

**BOARD OF EDUCATION**

Portland Public Schools  
**REGULAR MEETING**  
March 7, 2017

**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. **STUDENT PERFORMANCE: HOSFORD MIDDLE SCHOOL BAND** 6:00 pm
2. **STUDENT TESTIMONY** 6:10 pm
3. **PUBLIC COMMENT** 6:25 pm
4. **STUDENT REPRESENTATIVE'S REPORT** 6:45 pm
5. **SUPERINTENDENT'S REPORT** 6:55 pm
6. **CLASSIFIED AND NON-REPRESENTED EMPLOYEE APPRECIATION** - action item 7:10 pm
7. **QUARTERLY REPORT: BOND ACCOUNTABILITY COMMITTEE** 7:30 pm
8. **QUARTERLY REPORT: 2012 CAPITAL IMPROVEMENT BOND** 7:45 pm
9. **CHARTER SCHOOL RENEWALS** – action item 8:00 pm
  - KairosPDX Charter School
  - Trillium Charter School
10. **UPDATE: SCHOOL STAFFING** 9:00 pm
11. **BUSINESS AGENDA** 10:15 pm
12. **ADJOURN** 10:30 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.

# **2017 Classified and Non-Represented Appreciation**

**Thank You For Your Outstanding Service**

## **Honorees**

<b>Jabr Abdulkadir</b>	<b>Custodian Ockley Green MS</b>
<b>Daniel Alcantara</b>	<b>SIS Support Representative Information Technology</b>
<b>Dean Bushnell</b>	<b>Custodian Ainsworth ES</b>
<b>Lynn Faulkenberry</b>	<b>Contract Analyst Purchasing and Contracting</b>
<b>Christine Hochstatter</b>	<b>Principal's Secretary Astor K-8</b>
<b>Jennie Johnson</b>	<b>Music Instrument Repair Technician Maintenance Services</b>
<b>Amy Liu</b>	<b>Principal's Secretary Hosford MS</b>
<b>Shannon Misner</b>	<b>Principal's Secretary Lane MS</b>
<b>Maria Murguia</b>	<b>Educational Assistant ESL Scott K-8</b>
<b>Cheryl Otos-Tompkins</b>	<b>Paraeducator for the Blind Wilcox</b>
<b>Barbara Rodgers</b>	<b>Bus Driver—Dispatcher Student Transportation</b>
<b>Samantha Rupasinghe</b>	<b>Paraeducator Markham K-8</b>
<b>Candie Sparks</b>	<b>Lead Food Service Assistant Marysville K-8</b>
<b>Mary Williams</b>	<b>Occupational Therapist Special Education Services</b>

## **MEMORANDUM**

**Date:** February 22, 2017

**To:** Members of the Board of Education

**From:** Bond Accountability Committee (BAC)

**Subject:** 16th BAC Report to the Board

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### **Background**

In November 2012, voters approved a \$482M capital improvement bond for Portland Public Schools. The PPS Board appointed a Citizen Bond Accountability Committee to monitor the planning and progress of the bond program relative to voter-approved work scope, schedule and budget objectives.

### **Recent Activities**

The BAC met on January 18 at Lincoln High School and we were pleased to have Director Kohnstamm in attendance. As is the case with all regular BAC meetings, it was publicly noticed and open to the public. OSM staff continues to be very helpful and supportive of the process, and demonstrates a consistent commitment to transparency and clarity in its dealings with the BAC.

The Committee received updates from staff that included the Balanced Scorecard report with supporting data on program budget and other metrics, as well as reports on each of the current bond projects. Staff presentation materials and meeting minutes, along with BAC reports, are regularly posted on the District website.

As this report is written, PPS staff is managing the following work:

- Construction at Roosevelt High School.
- Construction at Franklin High School.
- Construction at Faubion PK-8 School.
- Closeout on IP 2016 (elevator work at Chavez and Scott continues).
- Design Development budget reconciliation for Grant High School.
- Design work for IP 2017.

The bond program has passed the peak of its construction activity, which occurred in the summer months. However, work continues this quarter at a rapid pace despite severe weather challenges, all in a robust design/construction regional environment.

## **Current Issues**

*Program Budget.* Staff has continued to provide budget information to us in a transparent format.

The total Bond Program remains at \$551 million, of which \$312 million (57%) has been spent. Reflecting the activity level, 17% of the entire bond program was spent in the second half of 2016 at a rate of almost \$16 million per month, or \$786,000 per day.

As we have discussed during each of our recent reports to the Board, remaining contingencies/reserves at the program level are meager. Staff will be tested during the balance of the program as they balance these reserves with the remaining IP budgets and the continuing needs of the high school projects. Although we do expect some additional bond premium from the next bond sale (2017), the Board has already committed \$2.8 million of any such premium.

We are concerned about the cost ramifications of this winter's severe weather events at Franklin, Roosevelt, and Faubion. In addition, substantial risks still exist in the program with three major projects still to close out and one not even in construction yet so we remain very concerned about the shrunken level of contingency/reserves.

*Project Budgets and Schedules.* Schedules on each of the major projects have been negatively affected by weather this winter, with additional events even since our meeting in January. OSM is working with each of the contractors to determine what can be done to make up the lost time as well as identifying associated costs. We eagerly await the outcome of this work, which could have a significant effect at the program level.

Franklin continues to plan for the Physical Education building to be complete by April 1, and the rest of the buildings by August 1. Phase 1B at Roosevelt opened as planned in January and the pressure now moves to completing Phase 2 by summer. Faubion had made up some lost time before the weather hit but will now need to redouble their efforts.

The logistics of opening Franklin, Faubion, and Phase 2 at Roosevelt, plus relocating Grant to Marshall during the same window this summer

will put great stress on PPS staff. Furniture, IT, etc. will all have to be coordinated for a successful operation. Nevertheless, patience will be required of school staffs and administrators.

Project budgets continue to be pressured. Franklin expects to use essentially its entire contingency, Roosevelt has an overrun, and Faubion's contingency is down to 3%. In addition, the Design Development estimates at Grant exceed the budget, so additional reconciliation work is underway there.

Roosevelt projects a \$1 million overrun, which will be funded through a Qualified Zone Academy Bond (QZAB), which is a 25-year interest-free federal program. The BAC will work with OSM to review the causes of the changes to ensure that they are appropriate.

Most of the work on IP 16 is in close out. (As planned, elevator work at Chavez and Scott will be completed next summer.) The Cleveland HS roofing work was complete by the end of October but caused a significant cost overrun due to unforeseen structural issues.

Design work for IP17 is proceeding but the scope of work has again been adjusted to reflect budget realities. The design of science classroom improvements at 6 schools will be completed, and the seismic work at Lewis will proceed to construction if a State Rehabilitation Grant is received. Plans for IP18 and IP19 are entirely dependent on budget availability.

*Equity.* Staff reports on student involvement remain positive and, even excluding a few large events, 1,300 students have been engaged. Derek Henderson at OSM has done an outstanding job of working with the schools and contractors to find and implement opportunities.

The employment of apprentices through the Workforce Hiring program continues to exceed the 20% goal.

Certified business involvement remains a priority. In aggregate, 11.5% of total payments have been made to certified firms but contractor performance has varied a great deal. At this point, the standout performer is Lease Crutcher Lewis (Roosevelt) with 22%.

The new tracking software is under revision at this time so that it will report certified business results on a contract basis in the future. This should provide better data to help manage performance.

*Safety.* Faubion retains its accident-free record. Unfortunately, one minor accident occurred during the quarter at Roosevelt but, overall, the program's safety record remains outstanding.

*Performance Audit.* We were pleased to have the District's performance auditors attend our meeting. We reviewed with staff the status of open items on the recommendations list, which have now been prioritized and assigned. We will follow up on these at future meetings.

## **Summary**

The bond program completed an extraordinary amount of design and construction work in 2016. While challenges have arisen and many remain, we continue to find the taxpayers to be well served, with budgets and schedules overall being appropriately managed.

We remain impressed by the quality and professionalism of OSM staff as well as the design and construction teams, and thank the Board for this opportunity to serve and play a small part in the continued success of your bond program.



PORTLAND PUBLIC SCHOOLS

# Office of School Modernization

## Quarterly Update to School Board

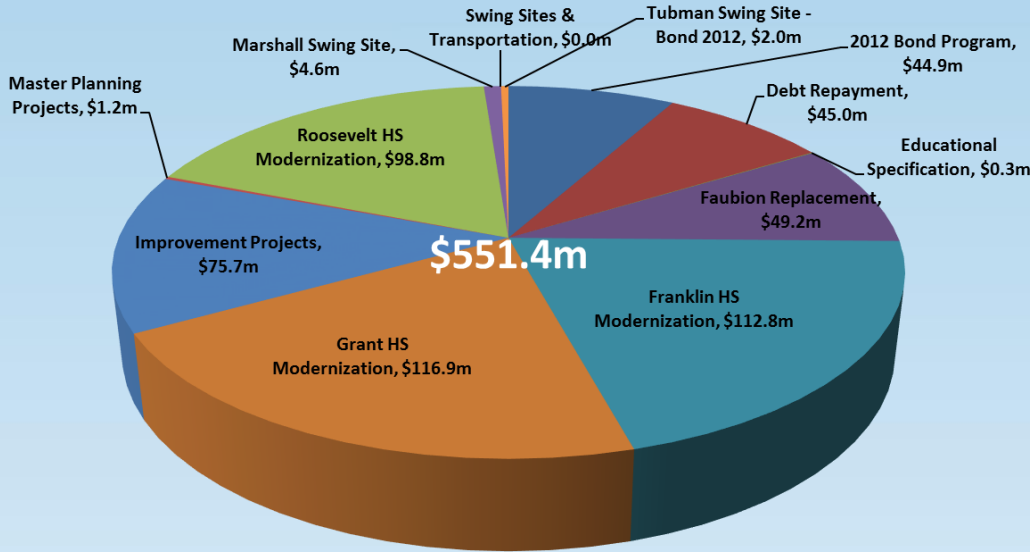
February 28, 2017





# Program Update

## Program Projected Budget Break-Down



## Balanced Scorecard Program Status

Perspective	Last Meeting	Current
Overall	Green	Green
Budget	Yellow	Green
Schedule	Green	Green
Stakeholder	Green	Green
Equity	Green	Green

## Comments

1. Franklin HS is in the Construction Phase
2. Roosevelt HS in the Construction Phases 2
3. Faubion PK-8 is in the Construction Phase
4. Grant HS is in the Construction Documents Phase
5. IP15 is in the Close-Out Phase
6. IP16 is in Close-Out and Construction Phases
7. IP17 is in the Construction Documents Phase

## Schedule

Projects	Construction Complete	ONGOING PROJECTS																			
		2014				2015				2016				2017				2018			
		1 Qtr	2 Qtr	3 Qtr	4 Qtr	1 Qtr	2 Qtr	3 Qtr	4 Qtr	1 Qtr	2 Qtr	3 Qtr	4 Qtr	1 Qtr	2 Qtr	3 Qtr	4 Qtr	1 Qtr	2 Qtr	3 Qtr	4 Qtr
Franklin HS	Mar 2017	[Gantt bars showing project progress]																			
Roosevelt HS	Nov 2017	[Gantt bars showing project progress]																			
Grant HS	Mar 2019	[Gantt bars showing project progress]																			
Faubion PK-8	Apr 2017	[Gantt bars showing project progress]																			
IP14	Aug 2014	[Gantt bars showing project progress]																			
IP15	Aug 2015	[Gantt bars showing project progress]																			
IP15-Science	Aug 2015	[Gantt bars showing project progress]																			
IP15-Maplewood	Aug 2015	[Gantt bars showing project progress]																			
Tubman Improve	Aug 2015	[Gantt bars showing project progress]																			
IP16	Aug 2016	[Gantt bars showing project progress]																			
IP17	Aug 2017	[Gantt bars showing project progress]																			

Planning & Design  
Construction and Post Construction Activities  
Move In - Close-out - Warranty

## Anticipated Progress Next Period

1. Franklin HS will continue in the Construction Phase
2. Roosevelt HS will continue in Construction Phase 2
3. Faubion PK-8 will continue in the Construction Phase
4. Grant will be in the Construction Document Phase
5. IP15 will be Closed-Out
6. IP16 will be in Close-Out except elevators at Chavez and Scott



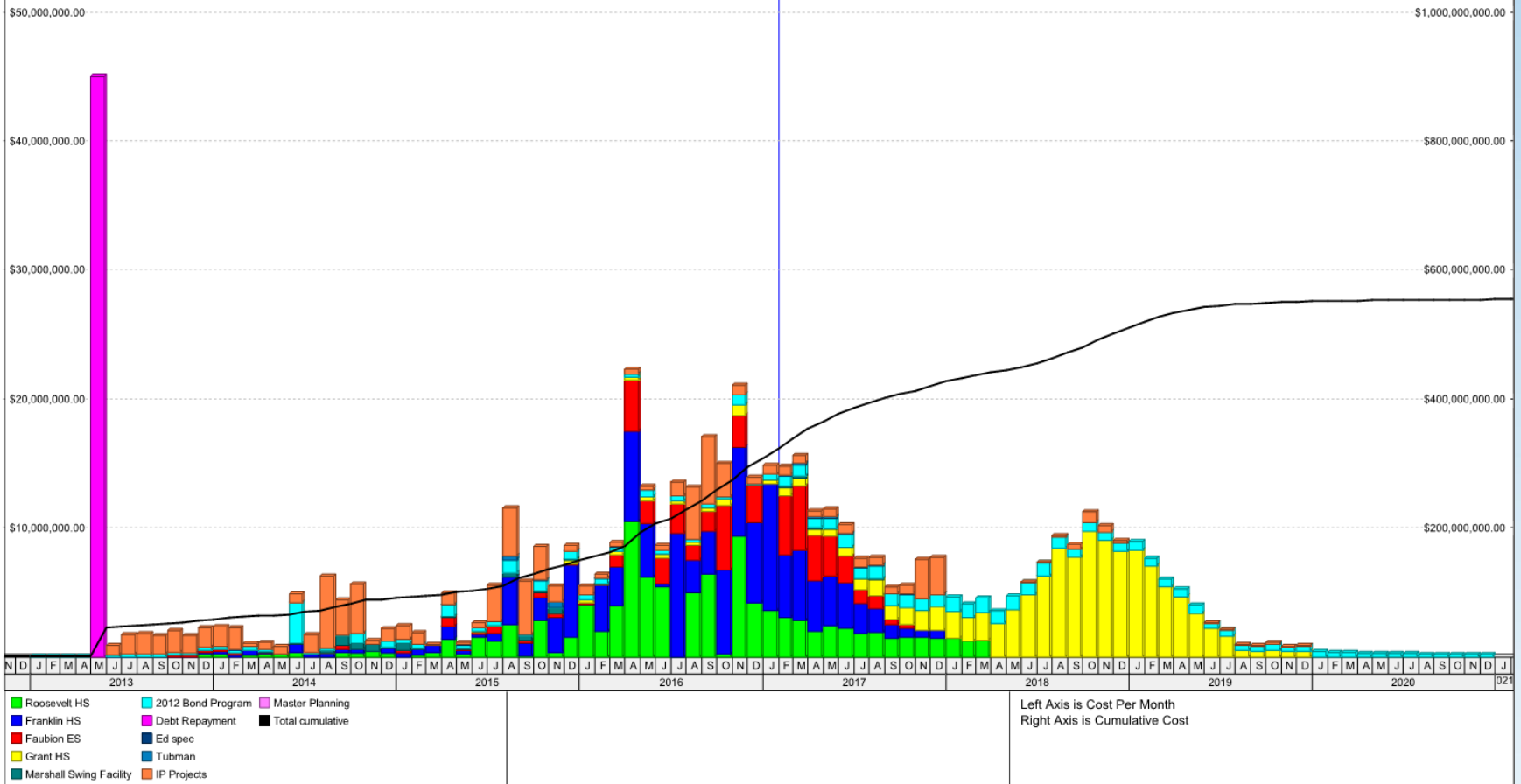


Portland Public Schools

Cost Per Month Graph

Run Date: 20-Feb-17, Data Date 01-Feb-17

**Approval Average for last 6 months: \$14.9m/month**  
**Approval Average per work day for last 6 months: \$744k/work day**





## Project Description

**Brief Project Description:** Full campus modernization to accommodate a student capacity of 1,700 and a core capacity of 1,700 students based on a master planning process that included stakeholder input. All campus functions have been relocated to the Marshall Campus.

**Current Project Phase:** Construction

**Construction Start:** Summer of 2015

**Construction Duration:** 25.0 Months

**Scheduled Completion:** Summer of 2017

**Design Firm:** DOWA-IBI Group

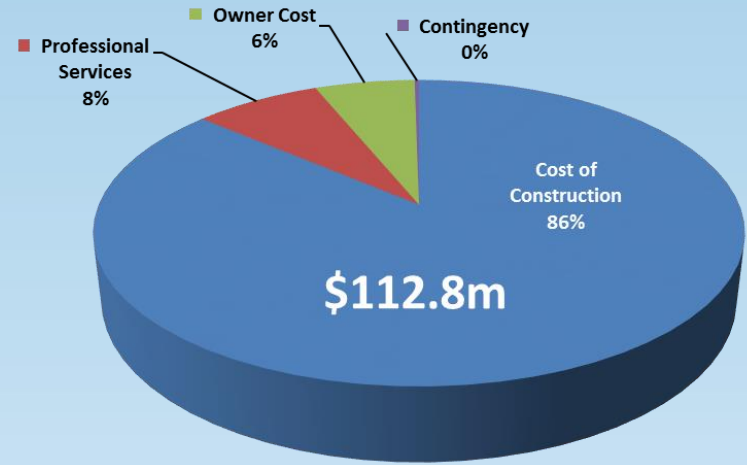
**Contractor:** Skanska

**Project is 77% Complete**

## Comments

1. Skanska currently indicates negative eleven (-11) days of float in the completion date for the buildings. This is associated with what appears to be some design errors at Sector 1 Storefront.
2. The overall substantial completion date has been adjusted due to the added scope at the football field.
3. PPS provided a tour for the FHS Newspaper/Journalism team of the construction project.
4. SAFETY:
  - Recordable Accidents: 5
  - Reportable Accidents: 0

## Projected Budget Breakout



## Photos



Main Gym





PORTLAND PUBLIC SCHOOLS

# Franklin HS Modernization

**SKANSKA**

**January 2, 2017**





PORTLAND PUBLIC SCHOOLS

# Franklin HS Modernization

February 11, 2017





Performing Arts Wing at Corner of 52<sup>nd</sup> and Woodward



Science Wing - Science Classroom



Fitness Facility Salvaged Old Gym Floor Wall Panel  
In Hallway Leading to Main Gym



Football Field and Track Under Construction





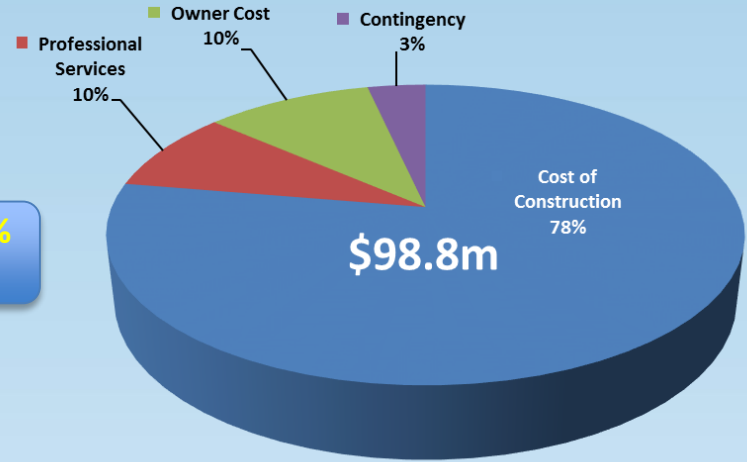
### Project Description

**Brief Project Description:** Full campus modernization to accommodate a student capacity of 1,350 and a core capacity of 1,700 based on master planning and schematic design processes that included stakeholder input. All students are to be housed on site during the phased project construction.

<b>Current Project Phase:</b>	Construction
<b>Construction Start:</b>	Spring of 2015
<b>Construction Duration:</b>	31.1 Months
<b>Scheduled Building Completion:</b>	Summer of 2017
<b>Design Firm:</b>	Bassetti Architects
<b>Contractor:</b>	Lease Crutcher Lewis

**Project is 74% Complete**

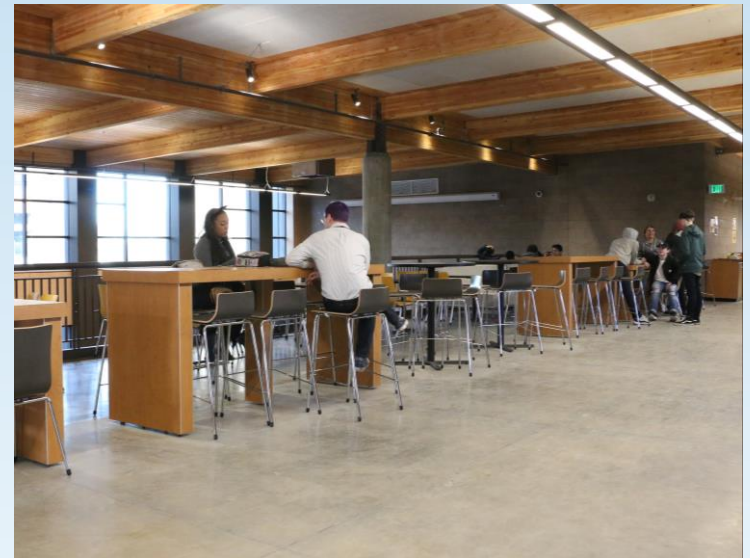
### Projected Budget Breakout



### Comments

- 1. Cost impacts related to the work on-going in Phase 2 (1921) building continue to be felt as the Contractor completes the demolition portion of the project**
- 2. Unforeseen and hidden condition type costs continue with items such as floor elevation issues, additional shoring costs for framing modifications, extensive framing modifications at the West end, asbestos abatement, and MEP routing modifications due to hidden/unforeseen structure.**
- 3. SAFETY:**
  - Recordable Accidents: 1**
  - Reportable Accidents: 0**

### Photos



Students Using Upper Commons

January 1, 2017



January 1, 2017







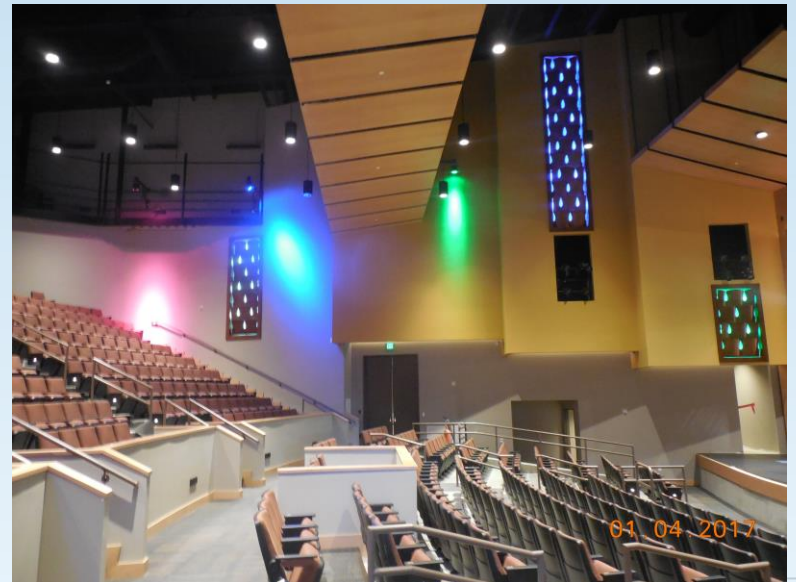
Completing Central Commons Area



Main Lobby Modernization



Temp Supports Coming Down



New Theater



### Project Description

**Brief Project Description:** Full campus modernization to accommodate a student capacity of 1,700 and a core capacity of 1,700 students based on a master planning process that includes stakeholder input. All campus functions are to be relocated to the Marshall Campus during construction.

