. If the concern is not resolved to the complainant's satisfaction, the supervisor shall inform the complainant of the complaint process.

II. COMPLAINT PROCESS

If complainants are not able to resolve the concern at the school or departmental level, they may file a formal written complaint. The receipt of the written complaint starts the 90 day completion timeline for the purposes of state law. The complaint process concludes with the issuance of a written decision by the Superintendent at Step 2. As further outlined below, the complainant at that point can either accept the Superintendent's decision, request an appeal to the Board or appeal to the Oregon Department of Education.

Step1:

- A. The written complaint must be filed with the Ombudsman or the Office of the Superintendent via letter, email or the written complaint form. The written complaint should include the name and contact information for the complainant, a description of the concern, and the student's name, if applicable. In order to facilitate the resolution process, it would be helpful if the written complaint also included the names of any other parties involved, including witnesses, a description of efforts to resolve the concern, and suggestions for resolution. The Ombudsman will ensure that resources are provided for complainants who request assistance in preparing a written complaint. The Ombudsman shall



Complaint Resolution Process

provide a written acknowledgement of receipt of the complaint within 5 days of receiving the written complaint.

- B. The goal at Step 1 is to reach a mutually-agreed upon resolution of the complaint. Upon receipt of the written complaint, the Ombudsman or his/her designee shall review the written complaint and gather additional information from involved parties in order to understand multiple perspectives regarding the concern. After gathering information, the Ombudsman will share information with all involved parties to identify possible solutions. In certain situations, the Ombudsman may set up a meeting to discuss options and work toward an acceptable outcome for all parties. The Ombudsman makes recommendations but does not make final decisions regarding complaints.
- C. If the parties cannot reach a mutually acceptable resolution, the Senior Director of Schools for the involved school, or the appropriate department supervisor, will have the responsibility for issuing a decision at Step 1. This supervisor or designee will also be responsible for investigation of the concern and will be involved in the discussions regarding possible mutually acceptable solutions. The Superintendent may assign a different decision maker at Step 1 as appropriate.
- D. When applicable, the Ombudsman will consult with district legal counsel regarding pertinent district policy, and relevant state and federal laws.
- E. All formal complaints will receive a resolution in writing within 30 days of receipt of the complaint. The resolution will include information about the next steps in the complaint process.

Step 2:

If the issue is not resolved to the complainant's satisfaction, the complainant may request a review in writing by the Office of the Superintendent. The Step 2 review will include the written complaint from Step 1, the written resolution from Step 1, any available documentation from the Step 1 process, and the request for Level 2 review.

- A. The request for review shall be submitted in writing within 10 days of the complainant receiving notice of resolution from Step 1.
- B. The Superintendent or designee will review the record, and may choose to meet with involved parties.



Complaint Resolution Process

- C. If significant new evidence is introduced at Step 2, the complainant will be referred back to Step 1 so as to ensure there is an opportunity for meaningful dispute resolution and investigation that includes the new evidence. "Significant, new evidence" is evidence that could have changed the outcome or investigation at Step 1.
- D. If a new, additional concern is raised at Step 2, the new concern will be referred back to Step 1. The concerns that were already addressed at Step 1 will continue to proceed through the appeal process.
- E. Following the review, the Superintendent shall decide that:
 - 1. No substantial evidence exists and no further action will be taken; or
 - 2. Specific remedial action will be taken.
- F. The Superintendent or designee shall provide copies of the written decision to the complainant. The written decision shall include findings of fact, conclusions of law and legal basis for the decision as required by OAR 581-022-1941. The Oregon Department of Education has explained that "legal basis" and "conclusions of law" mean applying the statute, Oregon Administrative Rule or district policy applicable to the facts. All complaints appealed to the Superintendent will receive a resolution in writing within 30 days of receipt of the request for review. The superintendent or designee will include information on the next steps in the complaint process.
- G. The decision of the Superintendent is the final decision. Upon receiving the Superintendent's decision, if the complainant wants to continue to appeal, the complainant may choose to either request an appeal to the Board or appeal directly to the Oregon Department of Education.

Step 3:

If the complainant is not satisfied with the final decision of the Superintendent, the complainant may request an appeal in writing to the Board of Education. The appeal will include the concerns and information included in the original written complaint. Any new concerns or substantive information not previously submitted will be referred back to Step 1.

- A. The request for a Board level appeal shall be submitted to the Board Office within 20 days of the Superintendent's decision. The Board will vote on whether to consider the appeal within 20 days following the receipt of the request for appeal. The Board will be provided with the written record of appeal, including documents submitted at Steps 1 and 2, and the decision of the Superintendent.



Complaint Resolution Process

- B. The Ombudsman will inform the complainant within two days after the Board vote as to whether the Board decided to consider the appeal.
- C. If the Board votes to consider the appeal, the Board will vote on the substance of the appeal within 30 days of the Board's decision to consider the appeal. The Board will have the full written record of the appeal. The complainant may submit additional written information to the Board, and may provide testimony during public comment.
- D. If the Board does not consider the appeal, the complainant may still choose to appeal to the Oregon Department of Education. If the Board considers the appeal, but does not vote to overturn the Superintendent's decision, the complainant can appeal to the Oregon Department of Education.

III. ADDITIONAL PROVISIONS

- A. Complainants may file formal complaints on their own behalf, or on behalf of their enrolled student, or about district policies or practices. Complainants cannot file complaints on behalf of another person or student. This does not restrict the ability of complainants to bring an advocate to any meeting or proceeding.
- B. The goal of the complaint process is to bring timely resolution to issues of concern to complainants. Complaints become more difficult to investigate and resolve if they are not brought forward promptly. At the same time, the District recognizes that there can be legitimate reasons for delay in filing complaints. In order to both promote timely resolution of complaints and ensure the complaint process remains accessible, complaints must be brought within one year of the incident leading to the complaint, or within one year of the complainant learning of the incident leading to the complaint, whichever is later. This one-year limitation does not bar the consideration of relevant evidence that is older than one year.
- C. In some cases, District policies or administrative directive provide a specific complaint resolution and/or appeal process. For instance, the Administrative Directive regarding Student Transfers 4.10.054-AD establishes the process by which student transfer decisions may be appealed. In such instances, the specific procedure shall apply rather than the general complaint procedure.



Complaint Resolution Process

- D. If, during the course of the complaint process, concerns are raised that a specific employee has engaged in misconduct, the Ombudsman will ensure that those complaints are referred to the Chief Human Resources Officer for resolution through the appropriate personnel process. These personnel processes will include provisions in collective bargaining agreements if applicable to the employee. Allegations of employee misconduct are taken seriously and will be investigated.
- E. If a complainant does not feel safe addressing a concern directly with an employee, such in cases of harassment, the complainant may go directly to that employee's supervisor or contact the Chief Human Resources Officer. The Ombudsman is also available to assist.
- F. No District employee, student or Board member may engage in retaliation against any person who files or participates in the complaint process. Any employee or student who engages in any form of retaliation against a person(s) for filing a complaint and/or for participation in an investigation or inquiry will be subject to disciplinary action. As defined in 4.30.061-AD Anti-Harassment, "retaliation" is generally understood to mean: "experiencing an adverse impact after making or supporting a claim of harassment if the impact would deter a reasonable person from making such a claim."
- G. The timelines set forth above may be extended by the mutual consent of the complainant and the district. In particular, if complainants seek to submit appeals after the time periods set forth in the process, the district may choose to accept those appeals if the complainants agree to extend the overall time period for resolution for the same number of days as the extension granted to the complainant. If complaints are submitted during a school break, such as Winter Break or summer, during which relevant staff and witnesses may not be available, the District will work with the complainant on the timeline. In all cases, the district will seek to resolve complaints as expeditiously as possible.
- H. As used in this administrative directive, "days" will be counted as "calendar days."
- I. The Ombudsman is available to answer questions and concerns about the process. The Ombudsman will be responsible for providing information and training to staff on the implementation of the complaint process.



Complaint Resolution Process

IV. FURTHER APPEAL

Oregon state law (OAR 581-022-1940) allows complainants to appeal a final decision by a school district to the State Superintendent of Public Instruction if the complaint alleges (1) a violation of the standards of the Oregon Administrative Rules, chapter 581, Division 22, or (2) a violation of other statutory or administrative requirements for which the State Superintendent has appeal responsibilities. Complainants will receive written notice of this right when the decision of the school district is final.

Policy and Legal References: 4.50.030-P Complaint Policy; 4.30.061-AD Anti-Harrassment; OAR 581-022-1940; OAR 581-022-1941

Adopted: 11/2014

BOARD OF EDUCATION
SCHOOL DISTRICT NO. 1J, MULTNOMAH COUNTY, OREGON

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March 30, 2015

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Personnel

The Superintendent RECOMMENDS adoption of the following items:

Numbers 5043 through 5053

RESOLUTION No. 5043

Election of First-year Probationary Teachers (Full-time)

RECITAL

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the teacher(s) listed below be elected as a First-year Probationary Teacher(s).