**Current Project Phase:** Construction Documents

**Construction Start:** Summer of 2017

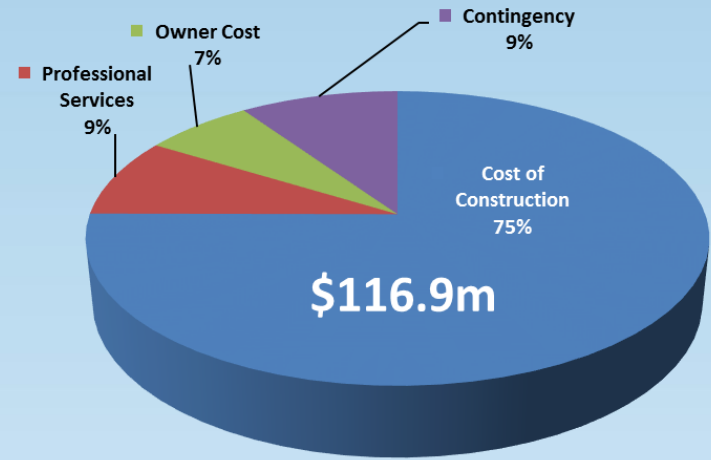
**Construction Duration:** 21.4 Months

**Scheduled Completion:** Summer of 2019

**Design Firm:** Mahlum

**Contractor:** Anderson - Colas

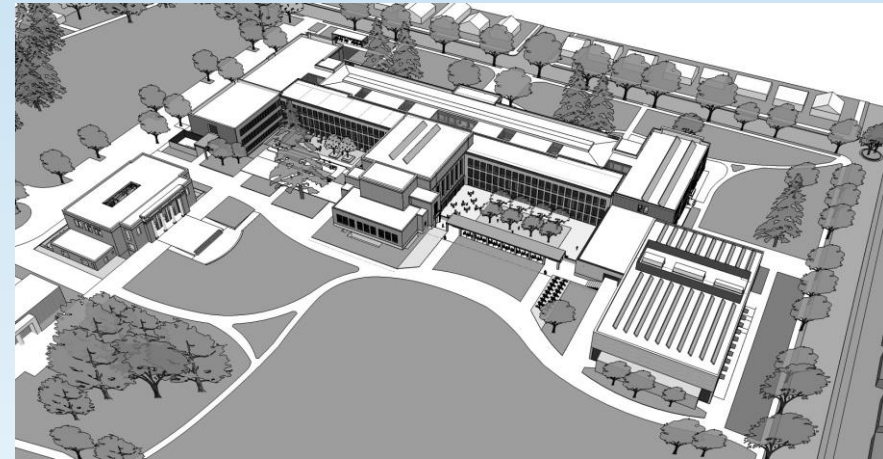
### Projected Budget Breakout



### Comments

1. Internal Stakeholder + Outreach: over 30 meetings with stakeholders regarding scope changes from 100% SD to 50% DD
2. SRGP application was sent out for two buildings 1923 Gym and 1928 Auditorium hoping to receive 3M for the project
3. Coordination with FHS for the Marshal Campus is ongoing

### Photos



Design Rendering





## Project Description

**Brief Project Description:** In direct partnership with Concordia University for a full campus replacement, this project will be constructed based on a master planning process that included stakeholder input. All campus functions are to be relocated during construction.

**Current Project Phase:** Construction

**Construction Start:** 1<sup>st</sup> Qtr 2016

**Construction Duration:** 16.8 Months

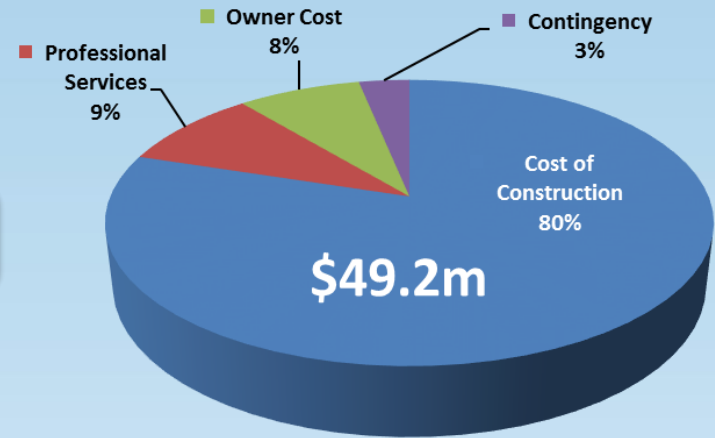
**Scheduled Completion:** Summer of 2017

**Design Firm:** BORA

**Contractor:** Todd Construction

**Project is 65% Complete**

## Projected Budget Breakout



## Comments

- Continued delays on the roof are pushing out the critical path
- Work continues inside the building at approx. 90% dried in
- Main Air Handling Units were delivered and set on the building December 30th.
- SAFETY:**
  - Recordable Accidents: 0
  - Reportable Accidents: 0

## Photos



**AHU Lift**



PORTLAND PUBLIC SCHOOLS

Faubion PK-8 School Replacement

**TODD** Construction INC.

**February 10, 2017**

BORA





Welcome Hall – 3 Floors



Southwest Entrance Lobby



Prep for Paint – South Wing



## Project Description

**Project Description:** A 7 site project with multiple construction areas

**Current Project Phase:** Construction & Close out

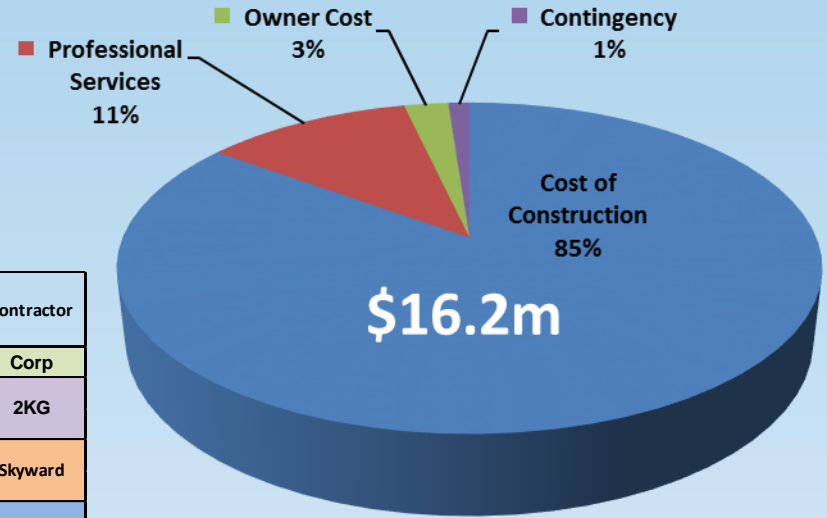
**Scheduled Completion:** August 2016 (Elevators Dec 2017)

**Construction Duration:** 72 Calendar Days for Summer Work

**Design Firm:** Oh Planning & BBL

**Contractor:** Corp, 2KG, Skyward

## Projected Budget Breakout



Design Firm	School	Roof Replacement / Seismic Bracing	Seismic Improvements	Accessibility	Science Classrooms Improvements	Windows	Contractor
OHPD	Cleveland (9-12)	X		X			Corp
OHPD	Cesar Chavez (K-8)			X*	X		2KG
OHPD	Scott (K-8)			X*	X		
BBL	MLC (K-12)		X	X	X		Skyward
BBL	Sellwood (6-8)	X			X		
BBL	Abernethy (K-5)	X	X				2KG
BBL	Jefferson (9-12)		X	X			

## Comments

1. The Cleveland Roof is now complete
2. Elevator work at Chavez and Scott will be completed next year per the schedule
3. Sprinkler system to be added to the Scott elevator shaft
4. SAFETY:
  - Recordable Accidents: 0
  - Reportable Accidents: 0

## Photos



**New ADA Ramp at Scott**



<b>Total Schools Improved</b>	
<b>#</b>	<b>\$ m</b>
<b>52</b>	<b>63.5</b>

<b>Category Projects Completed</b>		
<b>Category</b>	<b>#</b>	<b>\$ m</b>
<b>Roof / Seismic*</b>	<b>20</b>	<b>39.9</b>
<b>Seismic**</b>	<b>15</b>	<b>11.0</b>
<b>ADA w/ 7 Elevators***</b>	<b>21</b>	<b>9.1</b>
<b>Science Classrooms</b>	<b>32</b>	<b>3.5</b>
<b>Total</b>	<b>88</b>	<b>63.5</b>

Notes:

\* Includes SB1149 Funding

\*\* Includes SRGP Funding

\*\*\* Elevators at Chavez and Scott are still in construction





PORTLAND PUBLIC SCHOOLS

Office of School Modernization  
Quarterly Update  
to School Board

February 28, 2017







# Board of Education Informational Report

## MEMORANDUM

**Date:** February 28, 2017

**To:** Members of the Board of Education

**From:** Korinna Wolfe, Senior Director, Multiple Pathways to Graduation  
Antonio Lopez, Assistant Superintendent, Office of School Performance

**Subject:** Charter School One-Year Extension Requests

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This memorandum provides a brief description of the charter school one-year extension process.

ORS 338.065(4)(c) specifies the second renewal of a charter "...shall be for a minimum of five years but may not exceed 10 years." The "flexible term" agreement allows schools and the district to delay a full renewal process between years 5 and 10 of the charter term based on mutual agreement between the school and the district (see contract language below).

Three charter schools have requested a 1-year extension to their charter contract under the "flexible term" agreement entered into after their second charter renewal.

- **Opal School** is currently in year 16 of operation, and year 6 of a flexible 5-10 year term.
- **Portland Arthur Academy** is in year 12 of operation, and year 6 of a flexible 5-10 year term.
- **The Emerson School** is in year 14 of operation, and year 8 of a flexible 5-10 year term.

All three schools' current extended contracts are due to expire June 30, 2017. If these schools' requests are granted, staff will amend the schools' current contracts to expire in June 30, 2018. If the requests are not granted, staff will initiate a full renewal process for these schools.

From Opal, Arthur, and Emerson contracts:

*J. Term. It is the intent of the parties that the Charter and this Contract are to be effective as of the date first written. The term of the agreement shall be for five years, scheduled to terminate as of [Date] (unless earlier terminated as provided herein). However, this agreement shall be considered a "flexible term" agreement, and shall contain the following provisions:*

- 1. During the fifth year of this Contract, to the Board and/or the school will determine whether a renewal process is deemed necessary based on [School]'s ability to meet academic performance standards, its fiscal stability, its adherence with all applicable state laws, and its compliance with all terms of this contract.*
- 2. If the Board and/or the school determines that a renewal process is not necessary, then the term of the contract shall be extended by one year.*
- 3. If the Board and/or the school determines that a renewal process is necessary, then the renewal process will take place in that school year.*
- 4. The process described above will repeat annually until the 10th year of the contract, at which time the renewal process will be mandated in accordance with ORS 338.065(c).*
- 5. At any point between the fifth and tenth year of the contract, either party ([School] or the District) may request that the renewal process be initiated and, provided that this request falls within a reasonable timeline, the renewal process will take place within that school year.*





## Board of Education

### Superintendent's Recommendation to the Board

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**Board Meeting Date:** March 7, 2017

**Executive Committee Lead:** Korinna Wolfe

**Department:** Charter Schools

**Presenter/Staff Lead:** Tara O'Neil

**Agenda Action:**  Resolution  Policy

**SUBJECT: Recommendation to extend the contract with Opal Public Charter School by one year.**

#### BRIEF SUMMARY AND RECOMMENDATION

Opal Public Charter School ("Opal") is currently operating under a five-year "flexible" agreement (described below) which terminates on June 30, 2017. Because this is the sixth year of the contract, staff must make a recommendation to extend the contract by one year or to initiate a full renewal process. Based on the staff review and report, I recommend extending the contract by one year.

#### BACKGROUND

Section E of the district's contract with Opal Charter School states the following:

"The term of this agreement shall be for five years, scheduled to terminate as of June 30, 2016 (unless earlier terminated as provided herein). However, this agreement shall be considered a "flexible term" agreement, and will contain the following provisions:

1. During the fifth year of this contract, the Board and/or the school will determine whether a renewal process is deemed necessary based on Opal's ability to meet academic performance standards, its fiscal stability, its adherence with all applicable state laws, and its compliance with all terms of this contract.
2. If the Board and/or the school determine that a renewal process is not necessary, then the term of the contract shall be extended by one year.
3. If the Board and/or the school determine that a renewal process is necessary, then the renewal process will take place in that school year.
4. The process described above will repeat annually until the 10<sup>th</sup> year of the contract, at which time the renewal process will be mandated in accordance with ORS 338.065(c).
5. At any point between the fifth and 10<sup>th</sup> year of the contract either party (Opal or the District) may request that the renewal process be initiated and, provided that this request falls within a reasonable timeline, the renewal process will take place within that school year."

Reviewed and Approved by  
Superintendent

Opal has requested that its contract be extended by one year, as per Section E above. Staff has reviewed Opal's academic, operational, and financial performance and recommends extending the contract by one year.

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#### **RELATED POLICIES / BOARD GOALS AND PRIORITIES**

Charter schools are evaluated under PPS policy 6.70.010, and ORS 338. Additionally, renewal recommendations include information gathered from site visit observations, the charter school contract, all annual deliverables, data including student performance data, financial data, and any other pertinent and applicable data, and the charter school's Annual Accountability Plan and Report.

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#### **PROCESS / COMMUNITY ENGAGEMENT**

As part of the annual site visit, the Charter Schools Program Director met with teachers, parents, students, and Board members. Additionally, each charter school provides an opportunity for its community to give input on its Annual Accountability Report before it is finalized. Given the nature of this one-year contract extension recommendation, a public hearing will not be required.

Opal has been reviewed on an annual basis by staff in three major areas: academic, organizational, and financial. Staff has determined that Opal is performing well in each area, and recommends that the contract with Opal be extended by one year.

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#### **ALIGNMENT WITH EQUITY POLICY IMPLEMENTATION PLAN**

Charter schools, as schools of choice for students, specifically align with goal (B) in the PPS Racial Educational Equity Policy in that they help "...create multiple pathways to success in order to meet the needs of our diverse students, and...actively encourage, support, and expect high academic achievement for students from all racial groups." Charter schools are also generally deeply engaged with their families and surrounding communities. This aligns with goal (F) in the policy to "...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...decision-making."

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#### **BUDGET / RESOURCE IMPLICATIONS**

As per ORS 338.155(2)(a), charter schools serving grades K-8 receive 80% of their per-student State School Fund allocation. Additional weights to this allocation include those for poverty (based on census data), for students qualifying for ESL services, and for students qualifying for teen parent services.

Opal is projected to enroll 88 students in grades K-5 in the 2017-18 school year, and is projected to receive \$521,173 in State School Funds (assuming current per-student allocation of \$7,106).

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#### **NEXT STEPS / TIMELINE / COMMUNICATION PLAN**

<p>Reviewed and Approved by Superintendent</p>
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If this recommendation is approved, staff will amend Opal's current contract to expire in June 30, 2018. No other changes to the contract will be made at this time. If the recommendation is not approved, staff will initiate a full renewal process for Emerson.

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#### **ATTACHMENTS**

- **Staff Report on Opal Public Charter School**
- **Draft resolution to approve the extension of the contract with Opal Public Charter School**

<b>Reviewed and Approved by Superintendent</b>
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## Board of Education

### Superintendent's Recommendation to the Board

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**Board Meeting Date:** March 7, 2017

**Executive Committee Lead:** Korinna Wolfe

**Department:** Charter Schools

**Presenter/Staff Lead:** Tara O'Neil

**Agenda Action:**  Resolution  Policy

**SUBJECT: Recommendation to extend the contract with Portland Arthur Academy Public Charter School by one year.**

#### BRIEF SUMMARY AND RECOMMENDATION

Portland Arthur Academy Public Charter School ("Arthur Academy") is currently operating under a five-year "flexible" agreement (described below) which terminates on June 30, 2017. Because this is the sixth year of the contract, staff must make a recommendation to extend the contract by one year or to initiate a full renewal process. Based on the staff review and report, I recommend extending the contract by one year.

#### BACKGROUND

Section J of the district's contract with Portland Arthur Academy Charter School states the following:

"The term of this agreement shall be for five years, scheduled to terminate as of June 30, 2016 (unless earlier terminated as provided herein). However, this agreement shall be considered a "flexible term" agreement, and will contain the following provisions:

1. During the fifth year of this contract, the Board and/or the school will determine whether a renewal process is deemed necessary based on Arthur Academy's ability to meet academic performance standards, its fiscal stability, its adherence with all applicable state laws, and its compliance with all terms of this contract.
2. If the Board and/or the school determine that a renewal process is not necessary, then the term of the contract shall be extended by one year.
3. If the Board and/or the school determine that a renewal process is necessary, then the renewal process will take place in that school year.
4. The process described above will repeat annually until the 10<sup>th</sup> year of the contract, at which time the renewal process will be mandated in accordance with ORS 338.065(c).
5. At any point between the fifth and 10<sup>th</sup> year of the contract either party (Arthur Academy or the District) may request that the renewal process be initiated and, provided that this request falls within a reasonable timeline, the renewal process will take place within that school year."

**Reviewed and Approved by  
Superintendent**

Arthur Academy has requested that its contract be extended by one year, as per Section J above. Staff has reviewed Arthur Academy's academic, operational, and financial performance and recommends extending the contract by one year.

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#### **RELATED POLICIES / BOARD GOALS AND PRIORITIES**

Charter schools are evaluated under PPS policy 6.70.010, and ORS 338. Additionally, renewal recommendations include information gathered from site visit observations, the charter school contract, all annual deliverables, data including student performance data, financial data, and any other pertinent and applicable data, and the charter school's Annual Accountability Plan and Report.

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#### **PROCESS / COMMUNITY ENGAGEMENT**

As part of the annual site visit, the Charter Schools Program Director met with teachers, parents, students, and Board members. Additionally, each charter school provides an opportunity for its community to give input on its Annual Accountability Report before it is finalized. Given the nature of this one-year contract extension recommendation, a public hearing will not be required.

Arthur Academy has been reviewed on an annual basis by staff in three major areas: academic, organizational, and financial. Staff has determined that Arthur Academy is performing well in each area, and recommends that the contract with Arthur Academy be extended by one year.

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#### **ALIGNMENT WITH EQUITY POLICY IMPLEMENTATION PLAN**

Charter schools, as schools of choice for students, specifically align with goal (B) in the PPS Racial Educational Equity Policy in that they help "...create multiple pathways to success in order to meet the needs of our diverse students, and...actively encourage, support, and expect high academic achievement for students from all racial groups." Charter schools are also generally deeply engaged with their families and surrounding communities. This aligns with goal (F) in the policy to "...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...decision-making."

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#### **BUDGET / RESOURCE IMPLICATIONS**

As per ORS 338.155(2)(a), charter schools serving grades K-8 receive 80% of their per-student State School Fund allocation. Additional weights to this allocation include those for poverty (based on census data), for students qualifying for ESL services, and for students qualifying for teen parent services.

Portland Arthur Academy is projected to enroll 180 students in grades K-5 in the 2017-18 school year, and is projected to receive \$1,080,248 in State School Funds (assuming current per-student allocation of \$7,106).

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<p><b>Reviewed and Approved by Superintendent</b></p>
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### **NEXT STEPS / TIMELINE / COMMUNICATION PLAN**

If this recommendation is approved, staff will amend Arthur Academy's current contract to expire in June 30, 2018. No other changes to the contract will be made at this time. If the recommendation is not approved, staff will initiate a full renewal process for Arthur Academy.

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### **ATTACHMENTS**

- **Staff Report on Portland Arthur Academy Public Charter School**
- **Draft resolution to approve the extension of the contract with Portland Arthur Academy Public Charter School**

<p><b>Reviewed and Approved by Superintendent</b></p>
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## Board of Education

### Superintendent's Recommendation to the Board

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**Board Meeting Date:** March 7, 2017

**Executive Committee Lead:** Korinna Wolfe

**Department:** Charter Schools

**Presenter/Staff Lead:** Tara O'Neil

**Agenda Action:**  Resolution  Policy

**SUBJECT: Recommendation to extend the contract with Emerson Public Charter School by one year.**

#### BRIEF SUMMARY AND RECOMMENDATION

Emerson Public Charter School ("Emerson") is currently operating under a five-year "flexible" agreement (described below) which terminates on June 30, 2017. Because this is the eighth year of the contract, staff must make a recommendation to extend the contract by one year or to initiate a full renewal process. Based on the staff review and report, I recommend extending the contract by one year.

#### BACKGROUND

Section J of the district's contract with Emerson Charter School states the following:

"The term of this agreement shall be for five years, scheduled to terminate as of June 30, 2014 (unless earlier terminated as provided herein). However, this agreement shall be considered a "flexible term" agreement, and will contain the following provisions:

1. During the fifth year of this contract, the Board and/or the school will determine whether a renewal process is deemed necessary based on Emerson's ability to meet academic performance standards, its fiscal stability, its adherence with all applicable state laws, and its compliance with all terms of this contract.
2. If the Board and/or the school determine that a renewal process is not necessary, then the term of the contract shall be extended by one year.
3. If the Board and/or the school determine that a renewal process is necessary, then the renewal process will take place in that school year.
4. The process described above will repeat annually until the 10<sup>th</sup> year of the contract, at which time the renewal process will be mandated in accordance with ORS 338.065(c).
5. At any point between the fifth and 10<sup>th</sup> year of the contract either party (Emerson or the District) may request that the renewal process be initiated and, provided that this request falls within a reasonable timeline, the renewal process will take place within that school year."

Reviewed and Approved by  
Superintendent

Emerson has requested that its contract be extended by one year, as per Section J above. Staff has reviewed Emerson's academic, operational, and financial performance and recommends extending the contract by one year.

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#### **RELATED POLICIES / BOARD GOALS AND PRIORITIES**

Charter schools are evaluated under PPS policy 6.70.010, and ORS 338. Additionally, renewal recommendations include information gathered from site visit observations, the charter school contract, all annual deliverables, data including student performance data, financial data, and any other pertinent and applicable data, and the charter school's Annual Accountability Plan and Report.

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#### **PROCESS / COMMUNITY ENGAGEMENT**

As part of the annual site visit, the Charter Schools Program Director met with teachers, parents, students, and Board members. Additionally, each charter school provides an opportunity for its community to give input on its Annual Accountability Report before it is finalized. Given the nature of this one-year contract extension recommendation, a public hearing will not be required.

Emerson has been reviewed on an annual basis by staff in three major areas: academic, organizational, and financial. Staff has determined that Emerson is performing well in each area, and recommends that the contract with Emerson be extended by one year.

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#### **ALIGNMENT WITH EQUITY POLICY IMPLEMENTATION PLAN**

Charter schools, as schools of choice for students, specifically align with goal (B) in the PPS Racial Educational Equity Policy in that they help "...create multiple pathways to success in order to meet the needs of our diverse students, and...actively encourage, support, and expect high academic achievement for students from all racial groups." Charter schools are also generally deeply engaged with their families and surrounding communities. This aligns with goal (F) in the policy to "...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...decision-making."

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#### **BUDGET / RESOURCE IMPLICATIONS**

As per ORS 338.155(2)(a), charter schools serving grades K-8 receive 80% of their per-student State School Fund allocation. Additional weights to this allocation include those for poverty (based on census data), for students qualifying for ESL services, and for students qualifying for teen parent services.