RESOLUTION

The Board of Education accepts the Superintendent's recommendation, and by this resolution hereby elects as First-year Probationary Teacher(s) for the school year 2014-15 the following person(s), subject to the employment terms and conditions set out in the standard form contract approved by legal counsel for the District and to be placed on the applicable Salary Guide that now exists or is hereafter amended:

Full-time

First	Last	ID
Michelle	Ackron	023175
Kristin	Bassaloff	023239
Robin	Birdsong	013499
Elicia	Blackford	023287
Brooke	Blowers	023321
Mary	Browne	022339
Bryan	Butcher	023459
Teri	Cahill	022234
Myette	Carrasco	023391
Jennifer	Cleary	017168
Andrea	Cunningham	023036
Philip	dela Houssaye	023026
Nicole	Doler	023022
Hayley	Duncan	022817
Michael	Easton	023034
Meghan	Eigo	019557
Travis	Fantz	000765
Megan	Fieser	022082
Jill	Finley	016825
Marita	Ghobrial	023235

Monica	Gray	023285
Jessica	Ham	023227
Susan	Hill	022945
Janae	Jamison	022721
Jennifer	Jangula- McNabb	016130
Elizabeth	Kiernan	023161
Kate	Knochel	022376
Jaclyn	Kolesar	023047
Lauren	Kristensen	022977
Natalya	Kunda	022251
Sarabeth	Leitch	023113
Kristin	Lierheimer	023118
Nekicia	Luckett	007791
Kenya	Marquez	023086
Erin	McNulty	016005
Christopher	Mead	022695
Risa	Nabielski	022874
Katherine	Nations	019268
Tracy	Quintero	000084
Cesar	Ramirez	023050
Karen	Ritzinger	022051
Diana	Robertson	018952
Yael	Routtenberg	018111
Rebekah	Sabzalian	022792
Magdalene	Savage	017131
Molly	Sims	023107
Sylvia	Singer	022903
Wakako	Sogo	022956
Bobby	Spann	017999
Michele	Stahlecker	015932
David	Valenzuela	023138

Barbara	Van Eeckhout	023024
Jeffrey	Wilebski	023164

S. Murray

RESOLUTION No. 5044

Election of First-year Probationary Teachers (Part-time)

RECITAL

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the teacher(s) listed below be elected as First-year Probationary Teacher(s).

RESOLUTION

The Board of Education accepts the Superintendent's recommendation, and by this resolution hereby elects as First-year Probationary Teacher(s) for the school year 2014-15 the following person(s), subject to the employment terms and conditions set out in the standard form contract approved by legal counsel for the District and with all to be placed on the applicable Salary Guide that now exists or is hereafter amended:

Part-Time

First	Last	ID
Ariel	Billings	022129
Daniel	Boettcher	023398
Nadia	Chantry	020226
Kristin	Cywinski	022408
Lisa	Doslu	022136
Anne	Flores	021883
Leah	Hermes	019093
Kasey	Hughes-Bond	022790
Marinela	Ionescu	020506
Carolyn	Stone	010486
Nattajane	Wasinger	018231

S. Murray

RESOLUTION No. 5045

Election of Second Year Probationary Teachers

RECITAL

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the teachers listed below be elected as Second Year Probationary Teachers.

RESOLUTION

The Board of Education accepts the Superintendent's recommendation and by this resolution hereby elects as Second Year Probationary teachers for the 2015-2016 school year the following persons, subject to the employment terms and conditions contained in the standard form contract approved by the legal counsel for the District.

Last	First	ID
Hoy	Kimberly	008953
Mew	Natalie	013643
Hanlon	Erin	015933
Polcynski	Stephen	017101
Schaffer	Jane	017128
Winokur	Emily	017271
Gaudreau	Susan	018700
LeMier	Sarah	019137
Gardiner	Stephen	019320
Vasey	Vicki	020918
Winicki	Frank	021631
Richner	Mark	023346
McDaid	Heather	023349
Erickson	Nicholas	023369
Pinder	Gabriela	023374
Yame	Lynn	023387
Heath	James	023389
Martins	Sara	023393
Warfel	Sonia	023394
McMillian	Stephanie	023405
Pratt	Emily	023414
Talerico	Tracie	023417
Fagan	Alexandra	023432