Emerson is projected to enroll 145 students in grades K-5 in the 2017-18 school year, and is projected to receive \$861,594 in State School Funds (assuming current per-student allocation of \$7,106).

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#### **NEXT STEPS / TIMELINE / COMMUNICATION PLAN**

<b>Reviewed and Approved by Superintendent</b>
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If this recommendation is approved, staff will amend Emerson's current contract to expire in June 30, 2018. No other changes to the contract will be made at this time. If the recommendation is not approved, staff will initiate a full renewal process for Emerson.

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#### **ATTACHMENTS**

- **Staff Report on Emerson Public Charter School**
- **Draft resolution to approve the extension of the contract with Emerson Public Charter School**

**Reviewed and Approved by  
Superintendent**





# Board of Education Informational Report

## MEMORANDUM

**Date:** February 28, 2017

**To:** Members of the Board of Education

**From:** Korinna Wolfe, Senior Director, Multiple Pathways to Graduation  
Antonio Lopez, Assistant Superintendent, Office of School Performance

**Subject:** Charter Schools Renewals

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This memorandum provides a brief explanation of the charter school renewal purpose and criteria.

Sponsors of charter schools in Oregon are responsible for evaluating charter school performance and determining whether or not to renew the contract of the charter school based on its compliance with the law and the contract, and its performance in three domains: academic, financial, and organizational.

The National Association of Charter School Authorizers (NACSA) recommends in its *Principles & Standards for Quality Charter School Authorizing* that a formal renewal application be used as part of a fair and transparent process. This renewal application ensures that all charter schools entering the renewal process have an equal opportunity to present data and information relevant to their request for contract renewal. It also ensures that the renewal decision is based on the renewal criteria specified in ORS 338.065 and OAR 581-026-0400.

Charter school renewal evaluation includes a review of annual performance reports, annual financial audits, annual site visit, and any other information mutually agreed upon by the sponsor and the charter school. The annual Performance Framework and Report is the tool used to formalize this review.

Two charter schools have requested renewals:

- **KairosPDX Learning Academy**, currently in year three of operation, requests a three-year renewal
- **Trillium Charter School**, currently in year 15 of operation, requests a five-year renewal

### **ORS 338.065: Charter Schools Renewal Criteria**

(8)(a) The sponsor shall base the charter renewal decision on a good faith evaluation of whether the public charter school:

- (A) Is in compliance with this chapter and all other applicable state and federal laws;
- (B) Is in compliance with the charter of the public charter school;
- (C) Is meeting or working toward meeting the student performance goals and agreements specified in the charter or any other written agreements between the sponsor and the public charter school governing body;
- (D) Is fiscally stable and has used the sound financial management system described in the proposal submitted under ORS 338.045 and incorporated into the written charter under this section; and
- (E) Is in compliance with any renewal criteria specified in the charter of the public charter school.

(b) The sponsor shall base the renewal evaluation described in paragraph (a) of this subsection primarily on a review of the public charter school's annual performance reports, annual audit of accounts and annual site visit and review as required by ORS 338.095 and any other information mutually agreed upon by the public charter school governing body and the sponsor. [1999 c.200 §8; 2005 c.522 §1; 2009 c.691 §10; 2011 c.695 §4; 2013 c.136 §1; 2013 c.265 §8]







## Board of Education

### Superintendent's Recommendation to the Board

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**Board Meeting Date:** March 7, 2017

**Executive Committee Lead:** Korinna Wolfe

**Department:** Charter Schools

**Presenter/Staff Lead:** Tara O'Neil

**Agenda Action:**  Resolution  Policy

**SUBJECT: Recommendation to approve the renewal of the charter with KairosPDX Learning Academy Public Charter School.**

#### BRIEF SUMMARY AND RECOMMENDATION

KairosPDX Learning Academy Public Charter School ("Kairos") is in the third and final year of operation in its first charter contract with PPS. Kairos has requested renewal of the charter; staff has reviewed Kairos' academic, financial, and operational performance and finds that Kairos has substantively met all renewal criteria. I recommend renewing the charter with Kairos for a three-year period.

#### BACKGROUND

KairosPDX Learning Academy Public Charter School ("Kairos") opened in school year 2014-15 serving students in grades K-1. Kairos is currently operating grades K-3 and will eventually grow by one grade a year to be a K-5 school. Currently, Kairos has 87 enrolled students, with intent in their application to grow to 224 students when fully enrolled.

On June 5, 2014, the District entered into a three-year initial contract with Kairos for the operation of a K-5 charter school. This contract terminates on June 30, 2017.

On January 2, 2017, Kairos submitted its renewal application requesting renewal of its charter with Portland Public Schools, in accordance with ORS 338.065.

On February 21, 2017, the Board held a public hearing in consideration of Kairos' renewal, as per ORS 338.065(c). The staff recommendation is based on information gathered from the official site visit, the renewal hearing, Kairos' Annual Performance Framework and Report, and other information obtained during the renewal period.

#### RELATED POLICIES / BOARD GOALS AND PRIORITIES

Charter school renewals are governed by ORS 338.065, OAR 581-026-0400 and Board Policy 6.70.010-P. The sponsor must base the renewal evaluation primarily on a review of the public charter school's annual performance reports, annual audit of accounts, and

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Superintendent

annual site visit and review. The criteria a school district board must use to determine whether or not to renew a charter school's contract are listed in ORS 338.065(8)(a-b) and are as follows:

Whether the public charter school:

**A. Is in compliance with this chapter and all other state and federal laws:** The criteria are met.

**B. Is in compliance with the charter of the public charter school.** The criteria are met. In the 2014-15 Annual Performance Report, it was noted that Kairos submitted many deliverables late; this was reported as greatly improved in the 2015-16 Annual Performance Report. Kairos is implementing its educational program as described in its charter.

**C. Is meeting or working toward meeting the student performance goals and agreements specified in the charter or any other written agreements between the sponsor and the public charter school governing body.** The criteria are met. Kairos is currently in its third year of operations and has added third grade – the first grade to take Oregon standardized tests -- in this school year. Therefore, Kairos has not been rated on the Oregon Report Card, nor does it have Smarter Balanced performance data. Kairos did submit data and other reports on its internal MAP testing. MAP performance data across the 2014-15 and 2015-16 school years show that students are making stronger than expected annual academic growth in Reading and Math, on average.

**D. Is fiscally stable and has used the sound financial management system described in the proposal submitted under ORS 338.045 and incorporated into the written charter under this section.** The criteria are met. Kairos meets the standard on all financial measures used in the PPS Charter Schools Performance Framework, and PPS staff in the Accounting and Finance department have no concerns about the school's financial stability at this time.

**E. Is in compliance with any renewal criteria specific in the charter of the public charter school.** The criteria are met.

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#### **PROCESS / COMMUNITY ENGAGEMENT**

Kairos submitted its renewal application according to statutory timelines. District staff then completed a performance review, and submitted this to Kairos for input and comment. On January 19, 2017, district staff performed the required annual school site visit. On February 21, 2017, the Board's Charter Schools Committee held the required public hearing.

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#### **ALIGNMENT WITH EQUITY POLICY IMPLEMENTATION PLAN**

Charter schools, as schools of choice for students, specifically align with goal (B) in the PPS Racial Educational Equity Policy in that they help "...create multiple pathways to success in order to meet the needs of our diverse students, and...actively encourage, support, and expect high academic achievement for students from all racial groups." Charter schools are also generally deeply engaged with their families and surrounding communities. This aligns with goal (F) in the policy to "...welcome and empower students and families, including underrepresented families of color (including those whose first language may not be

Reviewed and Approved by Superintendent
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English) as essential partners in their student's education, school planning, and...decision-making.”

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#### **BUDGET / RESOURCE IMPLICATIONS**

As per ORS 338.155(2)(a), charter schools serving grades K-8 receive 80% of their per-student State School Fund allocation. Additional weights to this allocation include those for poverty (based on census data), for students qualifying for ESL services, and for students qualifying for teen parent services.

Kairos plans to enroll 125 students in grades K-4 in the 2017-18 school year, and is projected to receive \$740,303 in State School Funds (assuming current per-student allocation of \$7,106).

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#### **NEXT STEPS / TIMELINE / COMMUNICATION PLAN**

The Board is scheduled to discuss Kairos' renewal at its meeting on March 7, 2017. As per ORS 338.065(4)(b), the first renewal of a charter must be for the same time period as the initial charter. Therefore, should the Board renew the charter with Kairos, the new contract would be for a three-year period.

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#### **ATTACHMENTS**

- **Staff Report on KairosPDX Learning Academy Public Charter School**
- **Draft resolution to approve the renewal of the contract with KairosPDX Learning Academy Public Charter School**

<p><b>Reviewed and Approved by Superintendent</b></p>
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## Board of Education

### Superintendent's Recommendation to the Board

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**Board Meeting Date:** March 7, 2017

**Executive Committee Lead:** Korinna Wolfe

**Department:** Charter Schools

**Presenter/Staff Lead:** Tara O'Neil

**Agenda Action:**  Resolution  Policy

**SUBJECT: Recommendation to approve the renewal of the charter with Trillium Public Charter School.**

#### BRIEF SUMMARY AND RECOMMENDATION

Trillium Public Charter School ("Trillium") is in the fifth and final year of operation in its third charter contract with PPS. Trillium has requested renewal of the charter; staff has reviewed Trillium's academic, financial, and operational performance and finds that Trillium has substantively met all renewal criteria. I recommend renewing the charter with Trillium for a five-year period.

#### BACKGROUND

Trillium Public Charter School opened in school year 2002-03 as a K-12 school. Currently, Trillium has 360 enrolled students.

On May 15, 2002, the District entered into a five-year initial contract with Trillium Public Charter School (Trillium) for the operation of a K-12 charter school. On March 12, 2007, after a process in accordance with ORS 338.065, the Board voted to renew Trillium's charter and directed staff to execute a five-year contract with Trillium. On March 21, 2012, the Board voted to again renew Trillium's charter and directed staff to execute a five-year contract. This contract terminates on June 30, 2017.

On January 2, 2017, Trillium submitted its renewal application requesting renewal of its charter with Portland Public Schools, in accordance with ORS 338.065.

On February 14, 2017, the Board held a public hearing in consideration of Trillium's renewal, as per ORS 338.065(c). The staff recommendation is based on information gathered from the official site visit, the renewal hearing, Trillium's Annual Performance Framework and Report, and other information obtained during the renewal period.

#### RELATED POLICIES / BOARD GOALS AND PRIORITIES

Charter school renewals are governed by ORS 338.065, OAR 581-026-0400 and Board Policy 6.70.010-P. The sponsor must base the renewal evaluation primarily on a review of

Reviewed and Approved by  
Superintendent

the public charter school's annual performance reports, annual audit of accounts, and annual site visit and review. The criteria a school district board must use to determine whether or not to renew a charter school's contract are listed in ORS 338.065(8)(a-b) and are as follows:

Whether the public charter school:

**A. Is in compliance with this chapter and all other state and federal laws:** The criteria are currently met. In September 2015, Trillium was issued a corrective action notice from the Charter Schools Office for placing an employee in a position for which they were not Highly Qualified. The Charter Schools Office required that the teacher be removed from the classroom until they could provide evidence of HQ status. Trillium confirmed that the teacher was removed from the classroom, and also committed to appointing a single point staff person to assure all hiring and staff placement would be done according to PPS, ODE, and statutory requirements. All hiring for the 2016-17 school year was reported correctly and reflected all staff held the proper credentials for the positions they held.

**B. Is in compliance with the charter of the public charter school.** The criteria are met. Trillium is implementing its educational program as described in its charter.

**C. Is meeting or working toward meeting the student performance goals and agreements specified in the charter or any other written agreements between the sponsor and the public charter school governing body.** The criteria are met. Trillium has met or is working toward meeting student performance goals. Students are making expected annual academic growth in both Reading and Math (Combined Median Growth Percentile). While Trillium's graduation rate has improved significantly during this charter term, it is still lower than the district average. Trillium's SBAC results in Math are below average. Trillium's Annual Report includes improvement plans for both graduation rate and math performance.

**D. Is fiscally stable and has used the sound financial management system described in the proposal submitted under ORS 338.045 and incorporated into the written charter under this section.** The criteria are met. Trillium has recovered from significant financial distress at the time of the last charter renewal, has nearly retired the PERS debt inherited from previous charter terms, implemented internal controls and built and maintained a healthy cash reserve.

**E. Is in compliance with any renewal criteria specific in the charter of the public charter school.** The criteria are met. Trillium was asked to meet regularly with district staff to review financial progress and reports during the term of their last renewal, which they did until there were no further financial concerns.

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## **PROCESS / COMMUNITY ENGAGEMENT**

Trillium Charter School submitted its renewal application according to statutory timelines. District staff then completed a performance review, and submitted this to Trillium for input and comment. On January 18 and 25, 2017, district staff performed the required school site visit. On February 14, 2017, the Board's Charter Schools Committee held the required public hearing.

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**Reviewed and Approved by  
Superintendent**

## **ALIGNMENT WITH EQUITY POLICY IMPLEMENTATION PLAN**

Charter schools, as schools of choice for students, specifically align with goal (B) in the PPS Racial Educational Equity Policy in that they help "...create multiple pathways to success in order to meet the needs of our diverse students, and...actively encourage, support, and expect high academic achievement for students from all racial groups." Charter schools are also generally deeply engaged with their families and surrounding communities. This aligns with goal (F) in the policy to "...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...decision-making."

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## **BUDGET / RESOURCE IMPLICATIONS**

As per ORS 338.155(2)(a), charter schools serving grades K-8 receive 80%, and grades 9-12 receive 95%, of their per-student State School Fund allocation. Additional weights to this allocation include those for poverty (based on census data), for students qualifying for ESL services, and for students qualifying for teen parent services.

Trillium Charter School is projected to enroll 365 students in grades K-12 in the 2017-18 school year, and is projected to receive \$2,267,311 in State School Funds (assuming current per-student allocation of \$7,106).

## **NEXT STEPS / TIMELINE / COMMUNICATION PLAN**

The Board is scheduled to discuss Trillium Public Charter School's renewal at its meeting on March 7, 2017.

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## **ATTACHMENTS**

- **Staff Report on Trillium Public Charter School**
- **Draft resolution to approve the renewal of the contract with Trillium Public Charter School**







# Board of Education Informational Report

## MEMORANDUM

**Date:** February 24, 2017

**To:** Members of the Board of Education

**From:** Korinna Wolfe, Senior Director, Multiple Pathways to Graduation  
Antonio Lopez, Assistant Superintendent, Office of School Performance

**Subject:** Charter School Second Location Request

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Le Monde French Immersion Charter School has requested that the Board Charter Committee review its request for approval of a potential auxiliary location (letter attached). They do not yet have a finalized location, this board decision would allow them to proceed quickly should a location become available.

- Le Monde currently serves grades k-5, growing to k-8, and is located in a facility that will not accommodate further growth, with one year left on the lease and a potential of renewing the lease for another term.
- Le Monde requests board approval to house up to 4 kindergarten and first grade classrooms for one year minimum, with the potential to expand at the auxiliary site for up to three years while they reach full capacity as a K-8 school, after which point they would seek a single permanent facility to house the entire school.
- If Le Monde is not able to finalize a location, or if the board does not grant the request, the additional request of the board is to allow the school to operate without an incoming kindergarten class for the 2017-18 school year if needed due to space constraints.

Le Monde currently has 278 students, with current charter term cap at 326. The charter application included growth in the following charter term to full k-8 capacity at 396 in the 2019-2020 school year. Le Monde's charter is up for renewal in 2018.

Applicable direction to Board Committee from contract between PPS and Le Monde (emphasis added in bold):

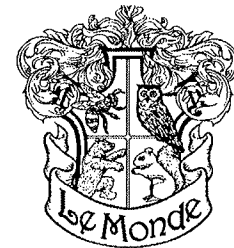
*O. School Location. Le Monde is responsible for securing a location for the operation of the charter school. **This contract authorizes Le Monde to operate one charter school in one primary physical location. If Le Monde desires to open additional schools or branches of Le Monde within the District, it must receive prior approval of the PPS Board of Education.** Le Monde shall ensure that the primary location and all locations where auxiliary services are provided are in compliance with all applicable local, state, and federal laws and regulations, including but not limited to those relating to accessibility and student safety. Le Monde shall ensure that it remains in compliance with all such applicable laws during the term of this Contract. Le Monde will consult with District Charter Schools Program Director and/or other District staff (as necessary) when determining the initial school location or any change in school location during the term of the contract, prior to any lease or purchase agreement being finalized.*

The Board Charter Committee reviewed Le Monde's request in its meeting on February 7, 2017, and unanimously approved moving the matter forward to the full board.

Attachments: Letter of Request from Le Monde



2044 E. Burnside St ◆ Portland, OR 97214 Telephone: 503-467-7529 ◆ Facsimile: 503-548-2190



December 27, 2016

Dear Tara—

I hope this letter finds you well and enjoying the season.

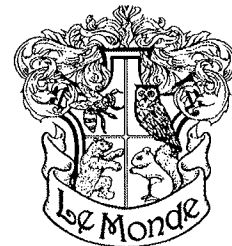
Please forward this request on behalf of Le Monde Immersion, operating Le Monde French Immersion Public Charter School, to the appropriate members of the board or committee at PPS.

Le Monde currently is in a building that we are leasing. Our existing lease has one additional year to its term (next academic year), but the landlord has indicated that he may be willing to renew it. We currently are a grade K-5 school, and our charter contemplates us adding a grade each year until we are K-8th grade. Normally, we add two kindergarten classrooms of approximately 25 students each year, and if we were to continue with that normal growth model we would stay within the enrollment cap of our current charter contract. We had intended to add portable classrooms on our playground to meet our growth need, but were denied the permitting for those by the City of Portland due to an unanticipated code restriction.

The only space that we currently have to grow into in our existing facility is a space that we currently use as a gym/cafeteria/multipurpose space. All of the rest of our classrooms are full. Accordingly, if we grow as we normally would, we would have to use our only multi-purpose space, which would severely impinge upon our program. Accordingly, we would like to request that we be approved to consider two alternate possibilities: (i) occupying a temporary secondary location; or, in the alternative, (ii) not operating a kindergarten class next academic year while we look for a new location for the following year.

We are considering one secondary location for which we do not yet have a finalized lease. The secondary location would be for a shared use space (with our use during the week, and the landlord's use on the weekend), and therefore the rents being considered would be far below fair market value. The increased costs associated with the additional space would be far surpassed by the additional revenue from the increase in the number of students. We would notify the charter schools office as soon as the secondary location grants a lease.

If this secondary location were approved, we would likely want to move our two incoming Kindergarten classrooms there (approximately 50 students total), as well as our two first grade classrooms (approximately 50 students), just to free up space and reduce cramping in our existing location (we have an all-school enrollment cap next year of 326 students, and would be within that cap with this contemplated growth). Those classrooms would each have one teacher and one assistant/intern, and we would also have one additional clerical staff person onsite there to assist with those four classrooms. Our Head of School and our Director of Student Services would travel between the two locations on a daily basis, since they are relatively close by car.



2044 E. Burnside St ◆ Portland, OR 97214 Telephone: 503-467-7529 ◆ Facsimile: 503-548-2190

We would like to use this secondary location for one year minimum, with ideally approval to expand there for up to three years when we reach our full growth as a K-8th grade school. At that time, we would seek a permanent facility in one location. We do not want to have multiple locations for longer than a maximum of three academic years.

If we are not granted the right to use a temporary secondary location, then, in the alternative, we would like to be granted the option of not having an incoming kindergarten class next year. This is not consistent with the ideal version of our program, but our space constraints are real (and unanticipated, as we originally believed we would be able to place classroom portables at our existing location).

Thank you for your consideration of our request.

Best,

Shouka Rezvani  
Executive Director  
Le Monde Immersion  
[shouka@lemondeimmersion.org](mailto:shouka@lemondeimmersion.org)

and the Le Monde Immersion Board of Directors

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# Board of Education Informational Report

## **MEMORANDUM**

**Date:** MARCH 2, 2017

**To:** BOARD OF DIRECTORS, PORTLAND PUBLIC SCHOOLS  
BOB McKEAN, Interim SUPERINTENDENT

**From:** SEAN L. MURRAY, CHIEF HUMAN RESOURCE OFFICER

**Subject:** Tentative Agreements with PAT

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### **Introduction:**

Pursuant to ORS 332.075(3) and the Public Employee Collective Bargaining Agreement Act, a set of Tentative Agreements between Multnomah County School District #1J (District) and Portland Association of Teachers (PAT) is presented to the Board of Directors for their consideration and approval.

### **Background:**

The District and PAT have been engaging in an interest based bargaining process for a (IBB) successor agreement to the 2013-2016 contract.

The parties have reached a number of tentative agreements through the bargaining process.

The PAT ratified these tentative agreements with their membership and have requested that the District approve the tentative agreements before the bargaining process for all aspects of the contract have been completed.

As part of the on-going process of improving and maintaining labor relations between the District and the PAT, the District has agreed to approve these tentative agreements prior to completing the bargaining process.

The tentative agreements are not major changes to the agreement or of significant cost, but provide clarity and improvement in the working conditions for PAT members.

### **Summary**

Approval of these tentative agreements will continue the positive nature of the current negotiations and provide some clarity and improvement in the working conditions for PAT members.

Most of the changes do not have significant additional costs for the District or are codification of more general language as it applies to certain activities such as moves.

The exception is that the addition of 4,000 sick leave hours to the sick leave bank will have cost of an additional \$34,000 in wages.

**ARTICLE 20  
NONDISCRIMINATION**

A. In matters of wage, hours and employment relations, or any other matter covered by this Agreement, the District agrees to follow a policy of not discriminating against any professional educator on the basis of race, color, national origin, ancestry, sex, age, weight, height, marital status, religion, disability, sexual orientation, gender identity, lawful off-duty political activity or associations, membership or non-membership in the Association or participation in its activities, the fact that the professional educator's residence is outside the District, or as otherwise provided by School Board policy.

B. However, this provision shall not be construed to prevent the following:

1. District participation in programs conducted in an effort to increase opportunities for minority historically underserved groups, subject to the provisions of this Agreement;
2. distinctions authorized by law; and/or
3. consequences of District policies pertaining to assignment of spouses both employed by the District if one is an administrative or supervisory employee.

C. The interpretation given to this Article shall be consistent with the proper interpretation of the provision of the Oregon Fair Employment Practices Act contained in ORS Chapter 659A. A grievance alleging violation of Section A of this Article may not be appealed to arbitration if the alleged discrimination is based on one or more legally protected classes.

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	Initial Date

ARTICLE 23 – EVALUATIONS. 9.2 -Timelines

F. Evaluation Cycle:

1. The evaluation cycle differs for probationary educators and contract educators. All professional educators in the bargaining unit shall be included in the definition of probationary or contract educators in accordance with Article 1: Status and Effect of Agreement.
2. Probationary professional educators shall be formally evaluated at least two (2) times during the school year. The written Formal Observation Summary (Form 5) shall be completed on the following schedule: Probationary 1: by October 31<sup>st</sup>; Probationary 2: by the last working day preceding the Thanksgiving Holiday; and Probationary 3: Such written formal evaluations shall be completed by the last working day preceding the winter break. The Summative Evaluation Report (Form 6) for all probationary professional educators shall be completed by March 1st.
3. Unless substantive reasons exist, contract professional educators in Option 1 shall be on a two-year evaluation cycle. During year one (1), the Supported Phase of the cycle, contract professional educators will continue to work on their goals and reflect on their practice. During year one (1), the evaluator may conduct informal observations.

(Note: will have to change Evaluation Handbook and also make sure that whatever words we use here to refer to the written reports is consistent in contract and Handbook)

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FPS:	<u>                    </u>
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	Initial: Date



GROUP 2  
June 1, 2016  
3:30 p.m.

**Article 15 A**

5. ~~Prior to the end of the school year, principals and other supervisors shall give written notice to professional educators of their specific assignments for the subsequent school year.~~ Before the internal phase of interviews begin administrators will either publish their initial assignments or notify staff in writing of their tentative assignments for the coming year. Professional educators shall be promptly notified in writing of any assignment changes that occur during the summer recess period.

**Article 15.F.4** The District shall post vacancies for the internal transfer process no later than ~~May 4~~ March 1 of each school year. ...

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As modified during group session discussion

ARTICLE 15  
TRANSFERS

C. Posting Procedures

\* \* \*

5. The five-day posting requirement shall be waived after July 1st. After July 1, professional educators may make application for posted positions as they become available. Professional educators who have applied for positions prior to the closing date indicated on the posting will be given consideration as outlined in accordance with this Article. Such positions shall be posted for a minimum of three (3) workdays.
6. New vacancies in ongoing ~~PAT Association~~ positions which become known within twenty-one (21) calendar days prior to the first workday of the ~~new standard~~ school year shall not be subject to the posting requirements in Article 15, Section C, sub-section 5. Newly created ~~PAT Association~~ positions are subject to the posting requirements in Article 15, Section C, sub-section 5.
7. ~~6.~~ Positions which are filled temporarily during the school year must be posted for the subsequent school year if the position continues, unless a position is to be occupied by a professional educator returning from a leave of absence as per Article 14 E.1 or to be occupied by an administrative transfer. A temporary professional educator who has been assigned to the position for sixty (60) days or more may apply only for the position held during the internal transfer process. Such applicant shall be considered as an external candidate when compared to other internal candidates.

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3:30 p.m.

Building and Classroom Moves

1. Professional educators who are required to move to a new school campus as a direct result of school closure, reconfiguration, conversion, merger, or relocation, of grade levels, programs or classes, and the subsequent resulting reassignment of staff, will be compensated by the District for each hour worked:
  - a. Up to eight (8) hours to pack and move personally-owned materials; and
  - b. Up to an additional eight (8) hours to move and unpack materials in the new classroom.
  
2. Unassigned professional educators who are required to move to a new school campus as a direct result of the school closure, reconfiguration, conversion, merger, or relocation, of grade levels, programs or classes will be compensated by the District for each hour worked:
  - a. Up to eight (8) hours to pack and move personally-owned materials; and
  - b. Up to an additional eight (8) hours to move and unpack materials in the new classroom.
  
3. Professional educators who move to a different classroom within their building as a direct result of school closure, reconfiguration, conversion, merger, or relocation, of grade levels, programs or classes will be compensated by the District for each hour worked:
  - a. Up to four (4) hours to pack and move personally-owned materials; and
  - b. Up to an additional four (4) hours to move and unpack materials in the new classroom.
  
4. Unless otherwise agreed, professional educators are not responsible for packing and moving District-owned materials or equipment. The District is not liable for personal property of a valuable or sentimental nature left on school property if it is lost or damaged in the move. Boxes and packing materials shall be provided at least two weeks prior to the end of the school year/deadline to move.
  
5. Extraordinary moves: professional educators who agree to sort, purge and pack extra supplies and equipment beyond the typical classroom situation (for example, but not limited to: the school library, theater, shop department, science labs, music, art or PE equipment) shall, prior to starting this work, have a discussion with her/his administrator about the estimated number of additional hours that would be involved beyond the hours provided in the above paragraphs. The professional educator and the administrator shall collaboratively agree to the number of additional hours to be used for this purpose. The Association unit member will then track and submit those extended hours to her/his administrator for payment.
  
6. Time to move shall be paid at the professional educator's per diem hourly rate of pay. Professional educators shall track hours spent as outlined in Paragraphs 1, 2, 3 and 5,

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above, and submit a record of that time to her/his administrator as extended hours for payment.

7. Professional educators will have access to their worksite, supplies and time to sort, purge and pack prior to the end of the school year/deadline to move. Professional educators shall have access to their worksites no later than one (1) week prior to the start of the school year, to unpack and organize their classrooms. Materials and packed boxes moved by the District shall be delivered on site prior to this date. Administrators at affected worksites will work with their custodial and teaching staffs to arrange access to the worksite for professional educator's time to pack.
  
8. Each professional educator shall be compensated for up to four (4) hours at the professional educator's hourly rate for disassembling and reassembling materials ~~for~~ as the result of bond work, construction, remodeling or painting in the professional educator's classroom, or the professional educator may have a half (1/2) day substitute at his/her option. Professional educators shall not be asked to move furniture and other heavy classroom items. *[This paragraph provision is currently Art 5.D. 9 (page 15).]*

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ARTICLE 14.  
LEAVES

A. General Provisions

1. Leave Applications

- a. All applications for and approval of leaves shall be in writing.
- b. Leave applications must be made to the appropriate leave category (e.g., sick leave, family illness leave, personal leave, bereavement leave).
- c. Paid and unpaid leaves for professional educators set forth in this Article are intended to be used only when necessary.
- d. A leave day is equal to 8 hours of leave time. Professional educators shall not be required to use leave time when missing the two-hour meetings or training sessions that are beyond the workday as described in Article 5.C.8.a.

2. The District shall comply with Federal, State and local laws regarding leaves, including but not limited to the Family and Medical Leave Act (FMLA), and the Oregon Family Leave Act (OFLA), the "Sick Leave for School Employees Statute" ORS 332.507, and "Paid Sick Leave Statutes" ORS 653.601 to 653.636.

B. Paid Leaves

1. Sick Leave

a. Accumulation

(1) Professional educators shall be granted ten (10) days sick leave which includes the statutory requirement during each school year. Such sick leave shall be credited to said professional educators on the first contract day of the school year. Professional educators who begin service after the beginning of the school year shall receive one (1) day of sick leave for each payroll month remaining in the school year with all such days being credited on the professional educator's first day of employment.

(2) A professional educator who uses his/her annual sick leave accrual and subsequently resigns for reasons other than illness or retirement prior to completing the work year, shall be obligated to refund the District an amount equal to one (1) day sick leave for each month not worked. The District shall deduct such amount from any final pay due the professional educator.

(3) Professional educators on extended work year and/or summer school shall be credited with one (1) additional sick leave day for each additional twenty (20) days worked not to exceed a total of twelve (12) days of sick leave credit per fiscal year.

(4) The total unused sick leave days can be accumulated and shall be unlimited in accordance with state statutes.

(5) A professional educator who has accumulated sick leave during employment in another Oregon school district shall be entitled to transfer any accumulated sick leave from such district upon proper verification. The transfer of sick leave accumulated with another Oregon district shall be effective when the professional educator has completed thirty (30) working days in the District.

(6) When a professional educator has exhausted his/her sick leave, s/he shall receive additional leave equal to one (1) day for each school year of at least 135 days of service in this district at two-thirds (2/3) of his/her daily rate under his/her basic salary. Credit for any year can only be utilized once.

(7) Professional educators shall not be credited with any sick leave with respect to periods during which they are on an unpaid leave of absence from work with the District of more than one (1) month duration.

b. Utilization

(1) Professional educators who are absent because of personal illness or medical/dental appointments shall receive compensation during such absence in accordance with provisions pertaining to sick leave allowances.

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(2) A professional educator working an extended contract beyond the normal school year or during summer school, may charge absences due to personal illness to his/her sick leave account. The District shall pay the cost of any required substitute.

(3) Professional educators on any extended leave (more than one (1) month) will not be charged with days of sick leave or paid for days of illness during such leave, except when an illness or injury is the factor which entitled the professional educator to the leave in question.

(4) A professional educator may charge against his/her accumulated sick leave for up to twelve (12) weeks following the birth or adoption of a child. If accumulated sick leave has been exhausted, the professional educator may use other paid or unpaid leave for part or all of the twelve (12) week period. The professional educator is entitled to all benefits guaranteed under the FMLA and/or OFLA which may exceed this provision.

(5) A professional educator's accumulated sick leave shall not be charged on days designated as paid holidays under this Agreement, or when an absence was directed by the District.

(6) The District shall maintain a sick leave bank for use by professional educator who have exhausted their accumulated sick leave. Use of this leave shall only be in accordance with the sick leave bank guidelines. The Association can solicit voluntary contributions up to three thousand two hundred (3200) hours per year. Use of the sick leave bank will be monitored through the contract administration process.

(7) A professional educator may use sick leave in one hour increments or in per-day units.

2. Family Illness Leave

a. Professional educators shall receive up to three (3) days family illness leave per school year with pay in case of illness of a member of the professional educator's immediate family. Professional educators who commence employment after the end of the first semester shall be entitled to one and one-half (1-1/2) days of family illness leave.

b. Inherent in use of this leave is that care or attention by the professional educator is needed. In the event emergency conditions arise, an extension of family leave shall be determined upon individual merit by the Superintendent.

c. "Immediate Family" shall be interpreted to mean spouse, domestic partner (as defined in Appendix C), children, parents, brothers, sisters, mother-in-law, father-in-law, grandparents, grandchildren, or other persons who regularly live in the professional educator's home.

d. After utilizing the available days for family illness leave, the professional educator may charge against his/her accumulated sick leave when additional time is needed to provide care for a member of the professional educator's immediate family.

3. Absence due to Injury on Duty

The District shall pay to any professional educator who is unable to work due to an on-the-job injury the difference between his/her salary benefits received by the professional educator under the Oregon Worker's Compensation Law and his/her normal salary. This differential pay shall apply when the absence is due to a compensable injury as defined in ORS Chapter 656 and shall be paid for the period when worker's compensation benefits are paid but not exceeding 180 days for one injury. Absence due to such compensable injury shall not be charged against the professional educator's accumulated sick leave. For other periods of work related injury absence, charge will not be made against the professional educator's accumulated sick leave. In the event differential payment is made by the District and the absence of the professional educator is subsequently determined to be non-compensable, charge will be made against the professional educator's accumulated sick leave, if the absence

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so qualifies, and the professional educator shall be obligated to reimburse the District for payments received in excess of accumulated sick leave time.

4. Absence Due to Quarantine

In the event a declaration of quarantine made by the Public Health Official prevents a professional educator who is not ill from reporting to work, the professional educator shall not suffer a loss in pay and no charge will be made against the professional educator's accumulated sick leave.

C. Other Paid Leaves

1. Bereavement Leave

Professional educators shall be granted bereavement leave with pay for each death as follows:

a. one (1) day to attend a funeral or memorial service because of the death of a friend or relative. An additional day shall be granted when travel beyond the one day is required.

b. ~~three (3)~~ four (4) days because of death in an immediate family (~~five (5)~~ six (6) days in case of parent, spouse, domestic partner, or child), and ~~two (2)~~ additional days at two-thirds (~~2/3~~) of the professional educator's scheduled salary. "Immediate family" shall be interpreted to mean spouse, domestic partner (as defined in Appendix C), children, parents, grandparents, grandchildren, mother-in-law, father-in-law, brothers or sisters; and also any person regularly living in the home of the professional educator for whom the professional educator was responsible.

c. In addition, the professional educators may use up to six (6) days of accrued and unused leave for the death of an immediate family member, in the order determined by the employee. In the event a professional educator has exhausted all forms of paid accrued leave, the professional educator shall be able to use up to six (6) days of unpaid leave. The total number of combined leave days for bereavement will not exceed ten (10) days. An employee may apply for other unpaid leave if needed.

*THE REST OF THE ARTICLE IS CCL.*

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Article 1, New Section

**Notice of Proposed Changes in Board Policy or Administrative Directives**

The District will provide written notification to the Association President or designee of proposed changes in Board policies or Administrative Directives in accordance with the Public Employee Collective Bargaining Act.

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In addition to the proposed contract language, PAT and PPS agree:

1. This notice requirement applies to all proposed changes to policy or administrative directive, regardless of whether the subject matter of the proposal is perceived by the District to be mandatory or permissive.
2. To defer to the Contract Writing Committee for decision on where to insert this provision, with the suggestion that it be a stand-alone paragraph included in Article 1.
3. That the proposed changes to the Administrative Directives identified to date by the District (*e.g.*, Code of Conduct; Drug Free Workplace and Drug and Alcohol Directive; Anti-Bullying and Harassment) be forwarded to the next phase of IBB bargaining.



MP 12/20/16  
TA JF 12/20/16

Subcommittee 2  
December 7, 2016  
FINAL

### Article 14.B.1.b(6) – Sick Leave Bank

(6) The District shall maintain a sick leave bank for use by professional educators who have exhausted their accumulated sick leave. Use of this leave shall only be in accordance with the sick leave bank guidelines. The Association can solicit voluntary contributions up to ~~three thousand two hundred (3200)~~ four thousand (4000) hours per year. Use of the sick leave bank will be monitored through the contract administration process.

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In addition to the proposed contract language, PAT and PPS agree:

1. To clarify and publish the Sick Leave Bank Guidelines on their respective websites by February 1, 2017.
2. The Guidelines will include the OFLA/FLMA standards for determining who is eligible for grants of sick leave days and intermittent sick leave days.
3. The District will continue its administration of the sick leave bank jointly with PAT.

**NOTE: this item has financial impact**

MP 12/20/16  
TA 8/12/20/16

*Note: renumber the current Article 16 and each succeeding article*

**ARTICLE 16 - NEW - Building and Classroom Moves**

1. Professional educators who are required to move to a new school campus as a direct result of school closure, reconfiguration, conversion, merger, or relocation, of grade levels, programs or classes, and the subsequent resulting reassignment of staff, will be compensated by the District for each hour worked:
  - a. Up to eight (8) hours to pack and move personally-owned materials; and
  - b. Up to an additional eight (8) hours to move and unpack materials in the new classroom.
  
2. Unassigned professional educators who are required to move to a new school campus as a direct result of the school closure, reconfiguration, conversion, merger, or relocation, of grade levels, programs or classes will be compensated by the District for each hour worked:
  - a. Up to eight (8) hours to pack and move personally-owned materials; and
  - b. Up to an additional eight (8) hours to move and unpack materials in the new classroom.
  
3. Regardless of when the move occurs, professional educators who are required to disassemble and reassemble their classroom or move to a different classroom within their building as a direct result of:
  - a. school closure, reconfiguration, conversion, merger, or relocation, of grade levels, programs or classes;
  - b. Bond work, construction, painting, or remodeling; or
  - c. Administrator-directed moves that occur after the school year has started, or if the professional educator is directed to move classrooms two school years in a row,

shall be compensated by the District for each hour worked:

  - a. Up to four (4) hours to pack and move personally-owned materials; and
  - b. Up to an additional four (4) hours to move and unpack materials in the new classroom.
  
4. Extraordinary moves: professional educators who agree to sort, purge and pack extra supplies and equipment beyond the typical classroom situation (for example, but not limited to: the school library, theater, shop department, science labs, music, art or PE equipment) shall, prior to starting this work, have a discussion with her/his administrator about the estimated number of additional hours that would be involved beyond the hours provided in the above paragraphs. The professional educator and the administrator shall collaboratively agree to the number of additional hours to be used for this purpose. If

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TA 8/18/16

agreement cannot be reached, the issue shall be submitted to the Senior Director for resolution. The Association unit member will then track and submit those extended hours to her/his administrator for payment.

5. Professional educators shall have access to their worksite, supplies and time to sort, purge and pack as soon as possible but, at minimum, one (1) week after the end of the school year. Professional educators shall have access to their worksites to unpack and organize their rooms as soon as possible but, at minimum, one (1) week prior to their first work day. Materials and packed boxes moved by the District shall be delivered on site prior to the access date.
6. Unless otherwise agreed, professional educators are not responsible for packing and moving District-owned materials or equipment. Professional educators shall not be asked to move furniture and other heavy classroom items. The District is not liable for personal property of a valuable or sentimental nature left on school property if it is lost or damaged in the move. Boxes and packing materials shall be provided at least two weeks prior to the deadline to move.
7. Time to move shall be paid at the professional educator's per diem hourly rate of pay. Professional educators shall track hours spent as outlined in Paragraphs 1, 2, 3 and 4, above, and submit a record of that time to her/his administrator as extended hours for payment. In lieu of payment, the professional educator shall have a half (1/2) day substitute for each four (4) hours, at his/her option.

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In addition to the proposed contract language, PAT and PPS agree:

1. Current contract Article 5.D.9 to be deleted because the language of that provision is now moved into this article.
2. Note regarding paragraph 3.c. – Educator must be compensated if they are directed to move after the school year has started. Educator must be compensated if they are directed to move classrooms for two school years in a row. Example: If an educator is directed to move for the 2017-18 school year, they must be paid for any subsequent administrator-directed move if it is effective prior to the 2019-20 school year. (Educator moves classrooms for 2017-18. Principal can direct educator to move for 2019-20 school year without providing moving compensation. If the administrator directs the educator to move classrooms for the 2018-19 school year, the educator must be compensated for four (4) hours of moving time to pack and four (4) hours of moving time to unpack. If the educator is directed to move in 2018-19 and they are compensated, they would also have to be compensated if they were directed to move again in 2019-20).

**NOTE: this item has financial impact**

*mp*  
*12/20/16*  
*TA 8M 12/20/16*

(Note: this draft does not include all potential proposed changes to Article 17. There are elements of Article 17 that Sub-Committee 3 has not yet finished bargaining.)

## ARTICLE 17 MENTOR PROGRAM / PROFESSIONAL GROWTH

### A. Professional Educator Mentor Program

1. The District intends to maintain a mentor program for the purpose of providing support and assistance to new and/or inexperienced professional educators.
2. Depending on the needs of the District and the mentor program, mentors may be assigned on either a full-release or an extended responsibility basis.
  - a. Full-release mentors shall be compensated according to placement on the salary schedule plus one thousand five hundred dollars (\$1500) per school year.
  - b. Extended responsibility mentors shall be compensated according to placement on the salary schedule, plus they shall receive extended responsibility pay per school year in accordance with Appendix B.
3. The mentor program shall operate within the following parameters:
  - a. A professional educator must have contract status and four (4) or more years of experience in the District in order to be eligible to be a mentor. No professional educator shall be designated as a mentor without his/her consent.
  - b. Mentors shall not participate in the evaluation of beginning professional educators (mentees). Observations made and data collected by the mentor shall be used solely for the purpose of providing assistance to the mentee and shall not be used in the evaluation of the mentee. Supervisors/evaluators and mentors shall not discuss individual mentee concerns/areas for improvement without the prior approval of the mentee. Written or other reports of a mentor regarding a mentee may not be used in the mentee's evaluation.
  - c. The mentor program shall not be used as part of a Program of Assistance for Improvement for any professional educator.
  - d. Collaborative Assessment Logs (CAL) shall not be shared with supervisors or used in the evaluation of the mentee. Self-assessment instruments shall not be used to evaluate mentors or mentees.
  - e. Mentees shall not be required to develop additional professional goals beyond what is required in the PPS Handbook for Professional Growth and Evaluation.
  - f. Any professional educator released from regular duties to participate in activities related to the mentor program shall be released without loss of pay and shall not be charged leave. Mentors and mentees who are asked and volunteer to work up to five (5) days outside the standard school year shall be compensated at their per diem rate of pay.

*MP 12/20/16*  
*TA SM 12/20/16*

- g. The ratio of mentors to mentees in the full-release model shall be no more than 1 to 15. Any change to the ratio shall be by mutual agreement between the District and the Association. The extended responsibility mentor model operates on a one-to-one basis.
  - h. The Association shall partner with the District in the selection of mentors. The Mentor Selection Rubric shall not be used to evaluate a professional educator. Videos of mentors' coaching practices shall not be used in the evaluation of mentors.
  - i. Reconsideration of assignments shall not result in a reduction of FTE assigned to any mentor.
4. The mentor program may be expanded or discontinued at the discretion of the District.
  5. The Memorandum of Understanding (MOU) concerning the Mentor Program dated 08/14/13 shall remain in effect until June 30, 2014.

B. Salary Increments

1. Plus hours beyond degree salary increments (e.g., initial placement on a column of the salary schedule at the time of employment) must be based on coursework at accredited colleges or universities.
2. At such time that the State of Oregon requires completion of a "5th year" program for licensure, new professional educators shall be given credit for the hours required following the Bachelor's degree for completion of a "5th year" program up to a maximum of forty-five (45) quarter hours. Currently employed professional educators, who have completed a "5th year" program but were not given credit at the time of employment, shall be given credit on the salary schedule up to the BA+45 column.
3. Vocational professional educators may receive credit for technical coursework taken at a community college. Such courses shall be relevant to the professional educator's field of preparation and to service as a professional educator in this District.
4. In order to receive a salary adjustment retroactive to the beginning of the current school year, a professional educator must, by October 31st, provide the Human Resources Department with proof of completion of coursework. Adjustments based upon proof received after October 31st will be made effective the second month following the month received.

C. The Guidelines for Professional Growth/In-service shall be revised by the District and the Association and distributed to professional educators.

1. Continuing Education Obligations

It is recognized that there may be in-service offerings that professional educators are requested by the District to attend outside the normal professional work day described in Article 5: Work Year/Workday/Workload. In such cases, professional educators who agree to attend shall be paid at the professional educator's regular hourly rate under the salary schedule.

2. Tuition Reimbursement

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TA 8/12/20/16

- a. The District shall pay the full cost of tuition and other reasonable coursework expenses (e.g., laboratory fees, books, and the like) incurred in connection with any specific courses, workshops, seminars, conferences, in-service training sessions, or other such sessions in which attendance is specifically requested or required by the District. This section applies to coursework and other expenses (including testing and other licensure fees) related to adding highly qualified (HQ) status and other licensures requested by the District.
  - b. The District shall reimburse professional educators for tuition cost for up to six (6) non-cumulative hours in a 12-month period for which graduate credit is granted by a college or university. Reimbursement shall be for the cost of tuition or the tuition rate for graduate courses at Portland State University, whichever is less. Coursework must be toward an advanced degree, TSPC licensure, professional education courses, or related to the professional educator's assignment. Evidence of a passing grade is required. Reimbursement shall not be made for books, lab fees, I.D. cards, gym fees, food, housing, transportation, supplies or other tuition expenses. Professional educators shall be reimbursed within sixty (60) days of submitting proof of satisfactory completion of the course. A professional educator must remain employed with the District for at least one (1) semester following reimbursement.
  - c. **Tuition reimbursement funds shall be available to temporary professional educators employed for a position that is expected to exist for more than one hundred thirty-five (135) days. In addition, a temporary teacher who is employed for less than one hundred thirty-five (135) days may apply and may be approved for tuition reimbursement if their building administrator supports their application for the funds. The temporary teacher who receives tuition reimbursement must remain employed with the District for at least one (1) semester following reimbursement if the district offers the temporary teacher continued employment.**
3. National Board Teacher Examination  

Reimbursement shall also be made for the fee charged a professional educator who takes and passes the National Board Teacher Examination to obtain a specialty area endorsement. This amount shall be within the tuition cost as stated in paragraph 2.b above.
  4. State-Approved Professional Exams  

A professional educator may access his/her professional growth funds for requests for High Objective State Standards of Evaluation (HOUSSE) assessments or for State Approved Core Academic exams such as the Praxis or Oregon Educator Licensure Assessment (ORELA:NES). Professional educators shall be reimbursed following sixty (60) days of submitting documentation of a passing score or a copy of the HOUSSE request submitted to TSPC.
- E. The District shall pay, either through reimbursement to the professional educator or direct payment to the appropriate agencies, for the cost of fingerprinting for licensure/certification renewal.
  - F. Because Speech and Language Pathologists participate in Medicaid billing for services, the District shall pay for licensure costs/fees for Speech and Language Pathologists to obtain or renew licensure from Board of Examiners for Speech-Language Pathology and Audiology.