Last	First	ID
Bryant	Anjene	023437
Von Ahn	Rochelle	023440
Frost	Melissa	023450
Jablonski	Anna	023453
Volsky	Lyubov	023456
Butcher	Bryan	023459
Hook	Ryan	023470
Selter	Sherron	023514
Talerico	Frank	023524
Llyod	Samantha	023543
Hernandez	Andrew	023614
Jones	Jessica	023624
Vausberg	Joanne	023711
Tosh	Cynthia	023746
Nichols	Derek	023756
Aubry	Dominque	023811
McFaul-Amadoro	Sunshine	023845
Caudill	Dalton	024155
Boyd	Jeffery	020420
Cates	Kathryn	019281
Christophersen	Ashley	021808
Cook	Allison	021882
Cowley	Maurice	015636
Diepenbrock	Bernadette	020151
Fogg	Julia	021453
Freeman	Allanah	021892
Hernandez	Maria	015718
Hines	Shawnte	021783
Jackson	Jennifer	022637
Jamieson	Robert	021712
Levine	Joshua	019242
Lossner	Christi	017972
Mandis	Ian	021479
Mankowski	Heather	019165
Manley	Matthew	016224

Munoz	Deborah	019697
Myers	Thomas	021871
Nims	Tom	021931
Norquist	Melissa	022114
Rossington	Donald	022351
Sams	Marci	021578
Szok	Ann Marie	020889
Tharp	Jonathan	019872
Vega	Jaeger	021351
Volley	C.A.	021892
Wages	David	022165
Walker	Matthew	022154
Willis	Kernan	018076

S. Murray

RESOLUTION No. 5046

Election of Second-year Probationary Teacher(s) (Part-time)

RECITAL

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the teacher(s) listed below be elected as Second-year Probationary Teacher(s).

RESOLUTION

The Board of Education accepts the Superintendent's recommendation, and by this resolution hereby elects as Second-year Probationary Teacher(s) for the school year 2014-15 the following person(s), subject to the employment terms and conditions set out in the standard form contract approved by legal counsel for the District and with all to be placed on the applicable Salary Guide that now exists or is hereafter amended:

Part-Time

First	Last	ID
Ingrid	Dahl	021901
Karen	Lefere	021908
Nickolaus	Merrick	015538
Lisa	Parsons	022664

S. Murray

RESOLUTION No. 5047

Election of Third-year Probationary Teachers (Full-time)

RECITAL

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the teacher(s) listed below be elected as Third-year Probationary Teacher(s).

RESOLUTION

The Board of Education accepts the Superintendent's recommendation, and by this resolution hereby elects as Third-year Probationary Teacher(s) for the school year 2014-15 the following person(s), subject to the employment terms and conditions set out in the standard form contract approved by legal counsel for the District and with all to be placed on the applicable Salary Guide that now exists or is hereafter amended:

Full-Time

First	Last	ID
Kathryn	Moore	000211
Carmen	Rasmussen	014060
Linda	White	018479

S. Murray

RESOLUTION No. 5048

Election of Contract Teachers

RECITAL

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the teacher(s) listed below who has been employed by the District as (a) regularly appointed teacher(s) for three or more successive school years be elected as (a) Contract Teacher(s).

RESOLUTION

The Board of Education accepts the Superintendent's recommendation, and by this resolution hereby elects as (a) Contract Teachers for the school year 2014-15 the following person(s):

First	Last	ID
Katharine	Grunseth	019932
Lauren	Kern	018963

S. Murray

RESOLUTION No. 5049

Appointment of Temporary Teachers and Notice of Non-renewal

RESOLUTION

The Board of Education accepts the recommendation to designate the following persons as temporary teachers for the term listed below. These temporary contracts will not be renewed beyond their respective termination dates because the assignments are temporary and District does not require the teachers' services beyond completion of their respective temporary assignments.

First	Last	ID	Eff. Date	Term Date
Rose	Addis	019060	2/19/2015	6/15/2015
Maleka	Allen	024188	2/10/2015	6/19/2015
Kawaji	Armitage	018233	3/2/2015	6/15/2015
John	Billups	003771	2/12/2015	6/15/2015
Ruth	Bonfiglio	008128	12/8/2014	6/15/2015
Carl	Dahlquist	022896	2/17/2015	6/15/2015
Mai	Duong	022071	2/3/2015	6/15/2015
Teresa	Gassman	004565	2/19/2015	6/15/2015
Patrick	Hergert	002401	2/10/2015	6/15/2015
Darcy	Hirotsu	024209	3/16/2015	6/15/2015
Carissa	Kerrissey	024244	3/2/2015	6/15/2015
Jaime	Lange	024047	2/23/2015	6/15/2015
Jennifer	Lowery	024211	2/18/2015	6/19/2015
Megan	Metcalf	024042	2/10/2015	6/15/2015
Elisabeth	Murphy	024262	3/6/2015	6/15/2015
Brittaney	Niebergall	024225	3/2/2015	6/15/2015
Maya	Petersen	020851	2/23/2015	6/15/2015
Makenzie	Price	023817	2/9/2015	6/15/2015
Ryan	Rauch	024203	2/17/2015	6/15/2015
Kimberly	Richardson	024195	2/9/2015	3/10/2015
Kimberly	Skelton	021008	2/23/2015	6/15/2015
Rebecca	Wilcox	020117	3/2/2015	6/15/2015

S. Murray

RESOLUTION No. 5050

Election of Third Year Probationary Administrators

RECITAL

On the advice of the Chief Human Resources Officer, the Superintendent recommends the following persons serving in administrative positions are elected as Third Year Probationary Administrators.