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TA 84 12/20/16

G. Student Teachers/Interns

Upon mutual agreement between the professional educator and the District, student teachers, interns or observers may be placed with the professional educator. The District will request that the college or university advise the professional educators of the type and amount of honorarium to be paid at the time the professional educators are asked to be a supervising teacher/educational professional.

(Note: this draft does not include all potential proposed changes to Article 18)

## ARTICLE 18 PROFESSIONAL IMPROVEMENT

A. The District and the Association support the principle of continuing training for professional educators, participation by professional educators in professional organizations in the areas of their specializations, and leaves for work on advanced degrees or special studies, foreign travel and participation in community education projects.

B. Professional Improvement Fund

The District agrees to annually budget a fund to pay the expenses of professional educators who work half-time (.5) or more to attend professional conferences.

C. A conference to be attended may be selected by the professional educator. Approval shall not be denied provided the conference has a legitimate pedagogical purpose. Transportation, meals, lodging, and registration shall be deemed appropriate expenses. Meals shall be reimbursed at the IRS rate, which shall be adjusted annually. A professional educator attending such conferences and meetings shall be granted sufficient leave time to attend without loss of compensation. The approval shall designate what portion, if any, of such leave time shall be charged against professional leave. Professional educators shall, upon request, submit a written report regarding such conferences. Professional educators are eligible for advances on professional improvement funds when necessary documentation is presented. If an advance is not requested, professional educators shall be reimbursed within thirty (30) days of submitting complete and accurate documentation of expenses.

**(1) Professional educators are eligible for advances on professional improvement funds when necessary documentation is presented. If an advance is requested by the professional educator and such advance request is approved by the District, payment in consideration of that advance will be issued within thirty (30) days of the date the expense is expected to be incurred. Consistent with IRS regulations and District policies and procedures, the District's Travel/Training Expense Reimbursement Request Form and all supporting documentation of expenses related to the advance received must be submitted no later than sixty (60) days from the date the actual expense was incurred. The District shall notify the professional educator of the sixty (60) day deadline when the member is approved for the funds, and thirty (30) days after the approved trip is scheduled to begin. For this provision "days" means calendar days.**

**(2) If an advance is not requested, professional educators shall be reimbursed within thirty (30) days of submitting complete and accurate documentation of expenses. Consistent with IRS regulations and District policies and procedures, the District's Travel/Training Expense Reimbursement Request Form and all supporting documentation of expenses must be submitted no later than sixty (60) days from the date the expense was incurred.**

**(3) If a professional educator submits for reimbursement beyond the sixty (60) day limit, the amount of reimbursement shall be reduced by the amount of employer and employee associated taxes.**

D. A professional educator may access her/his professional improvement funds for requests for High Objective State Standards of Evaluation (HOUSSE) assessments or for State Approved Core Academic exams such as the Praxis or Oregon Educator Licensure Assessment (ORELA).



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12/20/16

TA 89 12/20/16

Article 18.C.1 - 18.C.3, 18.F.1, 18.F.3 TA Document  
12/07/2016

Professional educators shall be reimbursed following sixty (60) days of submitting documentation of a passing score or a copy of the HOUSSSE request submitted to TSPC.

- E. The cost of substitutes made necessary by attendance at conferences for which expenses are paid from the fund shall be borne by the District and shall not be charged against the fund.
- F. The Guidelines for use of the Professional Improvement Fund shall be revised by the District and the Association and distributed to professional educators. Under this Agreement, the following guidelines shall be implemented:
  - 1. ~~Funds shall be allocated based upon seniority of the professional educators who make application. A professional educator who receives funds shall rotate to the bottom of the eligibility list and shall not again receive funds until other applicants have done so, except that a Professional Improvement Fund grant of less than One Hundred Dollars Fifty (\$150) will not cause a professional educator to be placed at the bottom of the eligibility list.~~
  - 2 1. One Thousand Five Hundred Dollars (\$1500) shall be available to professional educators only once every three years.
  - 3 2. Applications must be processed within one (1) week of being submitted by the professional educator.
  - 4 3. These funds shall not be available to temporary professional educators **unless the temporary educator is employed for a position that is expected to exist for more than one hundred thirty five (135) days. In addition, a temporary teacher who is employed for less than 135 days may apply and may be approved for Professional Improvement Funds if their building administrator supports their application for the funds and expects the individual to be reemployed by the district the following year.**

MP. 12/20/16  
7A-SM 12/20/16

*(Note: this draft does not include all potential proposed changes to Article 19. There are some aspects of Article 19 about which Sub-Committee 2 has not yet finished bargaining.)*

Subcommittee 2  
December 7, 2016  
FINAL

#### **ARTICLE 19 (Reps in meeting)**

- A. No professional educator shall be disciplined, reprimanded, or reduced in compensation without just cause. Reprimands shall be made privately and not in the presence of students, parents, professional educators or members of the community. Professional educators who have completed three (3) full years of service and are not covered by the Fair Dismissal law shall not be dismissed without just cause.
- B. The District shall comply with Oregon law that prohibits the use of polygraph examinations for employment purposes (ORS 659A.300); and prohibits an employer from requiring an employee to provide access to the employee's personal social media account (HB 2654 effective January 1, 2014).
- C. This Article does not apply to dismissal, except as provided in Section E below, or nonrenewal of professional educators. However, professional educators subjected to nonrenewal or dismissal shall be afforded the procedural rights of due process.
- D. Removal from an Extended Responsibility Assignment
1. If a professional educator is removed from an extended responsibility assignment, upon request s/he shall be given the reasons in writing and afforded the opportunity to have a representative present in any discussion with the supervisor.
  2. If a professional educator starts an extended responsibility assignment during a school year, and the professional educator is removed from the responsibility during the school year, the professional educator shall be paid the entire salary due for that assignment, unless the professional educator is physically unable to perform the extended responsibility assignment.
  3. Dismissal of a professional educator whose assignment includes extended responsibility as an extension of the assignment (e.g., TOSA, media specialist, music teacher) is subject to Section E below.
- E. In the event of dismissal from employment, a professional educator may elect to appeal the dismissal to binding arbitration in accordance with Article 26E of this Agreement or the Fair Dismissal Appeals Board, but not both. The professional

mp 12/20/16

educator must so notify the Superintendent, in writing, within ten (10) calendar days after receipt of the notice of the dismissal decision of the District's School Board.

- F. Whenever a professional educator is directed to meet with an administrator or other representative of the District regarding a matter which could result in disciplinary action, termination, nonrenewal, or layoff, the professional educator shall be given prior written notice ~~of the reasons for~~ including:
- a. a description of the issue to be discussed in such meeting; and
  - b. the right to have a representative of representation by the Association or private legal counsel present to advise the professional educator during the meeting.

The parties shall cooperate in good faith to schedule the meeting within a reasonable period of time.

The parties shall identify their respective representatives and communicate it to the other party prior to the meeting.

This section does not apply to a meeting where the sole reason for the meeting is to discuss re-assignment.

The written notice of the meeting shall not be placed into the professional educator's building file or personnel file but may be kept in an investigation file.

- H. A professional educator has the right to administrative support at any meeting with a parent...

---

In addition to the proposed contract language, PAT and PPS agree:

1. If agreement is reached on contract language establishing joint contract training, one component of that training shall cover the training of administrators and PAT building representatives on the purpose of Article 19.F. meetings, how they should be conducted, best practices, protocols, etc. and specifically including how and where to keep documents and an explanation about the role of OEA or private attorneys.
2. Representation by the Association could mean an OEA attorney, PAT UniServ Consultant, other representatives designated by PAT, a PAT Building Representative, or any combination of them.

mp 12/20/16  
TA-84 12/20/16

(Note: this draft does not include all potential proposed changes to Article 19. There are some aspects of Article 19 about which Sub-Committee 2 has not yet finished bargaining.)

Subcommittee 2  
December 7, 2016  
FINAL

## ARTICLE 19 (letters of expectation)

A. No professional educator shall be disciplined, reprimanded, or reduced in compensation without just cause. Reprimands shall be made privately and not in the presence of students, parents, professional educators or members of the community. Professional educators who have completed three (3) full years of service and are not covered by the Fair Dismissal law shall not be dismissed without just cause.

Plans of Assistance and Letters of Expectation are not disciplinary and shall not be issued for misconduct.

- B. The District shall comply with Oregon law that prohibits the use of polygraph examinations for employment purposes (ORS 659A.300); and prohibits an employer from requiring an employee to provide access to the employee's personal social media account (HB 2654 effective January 1, 2014).
- C. This Article does not apply to dismissal, except as provided in Section E below, or nonrenewal of professional educators. However, professional educators subjected to nonrenewal or dismissal shall be afforded the procedural rights of due process.
- D. Removal from an Extended Responsibility Assignment
1. If a professional educator is removed from an extended responsibility assignment, upon request s/he shall be given the reasons in writing and afforded the opportunity to have a representative present in any discussion with the supervisor.
  2. If a professional educator starts an extended responsibility assignment during a school year, and the professional educator is removed from the responsibility during the school year, the professional educator shall be paid the entire salary due for that assignment, unless the professional educator is physically unable to perform the extended responsibility assignment.
  3. Dismissal of a professional educator whose assignment includes extended responsibility as an extension of the assignment (e.g., TOSA, media specialist, music teacher) is subject to Section E below.

MP 12/20/16  
TA 8M 12/20/16

- E. In the event of dismissal from employment, a professional educator may elect to appeal the dismissal to binding arbitration in accordance with Article 26E of this Agreement or the Fair Dismissal Appeals Board, but not both. The professional educator must so notify the Superintendent, in writing, within ten (10) calendar days after receipt of the notice of the dismissal decision of the District's School Board.
- F. Whenever a professional educator is directed to meet with an administrator or other representative of the District regarding a matter which could result in disciplinary action, termination, nonrenewal, or layoff, or Letter of Expectation, the professional educator shall be given prior written notice of the reasons for such meeting and the right to have a representative of the Association or legal counsel present to advise the professional educator during the meeting. The parties shall cooperate in good faith to schedule the meeting within a reasonable period of time. This section does not apply to a meeting where the sole reason for the meeting is to discuss reassignment.

NEW G – (re-letter the rest starting with H)

G. Letter of Expectation. A Letter of Expectation is a written notice of an expectation, standard, policy or procedure. It is not a finding of fault or misconduct and is not a disciplinary action.

A Letter of Expectation must conform to the template agreed upon by the parties (Appendix ). Letters of expectation may be placed in the building file. Letters of Expectation shall be placed in a district "Letter of Expectation" file maintained by the Human Resources Department. Letters in the Letter of Expectation file shall be organized district-wide by school year and shall be removed from the file after three (3) years. Professional educators who have received a Letter of Expectation have the right to review any letters of expectation addressed to them in the District Letter of Expectation file and attach a response.

G-H. A professional educator has the right to administrative support at any meeting with a parent...

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In addition to the proposed contract language, PAT and PPS agree:

1. If agreement is reached on this contract language, the parties will revise Letters of Expectation already given to employees to bring them in compliance with the

MP 12/20/16

TA SM 12/20/16

new template requirements. (Note: this would settle approximately 30-35 current disputes related to Letters of Expectation)

2. We encourage that the delivery of a Letter of Expectation be done in a face-to-face conversation between the supervisor and the educator receiving the Letter.
3. A Letter of Expectation may be placed in the building file. A Letter of Expectation shall be placed in the district "Letter of Expectation File". The file will be organized in folders for each school year and all Letters of Expectation delivered to any educator district-wide during that school year will be included in that year's file and will be retained for three (3) years. The Human Resources Department will purge and destroy Letters of Expectation in the folder on the first of every month after three years.



Handwritten notes: *12/20/16* and *TA 8/12/20/16*

Subcommittee 2  
December 7, 2016  
FINAL

# APPENDIX \_\_\_\_\_

*PERSISTENTLY FOCUSED ON CREATING A CULTURE OF EQUITABLE STUDENT GROWTH AND ACHIEVEMENT*

VIA [DELIVERY METHOD]

[DATE]

[EMPLOYEE NAME]  
[EMPLOYEE ADDRESS]  
[CITY, ST ZIP]

**RE: Letter of Expectation**

Dear [EMPLOYEE NAME]:

The purpose of this letter is to confirm our discussion on [MEETING DATE], at which I communicated the expectation, standard, or policy stated below. This letter is to clarify my expectations. This letter is not disciplinary.

It is expected that you will adhere to the professional standards and expectations of the District including, but not limited to:

- [STATE SPECIFIC EXPECTATION, POLICY, PROCEDURE OR PROFESSIONAL STANDARD]

Please feel free to contact me if you have any questions about these expectations or if you would like to discuss whether there may be any training or learning opportunities related to them. Failure to comply with these expectations may lead to discipline, up to and including termination.

Sincerely,

[NAME], Principal

Copy: District Letter of Expectation File  
Building File (at supervisor's option)

MP 12/20/16  
TA 8/12/16

(Note: this draft does not include all potential proposed changes to Article 22. There are some aspects of Article 22 about which Sub-Committee 2 has not yet finished bargaining.)

Subcommittee 2  
December 7, 2016  
FINAL

## Article 22- PERSONNEL FILE

- A. There shall be only one official district personnel file which shall be maintained by the Human Resources Department.
- B. With the exception of items which are duplicates of those in the district file, evaluation materials as described in the District Teacher Evaluation Handbook (revised to become the PPS Handbook for Professional Growth and Evaluation), and in-service records, and other official records, materials in the supervisor's building file, including Letters of Expectation, shall be removed when the supervisor or the professional educator is transferred.
- C. Each professional educator shall have the right upon request to review the contents of his/her district personnel file as well as any similar building file maintained by his/her supervisor. A representative of the Association may:
  - 1. At the professional educator's request accompany the professional educator in this review, or
  - 2. Be authorized by the professional educator in writing to review the file.
- D. A professional educator shall be provided a copy of any materials relating to the professional educator's work performance if such materials are to be placed in the professional educator's personnel file. A complaint shall not be placed in the professional educator's personnel file unless accompanied by a written directive from the administrator. Each professional educator's personnel file subject to such review shall contain the following minimum items of information:
  - 1. all professional educator evaluation reports
  - 2. transcript of academic records
  - 3. contract status recommendation



12/20/16

TA SM 12/20/16

- E. The professional educator may respond to any item placed in the professional educator's personnel file or the record described above of the professional educator maintained by the supervisor and said response shall become a part of the file. A professional educator may request and have granted that any materials in the district personnel file (excluding evaluation and disciplinary materials) be removed from his/her file if after three (3) years of being written no subsequent similar entries have been made into the professional educator's personnel file. A professional educator may request and have granted that letters of warning/and reprimands be removed from his/her building file if after three (3) years of being written no subsequent similar entries have been made into the professional educator's building or personnel file.

DRAFT  
June 21, 2016

*mp* 12/20/16  
*T/A* 12/20/16

**APPENDIX C  
DOMESTIC PARTNER**

A "domestic partnership" is defined as one in which two (2) persons, regardless of sex assigned at birth, gender identity, or recorded gender:

1. Share the same permanent residence for at least six (6) months immediately preceding the signing of an Affidavit and intended to continue indefinitely;
2. Have a close personal relationship with each other;
3. Are not legally married to anyone;
4. Are not related to each other by blood in a degree of kinship closer than would bar marriage in the State of Oregon;
5. Are each eighteen (18) years of age or older;
6. Were mentally competent to consent to contract when the domestic partnership began;
7. Are each other's sole domestic partner; and
8. Are jointly responsible for each other's common welfare including "basic living expenses."

## MEMORANDUM OF AGREEMENT

### ROSA PARIS PK- 5 SCHOOL: YEAR-ROUND, BALANCED CALENDAR

This agreement is entered into between Multnomah County School District #1J (Portland Public Schools or the District) and the Portland Association of Teachers (the Association).

For the 2017-18 school year, Rosa Parks PK – 5 school will continue with a year-round, balanced calendar. This Memorandum of Understanding records the agreements of the District and the Association concerning the impacts of this change on members of the Association's bargaining unit.

#### Definitions:

Intersession: Those periods of time throughout the year that school is not formally in session, generally the breaks between academic periods.

Intervention: Periods, generally of one (1) week, during intersessions where certain students may be invited back to school for additional academic support.

Enrichment: Periods, generally of one (1) week, during intersessions where identified students may be invited back to school for enrichment opportunities. Enrichment programs will be offered at the school during the intersessions, either by outside agencies or by school staff.

The District and the Association agree to the following terms and conditions:

1. The school year on the balanced calendar schedule shall not begin before the Monday following the 4<sup>th</sup> of July.
2. The District shall cover the cost of substitutes to release up to four (4) Association building representatives to attend Association representative meetings on the Monday preceding the start of school (Article 2.E).
3. For purposes of "Temporary" definition, "opening of school" shall continue to mean the first student day in accordance with the standard District calendar.
4. Professional educators at Rosa Parks School shall have the first option of providing instruction during the interventions. The workday during interventions shall be 8:45 AM to 2:45 PM, including a minimum thirty (30) minute duty free lunch; the student day during interventions shall not start before 9:00AM nor end later than 2:00PM. No professional educator's assigned classroom shall be opened for another educator's use during the interventions without prior notice to and discussion with the Association. Work performed during interventions shall be paid at the professional educator's per diem rate of pay.
5. Grievance timelines shall follow the standard District calendar and shall be tolled during intersessions (including intervention weeks) occurring within the standard District school year, except by mutual agreement on a case-by-case basis.
6. Insurance benefits shall be maintained on the annual October through September schedule. Benefits for newly hired professional educators who start in July will

*MP 01/19/17*

commence in September, but September benefits may be waived if the professional educator has other coverage, such as through prior employment in another school district.

7. Professional educators assigned to Rosa Parks school will have the right to "opt out" by requesting a transfer (e.g. voluntary unassignment) during the staffing process in the spring of 2018 for the 2018-19 school year. The parties agree to revisit this issue should the piloted scheduled continue. Professional educators who are not assigned to Rosa Parks school may decline transfer to Rosa Parks school, and laid off professional educators may decline recall to Rosa Parks school without penalty.
8. In order to minimize disruptions, should student enrollment at Rosa Parks school be less than anticipated in the 2017-18 school year, professional educator staffing shall not be reduced (during fall balancing or the October shuffle.) Resignations and Professional Educator Initiated Transfers are not subject to this paragraph.
9. Itinerant staff split between Rosa Parks school and one or more other schools or programs shall be scheduled to work in accordance with either the year-round, balanced calendar or the standard district calendar.
10. If a professional educator assigned to Rosa Parks School decides to resign during the summer period of the standard District calendar, and provides at least thirty (30) days' advance notice of resignation, the District accepts the resignation and waives the 60-day notice requirement under state law and contract.
11. Movement to the year-round, balanced calendar results in professional educators receiving their first paycheck of the school year in August, a change from the standard schedule of pay checks being provided annually September through August (12 month pay) or September through June (10 month pay). Should Rosa Parks school revert to the standard District calendar in a future year, or should a professional educator be transferred (voluntarily or involuntarily) to a school on the standard District calendar, affected professional educators choosing twelve (12) month pay would not receive a paycheck during the month of August in the transition year. Professional educators at Rosa Parks school on the year-round, balanced calendar shall be provided the option to authorize the District to withhold eight percent (8%) of their net pay from each regular paycheck to be held by the District and paid the following August, subject to the following conditions:
  - a. Funds will be paid out in full on the regular pay day in August following the school year in which the funds were deducted or upon termination of employment or the employee going into an unpaid leave of absence.
  - b. Funds deducted shall not accrue interest.
  - c. Each professional educator must authorize the deduction of funds annually in writing. For the 2017-18 school year, authorization must be made by August 1. Once an authorization has been made for the year, it cannot be withdrawn.

MMO 01/19/17

12. Should any issues arise that were not known at the time that this Memorandum was negotiated, the parties agree to reconvene to discuss and problem solve the new issue(s). Should the District determine to revert to the standard District calendar or adopt a different school-year model at Rosa Parks, it shall first notify the Association no later than March 6, 2018.

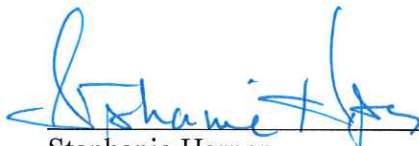
This Memorandum of Agreement is subject to ratification by PAT and the separate and subsequent approval of the District's Board of Education.

FOR DISTRICT

FOR PORTLAND ASSOCIATION of  
TEACHERS

 1-3-17  
Sean Murray Date  
Chief Human Resources Officer

 1/19/17  
Martin Pavlik Date  
UniServ Consultant PAT

 12-30-16  
Stephanie Harper Date  
OSB #952091  
Senior Legal Counsel

*(Note: this draft does not include all potential proposed changes to Article 15. There are some aspects of Article 15 about which Sub-Committee 2 has not yet finished bargaining.)*

Subcommittee 2  
December 7, 2016  
FINAL

**ARTICLE 15 – Transfers – New Section – School Psychologist Transfer and Assignment**

The transfer and assignment process for school psychologists shall be as described in the attached Appendix \_\_\_\_.

## APPENDIX \_\_\_\_\_

### School Psychologist Transfer and Assignment Process

School Psychologists do not participate in the internal transfer and assignment process covering other professional educators set forth in Article 15, Sections C and E, of the PAT/PPS collective bargaining agreement. This Appendix sets forth the internal transfer and assignment process for School Psychologists. The terms of this Appendix do not in any other way modify or amend the provisions of the PAT/PPS Collective Bargaining Agreement or its application to School Psychologists.

#### A. School Psychologist FTE Committee

1. A School Psychologist FTE Committee shall be established. The committee shall consist of five school psychologists selected by the Association, and the Director of Special Education or designee. The School Psychologist FTE Committee ("FTE Committee") shall work with the Special Education Director or designee to implement the School Psychologist staffing process.
2. School Psychologist assignments will be adjusted once every three years starting with the staffing process in the spring of 2014 for the 2014-15 school year. School Psychologists will be given the opportunity to drop a present school assignment and select a new school. To be eligible to participate in the site selection, School Psychologists must have dropped at least one of their schools or be required to make a change because of FTE adjustment.

#### B. Rules for Site Changes

1. Site reassignment is by seniority (*i.e.*, if two people want the same site, the person with the higher seniority gets it), with exceptions granted to buildings shared by two School Psychologists, as outlined below:
  - a. Buildings with a 1.0 FTE assignment or less should be filled by only one School Psychologist. On rare occasion, exception may be made by agreement between the School Psychologists and administration;
  - b. If the building FTE increases, and there are two School Psychologists in the building, the person with the most FTE in the

building shall have the choice to increase FTE. If that School Psychologist declines, the second School Psychologist in the building gets the choice;

- c. If a building is split between two School Psychologists and one of them is retiring/leaving, the other School Psychologist has the choice to change his/her FTE in the building to take that position.
2. School Psychologists may only participate in site selection if their site assignment no longer equals their FTE. (This includes if they have dropped all or part of their site assignment.)
3. School Psychologists may drop as many of their sites as they like, but shall only have three (3) site choices in the selection process.
4. If a School Psychologist does not get his/her 1<sup>st</sup>, 2<sup>nd</sup>, or 3<sup>rd</sup> choice in the selection process, or if the school psychologist has FTE that remains unassigned, a site will be assigned to the School Psychologist at the end of the selection process by the FTE Committee.
5. School Psychologists are encouraged to fill their FTE with one or two sites when possible (e.g., for a 1.0 FTE position, a School Psychologist should select: a 1.0; a 0.8 and a 0.2; or a 0.6 and a 0.4).
6. A School Psychologist on a Plan of Assistance (POA) shall generally not be allowed to transfer. Exceptions may be made by the Special Education Department.
7. School psychologist assignments that become vacant after this selection/placement process (e.g., at the end of year, summer, mid-year, etc.) are to be considered interim placements for that school year and will be posted in the following school year staffing process.

C. The process will be completed as follows:

1. School Psychologist assignment adjustments shall be in alignment with adjustments to each building's School Psychologist FTE.



2. The Special Education Department shall send out information regarding building FTE and vacancies, along with staff seniority lists, to all School Psychologists prior to the selection event described in Section F below.
3. School Psychologists shall have five (5) workdays to review the vacancy list and changes to their current assignment caseload based on the FTE formula. School Psychologists shall email the Special Education Department to state which part of their assignment they are dropping if necessary due to FTE changes (e.g. if a School Psychologist has a 0.6 and a 0.4, but the 0.6 increased count to 0.8 while the 0.4 remained 0.4, the School Psychologist must drop at least one of those schools). School Psychologists may also drop a school or schools based upon their desire to change sites.
4. Within five (5) workdays the Special Education Department shall email an updated building vacancy list to all School Psychologists. The updated list shall include the vacancies plus the schools that have been dropped by School Psychologists due to want or need to change assignments.
5. School Psychologists shall be provided five (5) additional workdays to review the updated list and submit a school to drop by emailing the Special Education Department. If a School Psychologist does not submit a site to drop prior to the end of this period, he/she is electing to keep that assignment for the following school year. If a School Psychologist must submit a site to drop (due to the count now totaling more than the School Psychologist's FTE) and fails to do so, a choice will be made for him/her by the FTE Committee.
6. A Final List (comprised of vacancies and dropped sites) shall be compiled by the Special Education Department and reviewed by the FTE Committee. The Special Education Department will email the Final List to all School Psychologists to review.
7. After at least 5 workdays of review time, the School Psychologists' assignment Selection Event will occur. This event will be coordinated by the FTE Committee in collaboration with the Special Education Department.

D. The Selection Event for School Psychologists in need of additional FTE to complete their assignment shall be run as follows:

1. An index card or equivalent will be made for each available school site indicating the school's FTE.
2. A School Psychologist can select up to three (3) school sites by writing on the school/s index card his/her name, seniority number, and whether the school is his/her first, second, or third choice.
3. At the end of the event, the index cards will be used by the FTE Committee to make assignments based on seniority and in accordance with the rules (see above).

E. Transfer Process for School Psychologists on Off Years (when no building FTE adjustments are made):

1. The Special Education Department shall email vacancies to all School Psychologists in the spring at the same time as the PPS internal transfer process. Third-year probationary and contract School Psychologists interested in the vacant sites shall respond by email to the Special Education Department with their preference.
2. The Special Education Department shall then email an updated list of vacancies to School Psychologists. School Psychologists shall be provided five (5) workdays to review the updated list and to respond by email to the Special Education Department with their preference.
3. If more than one School Psychologist is interested in a vacant site, reassignment will be granted by seniority. The Special Education Department shall make the assignments based on seniority and in accordance with the rules (see above); which shall be reviewed by the FTE Committee.
4. This will constitute the internal process for filling these vacancies before moving to an external process.

F. Other Information Regarding School Psychologist Transfers and Workload

1. School Psychologists will not participate in fall balancing.

2. Workload fluctuations shall generally be handled within PLC's and through floater support.
3. An exception to the 3-year stable FTE count for a building will be made in the event of a notable workload change for a site (e.g., increased caseload created by new housing development, substantial enrollment increases).

12/07/16

*These changes incorporate some of the issues in Article 5, but not all. Remaining issues are still being discussed in the IBB process.*

ARTICLE 5  
WORK YEAR / WORKDAY / WORKLOAD

A. Paid extended responsibility assignments, paid extra duty assignments, and voluntary attendance at in-service classes are excluded from this Article and are covered by Appendix B.

B. Work Year

1. Standard Work Year

a. The standard work year for professional educators shall be 190 contract days consisting of:

(1) 176 instructional days

(2) Eight (8) planning days

(3) Six (6) paid holidays

b. The traditional state-wide in-service day shall be part of the 190-day work year.

~~The District shall notify all schools and departments that no activities are to be scheduled by the District for Association representatives on the Monday preceding the beginning of the work year.~~

2. Extended/Reduced Work Year

a. ~~Beginning in the 2014-15 school year, the~~ **The** District, at its discretion may extend the standard work year contract year by up to two (2) days, which shall be paid at a per diem basis, provided that extended days would have to be cut prior to a reduction in staffing levels.

b. ~~Beginning in the 2014-15 school year, the~~ **The** District, at its discretion, may extend the standard workyear contract year for professional educators who work in priority and focus schools by up to three (3) additional professional development days paid at the professional educator's per diem rate of pay. These days shall be scheduled contiguous to the standard school year through a collaborative process between the professional educators and the building administration. This section may be extended to professional educators for two (2) years after the priority/focus designation has ended.

c. The District shall determine the number of additional contract days in a 2a and/or 2b prior to the beginning of the staffing process in the preceding school year.

d. Professional educators working in schools that have a change in grade levels (e.g.: newly converted middle schools or newly converted PK-5 feeder schools) shall have mandatory additional paid professional development days added to their **contract** school year. This only applies to the school year prior to conversion and the school year of after the conversion. Added days shall be as follows:

**(1) Newly converted middle schools: two (2) additional professional development days.**

**(2) PK-5 feeder schools: one (1) additional professional development day.**

- (3) Other schools: the District and PAT shall meet to determine if the number of added professional development days shall be one (1) or two (2). If no consensus is reached, one (1) day shall be added.
  - (4) Added days shall be compensated at the professional educator's per diem rate of pay.
  - (5) The District shall include the additional professional development days in the annual calendar and notify the professional educators assigned to work in these buildings at least three months in advance of these days unless newly hired or transferred to the schools within a shorter time period. If professional educators do not receive the three-month notice, they are not required to attend the added professional development days and shall follow the standard published calendar.
- e. Section 2a-d, above, is meant to extend the contract year for all positions.
- f. New Professional Educators

**(1) New Professional Educator Orientation**

Newly hired professional educators shall be required to attend one orientation day which shall be paid at the professional educator's per diem rate of pay. At least of one-half of the day shall be dedicated to the basic practical details of employment including but not limited to key contract provisions, substitute teacher finder, attendance and record keeping, leaves of absence, hardware and software requests and setup, etc.

The Association and the District Human Resources Department shall jointly create the agenda and jointly coordinate the presentation of material on this day. In addition, the Association shall continue to be afforded at least one (1) hour of time on the agenda to meet with the new professional educators. The new professional educator orientation shall be scheduled the Friday preceding the beginning of the standard work year and again on the statewide in-service day ~~State in-service Day~~ for those who have not previously attended this orientation. Additional new professional educator orientations may be scheduled by mutual agreement between the parties.

**(2) New Professional Educator Training**

The District may mandate the equivalent of up to two additional paid training days for newly hired professional educators. If these days are scheduled beyond the start of the standard work year, the newly hired professional educator shall receive at least one month's advance notice of scheduling.

- f. Professional educators who work beyond the 190-day work year shall be paid a daily rate of pay computed a 1/190 of their annual basic salary. With the exception of Sections 2e, 2f, 2g, and 8 below, professional educators shall not be assigned work beyond the standard work year unless there is mutual agreement between the administrator and the professional educator. Professional educators who work less than the 190-day work year shall have their salary adjusted downward using the same daily rate of pay formula.
- g. Librarians shall be placed by the District on a work year of 200 days. Up to ten (10) additional days will be available when warranted by workload and mutually agreed upon by the administrator and the librarian. Central Staff Professional Librarians are employed on a twelve-calendar month basis with one (1) month vacation pay.

- h. Counselors shall be placed by the District on a work year of 200 days. Up to ten (10) additional days will be available when warranted by workload and mutually agreed upon by the administrator and the counselor.
- i. Athletic Directors may be placed on a work year of 198 days with the approval of his/her supervisor.

3. Holidays:

- a. The six paid holidays shall be: Labor Day, Veterans Day, Thanksgiving, New Year's Day, Presidents Day, and Memorial Day.
- b. To receive pay for a paid holiday, a professional educator must work (or be on paid leave) on the workday immediately preceding or following the holiday. If the first day of work for the newly hired professional educator is immediately following the holiday the professional educator will not receive pay for the holiday.

4. Planning Days:

- a. A minimum of two (2) planning days shall be scheduled prior to the first student day in the fall. One-half (1/2) of one of these planning days may be used by the administrator for meetings with professional educators. A minimum of (1) full planning day shall be reserved for professional educators to set-up and plan for the beginning of the year. In addition, there shall be one (1) day of professional development scheduled prior to the first student day.
- b. There shall be one (1) planning day scheduled at the end of each quarterly grading period. However, professional educators shall have a minimum of two (2) full working days to submit grades/progress reports at the end of each grading period.
- c. On planning days other than those held prior to the beginning of the student year and those scheduled at the end of each quarterly grading period, a meeting not to exceed two (2) hours may be held.
- d. One-half (1/2) of planning day time may be used by administration for meetings with Child Development Specialists, Social Workers, School Psychologists, Audiologists, and Student Service Specialists.
- e. Special Education Case Management Time:

In addition to contractually provided planning days, special education professional educators required to conference with parents and write IEPs shall be provided four (4) days of released time, per year, for that purpose. A special education professional educator may elect to use these days or the equivalent hours before or after the school year or outside his/her workday at his/her per diem hourly rate of pay.

5. Evening Events / Parent-Teacher Conferences

- a. Professional educators may be required to participate in up to three (3) evening school events per school year. However, principals will make a reasonable effort to see that professional educators are not required to attend more than two (2) evening events a year. Evening events shall generally last no more than two (2) hours and end by 9:00 p.m. on Monday through Thursday. Two-week's written notice shall be provided to affected professional educators. Evening events shall generally not be required on Fridays or on days preceding holidays. **This provision does not apply to Social Workers, Child Development Specialists, School Psychologists, Audiologists and Student Services Specialists.**

- b. In addition, the District may have one (1) ~~shall schedule two (2)~~ parent conferences in the evening on **two consecutive evenings. The two consecutive evening conferences must be scheduled after the planning day that follows the end of the first quarter. The calendar day following the second evening conferences scheduled must not be a workday (e.g.: can be an unworked holiday). A duty free dinner break of at least sixty (60 consecutive minutes shall be scheduled prior to evening conferences. Evening conferences shall last no longer than three (3) hours and shall conclude by 8:30 p.m.**
- c. **In consideration of the two consecutive evening conferences scheduled, the professional educators shall be given one paid day off which shall be notated as such on the District's published calendar.** ~~and shall continue the current practice of allowing one (1) half day of compensatory time for the evening parent conference.~~
- d. **Modifications to this provision must be processed using the contract exception process described in Article \_\_\_\_ of this Agreement.**
- e. The provision does not apply to Social Workers, Child Development Specialists, School Psychologists, Audiologists and Student Services Specialists.
- f. At the request of a parent/guardian, a professional educator shall schedule a make-up conference for the parents/guardians who missed the regularly scheduled conference.
- g. District will explore a pilot with a small group of schools to hold conferences differently (through the contract exception process for the 2017/18 and/or 2018/19 school years).
  - Options for consideration in this pilot include but are not limited to:
    - Tracking number of hours for conferences to be scheduled based on parent and teacher availability rather than having specific days scheduled
      - Logistics related to things like dinner breaks for teachers and time beyond which conferences can't be schedule must considered
    - Exploring if HS should do something different
      - First day open conference and second day invite only; or
      - Spring conferences
    - Video conferencing
  - Pilot must take into consideration other groups that may be affected such as:
    - Custodians
    - Nutrition Services
    - Transportation
    - Educational Support Professionals
  - With respect to the pilot references above, the District shall circulate a bulletin following the 2016 Fall Parent/Teacher conferences to Senior Directors and building leadership encouraging and promoting the ability to explore new ways to conduct Parent/Teacher conferences for the 2017/18 and 2018/19 school years.
  - The District's Office of School Performance will summarize the results of the pilot referenced above and present that summary to PAT Contract Administration Committee no later than May 1 of each year.

## 6. School Calendar

- a. By January 15 of each year, the Association shall submit to the Superintendent its recommendations regarding the school calendar for the subsequent school year. With respect to the calendar ultimately adopted, the District retains the right and authority to change the days on which school shall be held and make other adjustments to the school calendar; provided such adjustments are consistent with this article. No change in this

calendar shall result in any reduction of the annual salary provided for professional educators by this Agreement or in increasing the aggregate number of workdays without the consent of the Association.

b. The following shall be considered when determining the school calendar:

**1. Instructional days, added Focus/Priority Professional Development days and District organized Professional Development cannot be scheduled on the following days:**

- (a) Martin Luther King, Jr. Day
- (b) Day after Thanksgiving
- (c) The calendar week in which July 4<sup>th</sup> falls
- (d) December 24<sup>th</sup> to and including January 1<sup>st</sup>
- (e) Saturdays
- (f) Sundays
- (g) All recognized PAT holidays
- (h) The Monday preceding the beginning of the work year

**2. This exclusion does not include:**

- (a) Extended Responsibility
- (b) Clubs
- (c) Outdoor school
- (d) Field Trips
- (e) Competitions
- (f) Athletics
- (g) Non-District organized Professional Development/Events/Training

C. Workday

1. The standard workday for professional educators, except as provided in Section 2 below, shall be seven and one-half (7-1/2) hours. Workdays for professional educators shall only be Monday through Friday.
2. The workday for Child Development Specialists, Social Workers, School Psychologists, Audiologists and Student Services Specialists shall be eight (8) hours, including a minimum of thirty (30) continuous minutes for duty-free lunch. The daily work schedules shall allow for a fifteen (15) minute rest period in the a.m. and p.m. With mutual agreement, Child Development Specialists, Social Workers, School Psychologists, Audiologists and Student Services Specialists may arrange their daily schedule so that time required outside of normal business hours, such as evening or weekend meetings with the parents and students, fall as nearly as possible within the regular eight (8) hour workday and 40-hour work week. The current practices in existence for scheduling the workday for School Psychologists, Social Workers, Child Development Specialists, Audiologists and Student Services Specialists will continue throughout the duration of the Agreement.
3. The workday for professional educators in the building shall begin at least fifteen (15) minutes before the student day and shall extend at least fifteen (15) minutes beyond the student day. Professional educators shall not be required to perform duties for more than seven-and-one-half (7 1/2) minutes of the fifteen (15) minutes immediately before and/or for more than seven-and-one-half (7 ½) minutes of the fifteen (15) immediately after the student day. No professional educators shall be required to report prior to 7:45 a.m. or remain later than 4:00 p.m. For program reasons the afternoon ending time can be adjusted to 5:00 p.m. for a few professional educators in a building providing that volunteers will be solicited whenever possible. The two above exceptions will not extend the number of hours in a standard workday.
4. If an administrator requests that a professional educator provide instruction (e.g. tutoring or small group instruction, outside of the professional educator's workday, and the professional educator



volunteers to do so, such professional educator shall be compensated at their per diem hourly rate of pay.

5. Duty-free Lunch

- a. All professional educators who work two-thirds (2/3) or more shall have a minimum of thirty (30) continuous minutes of duty-free lunch. Regardless of FTE, any professional educator who works a full day shall have thirty (30) continuous minutes of duty-free lunch on that day.
- b. Passing time during which a professional educator has direct responsibility for students shall not be part of the thirty (30) minutes duty-free lunch. Professional educators who leave the school site during such period shall notify the school office.

6. Individual Planning Time:

- a. Professional educators who work two-thirds (2/3) time who directly provide instructional services to students shall be provided planning time during the workday as follows:
  - (1) High Schools (Grades 9-12): Not less than the equivalent of one (1) standard class period per day;
  - (2) Middle Schools (Grades 6-8, except self-contained 6<sup>th</sup> grade classes): Not less than the equivalent of one (1) standard class period per day;
  - (3) Elementary Schools (Grades PK-5 and self-contained 6<sup>th</sup> grade classes): Not less than two-hundred-and-sixty (260) minutes per standard work week (prorated for partial weeks). There shall be at least one daily block of planning time of at least forty (40) continuous minutes.
  - (4) Regardless of FTE, any professional educator who works a full day shall have planning time on that day.

7. Restroom Breaks:

The building principal shall ensure that arrangements are made for restroom breaks for professional educators.

8. Meetings/Trainings

- a. ~~Effective for~~ **For the 2016-17 school year**, professional educators may be required to attend meetings or training sessions for up to two (2) hours beyond the workday on Mondays or Tuesday, but not both. **Beginning with the 2017-18 school year, professional educators may be required to attend meetings or training sessions for up to two (2) hours beyond the workday on Tuesdays.**
- b. This provision will apply to Child Development Specialists, Social Workers, School Psychologists, Audiologists and Student Services Specialists only if it falls within their workday/workweek provisions as set out in paragraph C.2.
- c. Part-time professional educators shall not be required to attend meetings/trainings that are not contiguous with their workday. Required attendance at meetings/trainings contiguous with the workday and at evening events/parent teacher conferences shall be pro-rated for part-time professional educators.

9. Itinerants

- a. The workday of a professional educator who works in more than one (1) building or is assigned outside the District shall not exceed the workday above and shall be covered by planning time and other provisions of this Article.
- b. An adequate amount of travel time shall be allowed for professional educators who must change worksites during the workday.
- c. Neither planning time nor the duty-free lunch time shall be used for travel time between worksites.
- d. If there are disagreements over the itinerant professional educator's schedule and workload, the supervisor(s) and the building representative(s) shall write a summary of the dispute and submit the summary to the Human Resources and the Association for resolution.

10. Part-time

- a. The workday and work load for part-time professional educators shall be proportional to that of full-time professional educators.
- b. the workday for part-time professional educators shall be stated as a percentage of full-time in accordance with the chart below. Other percentages shall be calculated in the same manner.

Workday – 7.5 Hours

<u>Percentage</u>	<u>Time</u>
10% (.10)	45 minutes
20% (.20)	1 hr. 30 minutes
25% (.25)	1 hr. 53 minutes
30% (.30)	2 hrs. 15 minutes
40% (.40)	3 hours
50% (.50)	3 hrs. 45 minutes
60% (.60)	4 hrs. 30 minutes
66% 2/3%	5 hours
70% (.70)	5 hrs. 15 minutes
75% (.75)	5 hrs. 38 minutes
80% (.80)	6 hours
90% (.90)	6 hrs. 45 minutes
100% (1.0)	7 hrs. 30 minutes

Workday – 8 Hours

<u>Percentage</u>	<u>Time</u>
10% (.10)	48 minutes
20% (.20)	1 hr. 36 minutes
25% (.25)	2 hours
30% (.30)	2 hrs. 24 minutes
40% (.40)	3 hrs. 12 minutes
50% (.50)	4 hours
60% (.60)	4 hrs. 48 minutes
66% 2/3%	5 hrs. 20 minutes
70% (.70)	5 hrs. 36 minutes
75% (.75)	6 hours
80% (.80)	6 hrs. 24 minutes
90% (.90)	7 hrs. 12 minutes
100% (1.0)	8 hours

- c. FTE for part-time professional educators may fluctuate from year to year from .5 FTE to .66 FTE, .67 FTE to .74 FTE, .75 FTE to 1.99 FTE based on the needs of the particular assignment. A reduction in FTE that results in a reduction of benefits/planning time/lunch etc. for the professional educator shall be considered a layoff subject to the provisions of Article 16.
- d. If there are disagreements over the part-time professional educator's schedule and/or workload, the supervisor and the building representative shall write a summary of the dispute and submit the summary to the Human Resources and the Association for resolution.

D. Work Load

- 1. Except as modified by the workday provisions of this Agreement, the work load of professional educators shall be generally comparable to that which existed in the 2010-2011 school year.

2. Duties:

Duties assigned during the workday to professional educators shall not infringe upon their duty-free lunch period and/or planning time. Good faith consideration of fairness and balance will be made in assigning such duties to professional educators.

3. Progress/Grade Reports:

- a. Professional educators shall be responsible for no more than four (4) progress/grade reports per year, except a mid-term report may be necessary when a student is in danger of failing or her/his behavior or achievement shows a significant decline.
- b. Professional educators shall make arrangements as may be necessary to meet with students and parents at reasonable times outside the normal workday. Regularly scheduled parent conference days are not covered by this Section.

4. Substituting for other Professional Educators

- a. *Every effort will be made to employ substitute teachers to cover classes of absent teachers.* **and, Except in true emergency situations and except as otherwise provided in subparagraph (b) below,** professional educators shall not be required to substitute for other professional educators except in true emergency situations. The District shall maintain a system that allows professional educators an option to select their preferred substitutes.

**b. Site Support Instructors (SSIs)**

- (1) The parties have agreed to establish a licensed teaching personnel position entitled Site Support Instructor (SSI). This position shall fall within the scope of the School District No. 1 Multnomah County Oregon and Portland Association of Teachers Collective Bargaining Agreement (CBA).**
- (2) Starting in the 2017-18 school year, the District may engage up to 15 Site Support Instructors. The number of SSIs and the location shall be determined by the District prior to staffing. The District shall review the data for the current and previous school year past two years of data to select buildings based on the percentage and number of unfilled substitute jobs in the building. For purposes of Article 15, Transfer, the District shall reassign current SSIs to buildings for the next school year prior to the internal staffing process so that SSIs will know their assignment for the following year prior to considering other assignments. SSIs may apply in the internal and external staffing process as otherwise provided in Article 15.**
- (3) The SSI is considered a regular member of the staff in the building to which s/he is assigned and will not be used to fill vacancies at other buildings.**
- (4) The SSI will be provided a workstation at the building to which s/he is assigned with computer access and a District email address.**
- (5) The SSI will not be used in place of requesting a substitute through the District substitute system.**
- (6) The SSI will not be used for long-term substitute positions.**

- (7) The SSI may be used in a variety of classroom settings in any one day. However, a SSI may not be assigned to cover the work of more than one professional educator each day.<sup>1</sup>
- (8) The SSI may be utilized to cover classroom instruction so that another professional educator may attend to a need designated by the building Administrator or the building Administrator's designee.<sup>2</sup>
- (8) Generally, the SSI will not have a disproportionate amount of duty/supervision in any given day.
- (9) All the terms and conditions of the CBA shall apply to the SSI except:
- (a) The SSI may work an adjusted daily work schedule to meet the demands of planning for instruction with little notification. The daily work schedule will be determined collaboratively between the SSI and the building Administrator or the building Administrator's designee.
  - (b) The starting time for the SSI shall not be before 7:00 a.m. without a specific contract exception.
  - (c) Except as provided in Paragraph 4.d below, the workday for the SSI shall not exceed seven and one-half (7.5) hours without a specific contract exception.
  - (d) The daily work schedule for the SSI may be extended to provide time to attend staff meetings that may normally occur beyond his/her workday. If the daily schedule is so extended, the individual shall be granted time off with pay within the same workweek equal to the amount of time his/her schedule was so extended. If the daily schedule is extended but the SSI is not granted time off with pay within the same workweek equal to the amount of time his/her schedule was so extended, the SSI shall be compensated at his/her per diem hourly rate for such extended time. The extended workday shall not exceed eight (8) hours without a specific contract exception.
  - (e) SSIs shall receive the same daily prep/planning time otherwise due to the individual s/he is assigned to cover.
  - (f) The SSIs shall be eligible to accept any Extended Responsibility pay opportunities that the building Administrator or the building Administrator's designee merits to be in the best interest of the school.
  - (g) In collaboration with the building Administrator or the building Administrator's designee, the SSI may pursue District supported professional development that will promote his/her opportunities for regular employment.
  - (h) SSI shall be allowed to participate in all professional development and training offered to the general staff. Any such professional development and/or training offered outside the workday shall be paid in accordance with Article 17.C of the CBA.