RESOLUTION

The Board of Education accepts the Superintendent's recommendation and by this resolution hereby elects as Third Year Probationary Administrators for the 2015-2016 school year the following persons, according to the employment terms and conditions set out in the standard District contract.

Last	First	ID
Bacon	Michael	000978
Hubbs	Angela	021807
James	Cheryl	000049
Payne	Angela	021905

S. Murray

RESOLUTION No. 5051

Election of Contract Administrators

RECITAL

On the advice of the Chief Human Resources Officer, the Superintendent recommends the following probationary administrators who have been employed as regularly appointed administrators for three successive school years are elected as Contract Administrators.

RESOLUTION

The Board of Education accepts the Superintendent's recommendation and by this resolution hereby elects the following persons as Contract Administrators and extends the employment contracts of the following persons until June 2018, subject, according to the employment terms and conditions set out in the standard District contract.

Last	First	ID
Berthoin-Hernandez	Diane	021119
Krankowski	Edward	011066
LaFontaine	Joseph	020999
Wolfe	Korinna	017743

S. Murray

RESOLUTION No. 5052

Notice of Discharge from Employment

RESOLUTION

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the probationary teachers be discharged from employment.

The Board of Education accepts the Superintendent’s recommendations and by this resolution hereby discharges from employment of the probationary teachers listed below, under ORS 342.835. The Human Resources Department is instructed to notify these personnel that their employment is terminated, effective March 31, 2015.

Employee ID
023252

S. Murray

RESOLUTION No. 5053

Notice of Dismissal

RESOLUTION

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the teacher listed below be dismissed from employment immediately.

The Board of Education accepts the Superintendent’s recommendations and by this resolution hereby dismisses the teacher listed below, under the provisions of ORS 342.865(1)(f). The Human Resources Department is instructed to notify this individual that his employment is terminated, effective March 31, 2015.

Employee ID
015555

S. Murray

Purchases, Bids, Contracts

The Superintendent RECOMMENDS adoption of the following item:

Number 5054

RESOLUTION No. 5054

Expenditure Contracts that Exceed \$150,000 for Delegation of Authority

RECITAL

Portland Public Schools ("District") Public Contracting Rules PPS-45-0200 ("Authority to Approve District Contracts; Delegation of Authority to Superintendent") requires the Board of Education ("Board") enter into contracts and approve payment for products, materials, supplies, capital outlay, equipment, and services whenever the total amount exceeds \$150,000 per contract, excepting settlement or real property agreements. Contracts meeting this criterion are listed below.

RESOLUTION

The Superintendent recommends that the Board approve these contracts. The Board accepts this recommendation and by this resolution authorizes the Deputy Clerk to enter into agreements in a form approved by General Counsel for the District.

NEW CONTRACTS

Contractor	Contract Term	Contract Type	Description of Services	Contract Amount	Responsible Administrator, Funding Source
CDW-G	3/31/2015	Purchase Order PO XXXXX	Purchase of 314 tech bundles for Phase IV of the Tech Bundle project. Purchase under cooperative agreement with WSCA (Western States Contracting Alliance).	Not-to-exceed \$750,000	J. Klein Fund 407 Dept. 5581 Project A1007
School Specialty	3/27/2015 through 12/3/2016	Cooperative Agreement COA 61618	Purchase of classroom furniture with related accessories and supplies on an as-needed basis for Bond funded Office of School Modernization projects.	Not-to-exceed \$8,000,000	C. Sylvester Various chartfields

NEW INTERGOVERNMENTAL AGREEMENTS ("IGAs")

No New IGAs

AMENDMENTS TO EXISTING CONTRACTS

No New Amendments

Y. Awwad

Other Matters Requiring Board Approval

The Superintendent RECOMMENDS adoption of the following items:

Numbers 5055 and 5056

RESOLUTION No. 5055

Step 3 Complaint Consideration

RESOLUTION

The Portland Public Schools Board of Education votes to consider the Step 3 complaint appeal presented on March 30,2015.

J. Martin

RESOLUTION No. 5056

Minutes

The following minutes are offered for adoption:

March 9, 2015