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<sup>1</sup> The parties agree to continue to discuss the working conditions applicable when a SSI is assigned to cover the work of more than one professional educator in a day.

<sup>2</sup> It is expressly understood that the instances when the SSI is utilized in this manner will be thoughtfully placed and assigned by the building Administrator or the the building Administrator's designee so that the SSI can be successful in his/her coverage

- (i) For the purposes of Article 15, Section F (Administration Initiated Transfers), the SSI are to be treated as an individual classification rather than as a part of the building teaching staff.
- (j) For the purposes of the articles on layoff and transfer, SSI shall be considered as a "subject".
- (k) Notwithstanding subparagraph (j) above, competency for the purpose of placement within the District but outside of the SSI position shall be defined as the ability to teach a subject or grade level based on recent teaching experience related to that subject (as further defined by Appendix D) or grade level within last five (5) years, or educational obtainments, or both, but not based solely on being licensed to teach.

#### **5. Mother Friendly Workplace**

The District shall provide reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth each time such employee has need to express the milk. The District shall post the administrative directive entitled Mother Friendly Workplace (5.50.059-AD) at each site and shall include the administrative directive in the new hire materials and maternity leave paperwork.

If feasible, mothers shall take the rest periods to express milk at the same time as the break times or meal periods that are otherwise provided to the professional educator. When not feasible, coverage shall be provided.

Administrators may assign Site Support Instructors to provide coverage, with no additional compensation. If a Site Support Instructor is not available, Administrators may ask other professional educators to voluntarily provide coverage. When a professional educator (other than a Site Support Instructor) voluntarily agrees to provide coverage, time in consideration of work missed while providing coverage shall be scheduled outside of the standard work day at a time mutually agreed to between the professional educator and the Administrator and shall be paid at the professional educator's per diem hourly rate of pay for such time.

#### **6. IEPs**

Professional educators who are required to conference regarding IEPs shall have a substitute provided to allow for such meetings to occur within the workday. If a professional educator volunteers to attend such conference outside of the workday, such member shall be compensated at his/her per diem hourly rate for conferences which take place beyond the contract day.

Professional educators who are required to write student plans other than IEPs, including Gifted Student plans or 504 plans, shall be provided at the professional educator's option either release time or compensation at his/her per diem hourly rate. One hour shall be allotted per each student plan.

- 7. The District shall supply and maintain materials in current adoptions. The District shall provide professional educators with related core instructional materials and an opportunity for in-service before requiring implementation of new adoptions, programs or curricula.
- 8. Each professional educator may request access to a phone in a private area during the contract day, and a good faith effort will be made to provide such access.

9. Professional educators shall have access to a computer as may be necessary to carry out their responsibilities. All professional educators shall have access to a copy machine and an adequate amount of paper to meet the required needs of instruction.
- ~~10. Each professional educator shall be compensated for up to four (4) hours at the professional educators hourly rate for disassembling and reassembling materials for remodeling/painting in the professional educator's classroom, or the professional educator may have a half (½) day substitute at his/her option. Professional educators shall not be asked to move furniture and other heavy classroom items. (This section is not deleted from the contract. It is moved to the new Article 16: Building and Classroom Moves.)~~

#### 10. Workload Committee

- a. Beginning no later than March 2014, the District and the Association shall establish a Workload Committee consisting of ten (10) members; five appointed by the Association and five (5) appointed by the District. Association-appointed representatives shall be released, without loss of pay, to participate in Workload Committee activities. The District shall provide substitutes as necessary.
- b. The Workload Committee shall consider options for eliminating aspects of current workload including:
  - (1) developing a mechanism for reviewing issues and data (including budget information) relating to the various elements that impact workload;
  - (2) offsetting new workload created by new initiatives/mandates including:
    - (a) equity of duties;
    - (b) substitute coverage for testing;
    - (c) workload for special education;
    - (d) access to assessment kits for special education specialists; and
  - (3) Other options developed by the Committee.
- c. A professional educator who has a concern about her/his workload or who believes her/his workload is inequitable shall first discuss the concern with her/his immediate supervisor. If the concern is not resolved by the supervisor, the professional educator may file a written request for review by the Workload Committee.
  - (1) The Workload Committee shall consider at least the following factors:
    - (a) The instructional level of the classroom (e.g. elementary, middle level, high school);
    - (b) The number of students assigned to the classroom or to the professional educator;
    - (c) The average number of students assigned to similar classrooms or professional educators;
    - (d) The number of characteristics of students with special needs;
    - (e) The availability of educational assistants or other special assistance; and

- (f) Any other relevant factors identified by the professional educator, the administrator or supervisor, or the Committee.
- (2) The Workload Committee shall consider the following options for recommendation/resolution:
- (a) Transfer or reassignment of students to balance classroom assignments/caseloads;
  - (b) Adding certified or classified staff;
  - (c) Assistance or additional time for specific activities such as grading or reporting grades;
  - (d) Reduction of other duties;
  - (e) Financial, physical space, time or other limitations; or
  - (f) Any other option deemed reasonable by the Committee.
- (3) For recommendations concerning Section D.10.c, the Chief Academic Officer (CAO) or designee shall receive the recommendation of the Workload Committee and make a final decision within (10) days.

The Superintendent may adopt, implement or submit Workload Committee recommendations to the Board of Education for its consideration, unless a duty to bargain is triggered.

The Workload Committee shall not have the authority to modify the terms of the collective bargaining agreement.

\*\*\*\*\*

**Not Part of Article 5 – described here for 12-7-16 IBB Consensus purposes:**

**Rosa Parks MOU continues for one additional year (the 2017-18 school year).**

**Report card MOU continues for one additional year (the 2017-18 school year).**

**The intent on both of these MOUs is to pattern on what we currently have, including attachments.**

**The parties acknowledge the need for additional work for purposes of spelling/editing/formatting/footnote (contract writing process).**



# Board of Education Informational Report

## **MEMORANDUM**

**Date:** MARCH 2, 2017

**To:** BOARD OF DIRECTORS, PORTLAND PUBLIC SCHOOLS  
BOB McKEAN, Interim SUPERINTENDENT

**From:** SEAN L. MURRAY, CHIEF HUMAN RESOURCE OFFICER

**Subject:** Memorandum of Agreement with PAT

The Portland Association of Teachers (PAT) regarding conversion of two planning days to instructional days and the extension of the instructional calendar

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### **Introduction:**

Pursuant to ORS 332.075(3) and the Public Employee Collective Bargaining Agreement Act, the following Memorandum of Agreement (MOA) to the 2014-2017 Collective Bargaining Agreement (CBA) between Multnomah County School District #1J (District) and Portland Association of Teachers is presented to the Board of Directors for their consideration and approval.

### **Background:**

The District closed school for 9 instructional days in the 2016-17 school year, four days in December 2016 and five days in January 2017.

On December 13, 2016 the Board voted to restore two days at the end of the year to make up for lost instruction earlier in December.

On January 25, 2017 the Board voted to restore instructional hours by canceling all late openings and early releases for the remainder of the year and extending the year by an additional day to June 14.

The District sought a Memorandum of Agreement (MOA) with the Portland Association of Teachers (PAT), to add two additional instructional days to comply with the Oregon State Instructional Hour requirements for the majority of students.

During discussions with PAT regarding the extending the contract year, certain questions arose about compensation for PAT members on snow days.

The District and PAT have come to an agreement to restore two additional instructional days by converting the planning/grading days on April 7 and June 15 to instructional days, with an exception for Roosevelt which cannot participate in the June 15 day due to moving requirements.



The agreement also covers how leave accruals will be dealt with for the nine snow days and how grading will be dealt with due to the conversion of grading days.

### **Summary**

This MOA adds two days of instructional time which allows the district to meet state requirements for instructional time for all grade levels, except high school seniors.

Further, this MOA represents additional expenses due to the re-crediting of leave accruals to PAT members who had deductions on snow days. Due to requirements for completion of progress reports, a number of Special Education PAT members may be compensated for work outside the standard work day.

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

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March 7, 2017

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Personnel

The Interim Superintendent RECOMMENDS adoption of the following items:

Resolutions 5399 through 5410

**RESOLUTION No. 5399**

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 2017-2018 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.

ID	Last	First
026172	Acuna	Miguel
026363	Adair	Emily
026197	Ahmann	Tiana
026378	Al-Shawaf	Mariam
025944	Alkana	Kerry
026339	Anderson	Akari
011753	Angell	Amy
026292	Arias	Bianca
026442	Arias	Laura
026405	Armgardt	Emily
026431	Arteaga	Nancy
008191	Bagg	Barbara
026205	Bahtjak	Ljiljana
026301	Baker	Katherine
026301	Baker	Katherine
025928	Baker	Kelly
026424	Bannon	Kelly
026373	Bargeron	Shamara
026202	Barnhardt	Alana
026116	Beck	Aisha
026289	Beckers	Susan

ID	Last	First
026011	Bellamy	Cassie
026658	Berg	Catherine
003661	Berg	Jean
025613	Betz	Melanie
025613	Betz	Melanie
026452	Bevan	Ashley
026379	Bitzer	Mary
026255	Blum	Carolyn
025827	Boles	Crystal
023965	Bonilla	Angela
026252	Boubel	Lauren
026467	Boudreaux	Aurelian
026164	Bovee	Jaclyn
022347	Braaten	Leslie
026367	Brandt-Lazar	Matthew
026451	Brooks	Ashley
026248	Brown	Sarah
026248	Brown	Sarah
026590	Buechel	Jacquelyn
026590	Buechel	Jacquelyn
021366	Butler	Grace

ID	Last	First
026250	Calkins	Amy
026445	Cardiasmenos	Brenda
025632	Carlin	Joan
026204	Carranza	Samara
025829	Cash	Colleen
025829	Cash	Colleen
022074	Casillas	Omar
023404	Cassella	Nicholas
025400	Cathcart	Kerstin
023610	Causey	Jayne
023741	Cha	Mary
026238	Chamlou	Katherine
026177	Chasse	Loren
024308	Cho	James
026457	Cleveland	Heather
026230	Coffman	Lisa
017331	Colby	Trask
026384	Coleman	James
026237	Cook	Nancy
006935	Cooper	Roberta
026251	Corbett-Crocket	Jacqueline
026108	Coughlin	Danielle
026279	Crosby	Valerie
026209	Cuatt	Susanne
023664	Danon	Eva
026262	Darling	Jessica
026346	Davis	Megan
026346	Davis	Megan
026490	Deland	Anthony
026525	Denney	Alicia
022890	DesCamp	Margaret

ID	Last	First
019548	DiPasquale	Angela
026160	Dorresteyn	Ian
026290	Dowden	Jessica
025648	Duque	Alfredo
026640	Dwyer Young	Henry
026640	Dwyer Young	Henry
026354	Earle	Nathan
022628	Ellis-Wiard	Bailey
021449	Engstrom	Kristina
026201	Ereckson	Ezra
027018	Erwin	Jesse
026454	Escovedo	LaPrincea
004247	Eybel	Nicki
025983	Fagan	Mitchell
026178	Fealk	Rachel
026419	Fisher	Samuel
026358	Fisher	Taylor
026265	Foltz	Emily
026348	Ford	Joel
015069	Forest	Emily
025466	Fulton	Richard
026383	Gao	Ruiyuan
026284	Garcia	Gabriela
026395	Gawronski	Peter
022270	Gilbertson	Amelia
025997	Gilley	Kerry
026155	Gipe	Kerrie
026381	Goertzen	Heide
026337	Goldsborough	Megan
022210	Good	Kristopher
026338	Graham	Amanda

ID	Last	First
026360	Green-Mitchell	Aaron
026247	Greenfield	Katherine
026361	Grigg	Christopher
026159	Groesbeck	Audrey
020583	Gunderson	Mark
020466	Guron	Raymond James
026766	Gustafson	Christine
026449	Gutierrez	Kathleen
026186	Guzman	Arlene
026179	Haber	Rachel
021506	Hagen	Alexandra
026185	Hammett	LeeAnn
026364	Hansen	Audrey
023585	Hardy	Sarah
026228	Harkness	Edward
026220	Harville	Meysa
026637	Henderson	Kristen
026210	Henson	Nathaniel
012123	Herrera	Molly
026396	Higgins	Warren
025989	Hollingsworth	Carrie
021317	Hom	Ming
011565	Honeyman-Colvin	Katherine
026297	Hopson	Chanell
026267	Howard	Adrienne
006577	Howdyshell	Jill
026291	Huber	Erica
026350	Hutchinson	Carrie
014554	Hutchinson	Janelle
026127	Imran-Sideris	Gayle

ID	Last	First
026357	Ingham	Hannah
025390	Ivester	Elizabeth
026211	Jackson	Megan
021903	Jahn	Kathleen
019286	Jarad	Ruqayya
026199	Jaynes	David
026352	Jenness	Laura
026000	Jensen	Sonya
026123	Johnson	Alexis
026090	Johnson	Jaydra
026450	Johnson-Greenough	Noah
026746	Joynson	Alan
026468	Keith	Lesley
026303	Kendall	Sheila
023509	Kennedy	Christopher
026050	Kennedy	David
026156	Kernan	Kaitlin
026175	Ketel	Faith
026125	Kimbrow	Rachel
026086	King	Andrew
026294	Klehm	Kathleen
026120	Klein-Wolf	Lisa
019094	Kluss	Susan
024431	Krill	Robin
026245	Kuhlman	Lih
026200	Kuhnau	Julie
024214	Kuzmickas	Daina
026388	Lagos Carvajal	Harling
022027	Lam	Carol
024914	Landis	Patrick
026260	Lang	Jocelyn

ID	Last	First
025791	Larriva	Amanda
013113	Latocha	Koren
002828	Laufe	Anne
023112	LeCrone	Amanda
026343	Lennox	Gayle
026085	Leshefsky	Allison
026347	Li	Katherine
026107	Lindell	Ryan
026609	Linehan	Barbara
025622	Lloyd-Knox McDonald	Kendra
021249	Loba	Suntara
026100	Locarno	Jenny
022267	Lockamy-Emmons	Heather
026353	Lopez	Maria
025833	Lowery	Anthony
026130	Lurch	Jacqueline
014482	Lyerla	Jessica
026277	Mac	Frank
026259	Maceo	Jorge
026351	Mack	Tara
026173	Macy-Gustafson	Ericka
026651	Mariano	Krystal
024474	Marroquin	Venus
026340	Matteri	Dominic
026283	Maurer	Hannah
026300	Maurer	Ian
023810	McCants	Ryan
026492	McCarthy	Elizabeth
026233	McClellan	Jedidiah
026249	McConney	Taylor

ID	Last	First
026286	McCormack	Marieta
026446	McCormick	Glenn
025887	McCormick	Michelle
026473	McCutchenne	Emmett
026473	McCutchenne	Emmett
026121	McGee	John
024261	McGlynn	Justin
026111	McLawhorn	Susan
026176	McMaster	Matthew
025269	Meditz	Cori
025265	Meeker	Christopher
026634	Meiffren	Renee
026221	Mejia	Paul
026334	Mejias Dominguez	Letisia
026087	Mellgren	Erik
026183	Mendola	Adam
026433	Mendro	Jacqueline
026506	Merrill	Kelly
023176	Mihelic	Benjamin
026101	Miller	Julie
018687	Miller	Nicole
016587	Misumi	Angela
026106	Mitchell	Jill
021998	Mohamed	Nasteha
017572	Montanaro	Scott
025790	Monty	Taleia
019856	Moog	Leah
026157	Morioka	Hannah
026258	Morris	Amanda
017817	Moyola	Adriana
025200	Mumford	Andrea

ID	Last	First
026420	Munoz	Myrna
026065	Murray	Sean
026187	Napoli	Michael
026208	Nelson	Melissa
026212	Nichols	Katherine
026404	Nordstrom	Elizabeth
026105	Norris	Logan
026394	Nossaman	Cali
026761	Notebaart	Jessica
021844	Olsson	Janet
022148	Opiela	Elizabeth
022148	Opiela	Elizabeth
026124	Ortega	Fanny
026427	Osayande-Davis	Elizabeth
026427	Osayande-Davis	Elizabeth
014720	Pack	Daniel
026104	Padua	Irynne
026161	Parada	Renato
026234	Parchment	Teisha
026356	Pell	Aimee
025874	Pelsma	Andrew
026349	Peng	Huidian
026266	Penman	Tatiana
026293	Perine	Sarah
020315	Perry	Ronald
026385	Peterson	Emily
014119	Peterson	Eric
006459	Pfohman	Susan
026377	Phillips	Christopher
026287	Pila Beltran	Wesme
026287	Pila Beltran	Wesme

ID	Last	First
012785	Pineo	Angie
026158	Polychronis	Thomas
026398	Potter	Michael
010184	Raffaele	Michael
026936	Rangel	Natalie
026444	Ransom	Jennifer
026298	Reardon	Michael
026318	Refvem	Emilee
023897	Rentz	Gina
026368	Retherford	Chrishana
026341	Riffel	Andrew
026264	Riffel	Lisa
026214	Rishel	Jay
026232	Ritter	Kelly
026448	Robayo Trujillo	Gloria
026103	Robins	Emily
026342	Robinson	Katherine
025521	Rodriguez	Ana
026403	Rodriguez	Anibel
026375	Rook	Cody
026184	Root	Joy
025913	Rudinsky	Anna
017025	Rulon	Kelly
026335	Russo	Diana
026825	Rydberg	Rebecca
012075	Ryland	Justin
012961	Sanders	Gretchen
020535	Sause	Micaela
026254	Schiller	Hailey
026372	Schroth	Andrew
025201	Scibetta	Sara



ID	Last	First
026207	Scott	Randy
025825	Shaw	Cameron
016702	Sheridan	Katherine
025763	Sherman	Courtney
026261	Shoemaker	Amy
026359	Silenzi	Vicki
024439	Simonetti	Leslie
026305	Singh	Briana
026421	Siron	Elijah
026263	Skrapits	Christopher
025627	Slater	Rachel
026471	Smith	Brandan
026344	Sobehrad	Bryan
019673	Solomon	Pylaar
026447	Sorcinelli	Jennifer
022075	Souza	Adam
026174	Souza	Jordan
026296	Startin-Hall	Randee
026336	Steinmetz	Jennifer
026122	Stephens	Ellen
017539	Sterling	Jessica
012391	Stevens	Brenda
026899	Strange	Julie
025252	Street	Treasa
026374	Strode	Blanca
025202	Swackhamer	Adam
026355	Swake	Joseph
025482	Szabo	Heather
026551	Tamez	Noel
026437	Taya	Minori
025845	Terranova	Janet

ID	Last	First
006202	Tetzloff	Sandra
015775	Thomas	Scott
026465	Thomer	Megan
026047	Thompson	Nicholas
026196	Thomsen	Dardn
026129	Torres	Amanda
008180	Tourtillott	Robert
026481	Townsend	Rachel
025775	Trull	Brogan
026369	Twiss	Ian
026572	Urbina	Lydia
026216	Vance	Reyanna
026030	Velez	Ana
026198	Wadnizak	Mark
026082	Wahl	Michael
026509	Wallace	Susan
025081	Waterworth	Tammy
026213	Wells	Daniel
024834	White	Stephen
026429	Whitney	Allison
025769	Wigman	Heidi
026472	Williams	Amanda
023710	Williamson	Carlin
026163	Wilson	Samuel
025840	Wirtheim	Taylor
026382	Witmer	Andrew
026180	Wolfe-Perez	Anna
026345	Wright	Emily
026469	Wurst	Christopher
024666	Zapeta	Kedin
026102	Zeal	Kennedy

ID	Last	First
023757	Ziehl	Loan
026227	Zizzo	Charles
020974	Zuniga	Adriana

*S. Murray*

**RESOLUTION No. 5400**

Election of Third Year Probationary Teachers

**RECITAL**

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

**RESOLUTION**

The Board of Education accepts the Superintendent's recommendation and by this resolution hereby elects as Third Year Probationary teachers for the 2017-2018 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.

ID	Last	First
024765	Acquino	Amy
024765	Acquino	Amy
015232	Acuna-Lujan	Richard
019060	Addis	Rose
024716	Ah Choy-Agusen	Zandra
024841	Ajjarapu	Elijah
023623	Aksay	Evin
024637	Allen	Kathleen
024188	Allen	Maleka
024742	Almeida	Richard
023753	Anderson	Caryn
016732	Anderson	Kimberly
016732	Anderson	Kimberly
024569	Ansell	Aram
024552	Antonucci	Jonathan
024591	Appel	Margaret
014872	Appell	Marc
024719	Appenzeller	Robert
025066	Arafat	Muna
024827	Archer	Michael
018233	Armitage	Kawaji
020853	Aronson	Scott

ID	Last	First
017016	Asay	Kiera
007828	Askari-Tamu	Malaika
024740	Astvaldsson	Haukur
024804	Audel	Steffanie
024607	Backner	William
024683	Baier	Kellie
024881	Baker	Cameron
024775	Baker	Rocio
024730	Bander	Adam
024800	Barnes	Brian
024681	Barnhart	Candice
024658	Barr-Hertel	Everett
025053	Beckler	David
024551	Beeman	Jodi
024691	BenAziz	Randa
024634	Benny	Cara
024618	Berkowitz	Marcy
024670	Bettencourt	Brooke
024537	Bizer	Kellie
025246	Blackford	Eric
024802	Blair	Jai
024687	Blakemore	Amanda

ID	Last	First
024695	Blevins	Scott
025191	Botcheos	Heather
015476	Bradach	Daniel
011710	Breaker	Jason
000175	Brennan	Julia
025391	Brennan	Maureen
024689	Brinton-Anderson	Kristina
024689	Brinton-Anderson	Kristina
025462	Brooks	Ashlee
024568	Brooks	Danielle
023718	Brown	Carrie
024594	Brown	Hillary
024837	Bryan	Martha
024538	Buhler	Kristen
016905	Bullard	Laura
024601	Burke	Andrea
022981	Burke	Erin
024656	Bush	Laurie
024795	Bussey	Dana
016545	Cady Russell	Michael
016091	Campbell	Sandra
023776	Cannon	Elizabeth
025737	Carchedi	Adam
019311	Cardenas	Kali
023599	Cary	Susan
025263	Castillo-Harden	Jenica
024803	Chavez	Alisha
024846	Christopher	Julie
024533	Clayton-Sosanya	LaVetra
024661	Clemmer	Evening
024723	Cohen	Rebecca

ID	Last	First
024688	Condron	Kimberly
024613	Constantinescu	Andrew
024452	Cook	Ryan
025075	Cornett	E
018987	Corona	Gabriel
018987	Corona	Gabriel
024604	Covey	Brian
024485	Cox	LeAnne
025452	Da Rosa	Jeremy
024819	Dahinden	Susan
024883	Daley	Alexis
019126	Dalton	Nicole
024624	Daniels	Jacquelyn
024706	Decklar	Kelly
024788	Deede	Sara
024561	Dekker	Betsy
024612	Delgado	Deanna
020667	Deniston	Nicole
025372	Devore	Jenna
025372	Devore	Jenna
012109	Dischner	Karen
014655	Dixon	Jacqueline
024847	Donohoe	Susan
025533	Dwan	Elizabeth
021665	Echang	Ashley
024213	Elwer	Aarika
024786	Emmanuelli	Christine
016089	Enyeart	Jason
018922	Erickson	Danielle
025050	Esteve	Ann
025050	Esteve	Ann

ID	Last	First
024616	Fahey	Justin
024801	Fennema	Brian
012982	Feutrier	Meggie
024771	Fitzgerald	Maureen
024542	Ford	Windy
025650	Foreman	Jacqueline
024558	Francis	Brad
023759	Franks	Chase
024597	Fuentes	Lauren
024990	Fuller	Sara
024684	Gadbow	Kenneth
024781	Garcia	Greg
024599	Gardner	Natalie
024625	Gates	Katherine
024605	Gelrod	Lia
024608	Georgetta	Emma
024780	Gershuny	Jason
024628	Gervais	Amy
005183	Giffert	Kathryn
024623	Gill	Darshanpreet
021302	Goetz	Susan
019544	Goslin	Jennifer
023419	Greenberg	Liliana
022375	Griffith	Jessica
024980	Griffiths	Robyn
024117	Grimm	Gillian
023896	Groom	Grace
017865	Gruber	Robert
024662	Guitron	Edith
024784	Gunvalson	Stephen
024305	Guthrie	Andrea

ID	Last	First
015516	Hackman	Marion
024743	Hagen	Destini
024365	Hale	Erica
024546	Hall	Rachael
018986	Hallman	Craig
024519	Hambelton	Kaley
020843	Hanlon	Kathryn
022406	Hanson	Ann
013301	Hargaden	Christina
000371	Harper	Norelle
024988	Harpster	Clinton
024760	Harrold	Elysia
015974	Hartz	Andrea
024587	Havens	Aimee
015764	Heard	Martha
024851	Hedine	Samuel
020004	Hennessy	Blair
024486	Herzog	Jaclyn
024682	Hewitt	Natalie
025425	Hiefield	Julianne
024548	Hiramatsu	Tara
024986	Hollister	Tracy
024721	Hooper	Henry
023895	Horvat	Jason
025082	Howard	Branic
025079	Howard	Ruth
024696	Huerta	Javier
024909	Huls	Jessica
024489	Hunter	Kyle
025288	Ingram	Holly
005661	Interian	Michele

ID	Last	First
024805	Iser	Jessica
020017	Jarvis	Kimberly
024729	Jeudy	Melanie
024729	Jeudy	Melanie
022465	Johnson	Ingrid
024763	Johnson	Jeremy
016084	Johnson	Nicholas
024598	Johnstone	Ian
022120	Joshi	Gillian
023660	Jue	Meredith
024243	Kauth	Cecelia
024583	Kawasaki	Osamu
024522	Kays	David
018659	Keil	Virginia
015782	Kellar	Michele
003774	Kennison	Lyn
024444	Kennybrew	Adam
024811	Kerr	Shawn
024244	Kerrissey	Carissa
023886	Kertay	Kyle
024860	Kertesz	Matthew
024614	Kessler	Addy
024987	Kino Harris	Mariko
024675	Kirk	Alexa
007909	Klee	Tim
007909	Klee	Tim
024697	Knauss	Ian
021213	Kosmas	Pantelis
025778	Kozil	Tracy
024627	Laney	Joel
016074	Lang	Melody

ID	Last	First
015781	Larson	Carl
024282	Law	Iris
022202	LeMay	Adrienne
023673	LeMeune	Kieran
024580	Lefevre	Michelle
013732	Lenius	Michelle
024865	Lenneberg	Abigail
025141	Letofsky	Kirsten
010201	Levison	Rebecca
024536	Levy	Stuart
009383	Lieberman	Lori
009383	Lieberman	Lori
023553	Limb	Daniel
024825	Lincoln	Christina
024517	Lingo	Rosalie
018027	Livesay	Kimberly
025125	Longfellow	Jay
024764	Loret de Mola	Ursula
024211	Lowery	Jennifer
023702	Lumbard	Kelly
012735	Lumbreras	Amy
019870	Machell	Kristina
024588	Madison	Phyllis
024773	Mafchir	Anna
025173	Mahaney	Kelsey
015870	Mahony	Erin
024422	Malbin	Benjamin
019388	Mallare	Jessica
024985	Mare	Theresa
024540	Marquez	Jerardo
025120	Marquis	Carissa

ID	Last	First
024619	Martini	Aaron
024713	Massey	George
024713	Massey	George
024722	Matsen	Jeremy
019202	McEwen	Spencer
022145	McGowan	John
023667	McIntyre	Brian
024285	McKay	Diana
024778	McMillan	Julie
024745	Mears	April
024463	Mella	Douglas
023615	Melzer	Haylee
024596	Mendez-Rodriguez	Demetrio
024579	Menke-Thielman	Forest
006757	Merrill V	Zadoc
024042	Metcalf	Megan
024659	Meyer	Brian
024884	Mick	Elizabeth
020556	Miller	Julie
024731	Miller	Seth
018962	Millis	Stephanie
024774	Millon	Claire
025099	Miner	Amy
021002	Mirsepassi	Eric
025473	Mitchell	Sharon
024978	Moller	Erika
023892	Mooney	Amy
024263	Morell-Hart	Daniel
024717	Morgan	Melissa
015190	Morgan	Robert

ID	Last	First
024673	Morlock	Leigh
024704	Morris	Julie
024592	Muraoka	Kenneth
024262	Murphy	Elisabeth
024785	Musa	Joanne
024806	Musgnung	Noel
024734	Nagarajan	Surya
023675	Nelson	Craig
024794	Nelson	Kasey
024585	Nguyen	Catherine
024770	Nicholas	Timothy
024657	Norman	Rebecca
024789	Nowland	Sean
014102	O'Barrow	Salaad
024736	O'Leary	Elizabeth
024736	O'Leary	Elizabeth
024720	O'Shanecy	Emelia
025052	Olivas	Ambar
024600	Oriard	Kelly
024665	Overvold	Elena
024982	Palmer	Courtney
024882	Paradis	Kathleen
007758	Parker	Reba
024766	Parker	Shoko
024821	Partridge	Lucas
023257	Peloquin	Sara
020516	Perdue	Michaelyn
020851	Petersen	Maya
024693	Petraglia	Anthony
023211	Phan	Cristal
008967	Pinney	Suzanne

ID	Last	First
021296	Pollock	Sean
024610	Polzin	Amy
024830	Prahl	Alexandria
025061	Preussler	Natalia
023817	Price	Makenzie
024690	Quiros	Yailine
025478	Rainey	Ellen
025475	Ramirez	Daniel
024494	Ray	Dawn
022124	Redmond	Cynthia
022124	Redmond	Cynthia
024210	Redmond-Davenport	Kathleen
024602	Reich	Rachel
025464	Reinking	Collin
000448	Richman	Melissa
024520	Riler	Gary
024692	Robblee	Lindsay
018744	Rocha	Michael
017930	Rolfe-Redding	Ian
022108	Rudnick	Darcy
024590	Sadhal	Manpreet
025250	Safranek	Nicole
025250	Safranek	Nicole
013576	Sankovitz	Debra
024782	Satoorian	Stephanie
024707	Satter	Rachel
022354	Saunders	Melanie
024559	Scantling	Jeanette
024549	Schmuck	Kate
024595	Scholten	David

ID	Last	First
024703	Schultz	Charles
024653	Scott	Sylvia
024735	Sechrest	Michelle
024615	Segraves	Jessica
021027	Selivanova	Anna
024787	Selkye	Jane
015119	Shepard	Deborah
023522	Sheppard	Catherine
015943	Sherman	Lukas
024817	Shiokari	Lauren
021668	Shudruk	Nataliia
014050	Sichel	Kumar
024712	Sky	Anna
024737	Smith	Alexandra
020844	Spieler Compton	Connie
024767	Spiers	Elizabeth
024566	Spohn	Michelle
023607	Standish	Cortney
024484	Stanfield	Heathrina
024603	Staples	Ashley
024663	Steel	Amy
025151	Steele	Wendy
024629	Stegner	Alexander
012781	Stevens	Christopher
024823	Stone	Stephen
024480	Sturges	Maren
024480	Sturges	Maren
024617	Sykes	Carolyn
024560	Thomas	Christina
024739	Thomas	Stephanie
024708	Thomas-Coleman	Sherree



ID	Last	First
024708	Thomas-Coleman	Sherree
024680	Thompson	Haley
024984	Todd	Michael
024984	Todd	Michael
023884	Tokarski	Stephen
024575	Tran	Connie
016889	True	Jason
023714	Tucker	Catherine
024709	Valenzuela	Zulema
024718	Van Winkle	Elizabeth
024725	Vance	Meagan
024715	Velasquez	Cynthia
002490	Verheyleweghen	Susan
025742	Viajar	Rosheil
024518	Vieira	Esther
025018	Volnycheva	Olga
023969	Waiwaiole	Poeko
025044	Walden	Sarah
024679	Walker	Coral
024516	Walker	John
024769	Walker	Melody

024550 Walter-Young Rayne

ID	Last	First
024869	Wang	Mo
024906	Waugh	Ronald
017009	Weaver	Erin
024888	Weaver	Miranda
024586	Weitz	Alissa
021175	Wheeler	Shawna
021501	Whitaker	Julie
025284	Whitcomb	Corey
024668	White	Benjamin
024664	Whitney	Morgan
024887	Wilcox	Ledah
020117	Wilcox	Rebecca
022551	Winterbower	Ryan
024818	Wisely	Kendra
025661	Withycombe	Jenny
022420	Woods	Cari
024927	Wu	Yi-Hung
020797	Wulferdingen	Christine
016427	Yoder	Nicholas
024606	Zapf	Tracy

S. Murray

**RESOLUTION No. 5401**

Election of Contract Teachers

**RECITAL**

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

**RESOLUTION**

The Board of Education accepts the Superintendent's recommendation and by this resolution hereby elects as Contract teachers for the 2017-2018 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.

ID	Last	First
012199	Abel	Tivon
022830	Accetta	Hanisi
023175	Ackron	Michelle
022794	Acosta	Jessica
018700	Adams Gaudreau	Susan
023100	Addy	Meredith
023100	Addy	Meredith
023725	Agre	Ashley
017735	Allen	Hanna
021204	Allen	Madeleine
009246	Allen	Noelle
023120	Alvarez	Vanessa
023165	Amador	Kimberly
023218	Amaya-Gonzalez	Berenice
023294	Anderson	Candace
023318	Arellano	Rosario
023402	Arnold	Lyndsey
023061	Arze Torres Goitia	Camila
023129	Aubel Topletz	Kristin
023811	Aubry	Dominique
021295	Azzaro-Budak	Gina
023350	Baca	Carlos

ID	Last	First
023105	Baird	Andrew
012526	Barry	Elena
023392	Barry	Sean
023239	Bassaloff	Kristin
023286	Batten	Sarah
022970	Beck	Nathan
023116	Bedi	Sanjay
023194	Bennett	Neressa
017243	Bernardo	Anna
017243	Bernardo	Anna
019163	Bernat	Allison
022129	Billings	Ariel
013499	Birdsong	Robin
023287	Blackford	Elicia
023315	Blumhardt-Braga	Tammy
023398	Boettcher	Daniel
022969	Bossard	Maureen
023299	Bourassa	Rebecca
022107	Boyeas	Megan
022265	Boyle	Janelle
018158	Brown	Amber
022339	Browne	Mary

ID	Last	First
023437	Bryant	Anjene
015904	Bullock	Treothe
017155	Burke	Rosario
020895	Burkhead	Gregory
023261	Busacca	Christine
023255	Bustamante-Jenkins	Angela
023459	Butcher	Bryan
023083	Buvinger-Wild	Gabrielle
023083	Buvinger-Wild	Gabrielle
010939	Campeau	Matthew
014719	Canales Reyes	Andres
014719	Canales Reyes	Andres
023212	Caraboa	Brittney
023119	Carranza	Duncan
023391	Carrasco	Myette
024155	Caudill	Dalton
022967	Childress	Richard
022982	Chong	Garett
023260	Clark	Lisa
022701	Clawson	Frances
017168	Cleary	Jennifer
022082	Clem	Megan
023269	Clyde	Chelsea
023788	Cooper	Suzanne
014678	Copacino	Allyson
020226	Coronado	Nadia
020226	Coronado	Nadia
023355	Crawford	Jacqueline
012310	Cunningham- Parmeter	Kendall
023049	Cvitanich	Michelle

ID	Last	First
022408	Cywinski	Kristin
020212	Da Rosa	Gladis
012301	Daigle	Paul
014686	Davidson	Roxanne
021115	Day	Myriah
023279	De Lagrave	Nicole
022989	De Valdenebro	Maria
023244	Dewey	Sada
023056	Deych	Yulia
023266	Dietsch	Shelby
023103	Dill	Morgan
023242	Diltz	Michael
023242	Diltz	Michael
023307	Docken	Elizabeth
023022	Doler	Nicole
023022	Doler	Nicole
023067	Dombrowski	Deborah
023216	Doney	Stephanie
021334	Donin	Stacy
022136	Doslu	Lisa
023181	Duckworth	James
022144	Duffy Govea	Kaitlyn
022330	Duggan	Lori Ann
023130	Dulcich	Sarah
022817	Duncan	Hayley
023106	Dwight	Kelly
023092	Dyer	Brian
022418	Eastman	Catherine
020808	Eichman	Katharine
023369	Erickson	Nicholas
023051	Espineli	Lorene

ID	Last	First
023093	Estassi	Samia
023432	Fagan	Alexandra
000765	Fantz	Travis
023196	Fatemi	Kian
023273	Fell	Erin
023214	Ferguson	Joseph
023248	Fessant	John
023248	Fessant	John
023052	Firestone	Skye
023267	Fisher	Laura
014744	Fitch	Jason
014744	Fitch	Jason
022447	Fleischman	Katia
023348	Flores	Melody
022547	Flores	Sarah
023450	Forst	Melissa
023205	Fraser	Eric
022162	Frazee	Ayn
023323	Freeman	Maria Roma
023122	Friedman	Levia
020838	Frisina	Salvatore
017147	Fujiwara	Ritsuko
023154	Fuller	Kathleen
000276	Garcia	Merri
019320	Gardiner	Stephen
022150	Gardner	Alyssa
005614	Garvey	Molly
023185	Gascoyne	Maya
019970	Gerber	Brian
023193	Gerolami	Mark

ID	Last	First
022978	Gervich	Asa
023235	Ghobrial	Marita
023235	Ghobrial	Marita
023606	Giackino-Baisch	Tiffany
023373	Giles	Jason
021263	Goldman	Sara
023178	Graham	Sarah
023285	Gray	Monica
023057	Gray	Rhonda
023481	Gregoire	Susan
023077	Gretzinger	Jessica
023031	Groseclose Lobb	Alicia
023226	Guest	Danuta
023336	Gustin	Mitchell
023201	Guzman	Malaina
013342	Guzman	Marquita
023227	Ham	Jessica
020011	Hanawalt	Joel
022336	Harmon	Michael
023293	Harvey	Elizabeth
017049	Hatzipavlou	Athanasia
018855	Hay	Susan
023141	Hayes	Amy
023389	Heath	James
019093	Hermes	Leah
023614	Hernandez	Andrew
018785	Herrmann	Lauren
023082	Heyerly	Logan
023101	Hibbert	Lindsey
011099	Higginbottom	Keri
022167	Hilbers	Mikalene

ID	Last	First
008740	Hill	Mary
022945	Hill	Susan
022140	Hilyard	Kevin
020809	Himmelstein	Julia
012807	Hite	Tammy
023230	Hoang	Cuong
023470	Hook	Ryan
012727	Hopkins	Jennifer
012727	Hopkins	Jennifer
023121	Horner	Jamie
023371	Houghton	Mary
022790	Hughes-Bond	Kasey
022952	Hull	Megan
023102	Huntley	Ian
023070	Incorvia	Jamie
020506	Ionescu	Marinela
021487	Jablon	Joel
023453	Jablonski	Anna
022721	Jamison	Janae
016130	Jangula-McNabb	Jennifer
023390	Jardine	Tara
023546	Jo	Aimee
023097	Johns	Lauren
023258	Johnston	Scott
023624	Jones	Jessica
023155	Jones	Kira
022976	Jones Bohara	Carrie
022990	Kangas	Molly
023565	Kaplan	Alexandra
021156	Kennedy	David
019285	Kessler	Joshua

ID	Last	First
020607	Khalsa	Nam Kirn
023161	Kiernan	Elizabeth
023091	Kiggen	Benjamin
023134	Kincaid	Meghan
023159	Kindred	Megan
023079	King	Lindsay
023344	Kinney	Emily
022385	Kirkelie	Maia
022385	Kirkelie	Maia
022376	Knochel	Kate
023047	Kolesar	Jaclyn
023317	Korth	Zachary
023280	Kreuz	Cameron
022251	Kunda	Natalya
023148	LaBerge	Ashley
023148	LaBerge	Ashley
023256	Lancaster	Valoree
023190	Laney	Renee
021441	Langton	Bradley
023163	Lanners	Eric
023098	Lara	Joel
024049	Larson	Sharon
023088	Lawrence	Andrea
022934	Le	Thuy-Linh
019137	LeMier	Sarah
023297	Lee	Sarah
023312	LeeWehage	Elizabeth
023312	LeeWehage	Elizabeth
023113	Leitch	Sarabeth
023618	Leonard	Emily
023251	Lewis	Matthew

ID	Last	First
023203	Littledyke	Richard
023899	Lo	Jeremy
023003	Loosemore	Monica
023123	Lumbard	Emilee
023327	Luther	Erika
023114	Machado Rodriguez	Yudmila
020509	Machuca	Eliana
013880	Maestas	Marlena
023326	Magee	Lauren
023086	Marquez	Kenya
020725	Martin	Joseph
023393	Martins	Sara
023058	Masters	Nicole
023339	Mathews	Frank
023152	Mayer	Keelin
023152	Mayer	Keelin
023197	McCarthy	Ellen
022996	McClain	Stephanie
021714	McCracken Ferro	Erin
023349	McDaid	Heather
023245	McFadden	Brian
023845	McFaul-Amadoro	Sunshine
023232	McGee	James
023109	McGinnis	Megan
021289	McGowan	Maya
023135	McIvor-Baker	Ellery
022974	McKee	Erin
022115	McKinney-Heiney	Hilary
020177	McKinstry	Samuel
023238	McMahon	Marie
016005	McNulty	Erin

ID	Last	First
022234	McNulty	Teri
022080	McShane	Joyce
022695	Mead	Christopher
007674	Metz	John
013643	Mew	Natalie
023115	Micheletti	Kesia
020810	Mouery	Kathryn
022874	Munoz Nabielski	Risa
019268	Nations	Katherine
023021	Nava-Replogle	Alejandra
023295	Nelson	Sonya
023186	Nemesi	Emily
023756	Nichols	Derek
023160	Nichols	Kelly
022946	Nicola	Michelle
022999	Niebergall	Thomas
023231	Nohner	Nicholas
022988	Norgaard	Kasandra
022988	Norgaard	Kasandra
023191	O'Leary	Colleen
023195	Ordaz	Maggie
023117	Oriard	Colin
021583	Palmer	Megan
020865	Patterson	Daniel
021914	Patterson de Tarr	Gavriel
023253	Payne	Ruth
023084	Pearlz	Gary
018008	Pier	Nathan
023217	Pierce	Nancy
023374	Pinder	Gabriela
021437	Polzin	Daniel

ID	Last	First
022947	Porras	Angela
023414	Pratt	Emily
020684	Price	Kayla
023229	Qian	Kun
018143	Quastler	Juliana
023306	Quintana	Gabrielle
000084	Quintero	Tracy
023131	Rafferty	Philip
023050	Ramirez	Cesar
023041	Ranjani	Krishnan
023204	Reed	Nicole
023376	Remington	Erewyn
022841	Reynolds	Alix
023108	Reznic	Emanuela
023240	Richardson	Kevin
023346	Richner	Mark
022051	Ritzinger	Karen
023140	Rizzo	Paul
008958	Roberts	Teresa
022226	Robertson	Susan
023396	Rodriguez	Kate
023413	Roix	Clair
022953	Rollins	Ashley
023284	Ross	Laura
018111	Routtenberg	Yael
018111	Routtenberg	Yael
015288	Rowe	Joseph
023023	Ruberte	Karina
019009	Ruth	Elizabeth
007130	Ryan	Myron
022792	Sabzalian	Rebekah

ID	Last	First
023322	Sams	Markelle
023089	Sanborn	Emily
017131	Savage	Magdalene
017128	Schaffer	Jane
023053	Schaper	Catherine
022706	Schnebeck	Thomas
023020	Scrutchions	Gerald
022980	Seavey	Erik
023514	Selter	Sherron
022979	Senteney	Cara
019031	Shipe	Ryan
023910	Shutt	Allison
018926	Sievers	Allyson
000671	Simantel	Ana
023179	Simon	Erich
006287	Simrell	Melody
023107	Sims	Molly
022903	Singer	Sylvia
019092	Skorohodov	Elizabeth
023688	Sloan	Shawn
023151	Smith	Christopher
023254	Smith	Jennifer
015940	Smith	Nicolette
023325	Sneed	Joseph
022956	Sogo	Wakako
022443	Sollman	Jennifer
023066	Soulas	Kara
017999	Spann	Bobby
023136	Spiegel	Jasmine
022070	Springfield	Suella
023032	Stafford	Dylan

ID	Last	First
015932	Stahlecker	Michele
023156	Steinke	Aron
023335	Stenger	Patrick
022138	Stohl	Joshua
010486	Stone	Carolyn
023060	Suehiro	Jamie
023276	Sutter	Jeremy
023524	Talerico	Frank
023417	Talerico	Tracie
023132	Taylor	Adam
023132	Taylor	Adam
023087	Taylor	Kari
021173	Tellez-Gomez	Elsa
021973	Ten Eyck	George
002545	Theriault	Catherine
023124	Thomas	Shaphan
020682	Tilt	Amy
023281	Todd	Trevor
023746	Tosh	Cynthia
023016	Tripp	Elizabeth
022923	Trovillion	Noelle
022943	Truhlar	April
014695	Valent	Laura
023138	Valenzuela	David
023024	Van Eeckhout	Barbara
023111	Van Egeren	Sara
022968	Van Patten	Kelda
023128	Van de Water	Allen
020918	Vasey	Vicky
020918	Vasey	Vicky
023366	Vaughan	Amy

ID	Last	First
023366	Vaughan	Amy
023711	Vausberg	Joanna
023711	Vausberg	Joanna
023018	Verbon	Nicholas
023456	Volsky	Lyubov
023440	Von Ahn	Rochelle
023137	Wagner	Kimberly
023298	Wagner	Mary
017501	Wang	Edward
023331	Wang	Keyi
023394	Warfel	Sonia
018231	Wasinger	Nettajane
023221	Watson	Christopher
000102	Watson	Nichole
023127	Weir-Mayorga	Willow
022184	Welle	Alexa
023262	Wheeler	Rhonda
014147	White	Amy
018758	Whitewolff	Steven
018758	Whitewolff	Steven
023164	Wilebski	Jeffrey
022987	Wilkinson	Jack
023415	Williams	Todd
021631	Winicki	Frank
017271	Winokur	Emily
017271	Winokur	Emily
023329	Wolfe	Joshua
016164	Wolfer	MaLynda
023387	Yarne	Lynn
023027	Yu	Beyoung
017110	Zambrano	Kerry



ID	Last	First
022374	Zimbardi	Darlene
022955	de Boer	Jennifer
023026	dela Houssaye	Philip

*S. Murray*

**RESOLUTION No. 5402**

Contract Extension for Teachers

**RECITAL**

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the employment contracts of the contract teachers listed below be extended.

**RESOLUTION**

The Board of Education accepts the Superintendent's recommendation and by this resolution hereby extends the employment contracts of the following persons until June 2019, subject to the employment terms and conditions contained in the standard form contract approved by the legal counsel for the District.

ID	Last	First
020057	Aaker	Daniel
019059	Aalto	Johanna
004653	Abel	Kimberly
002275	Abens	Nancy
020543	Accuardi	Nicole
021884	Acevedo	Jody
021798	Ackerman-Harvie	Adrian
014867	Adam-Howard	Edith
016448	Adams	Melodie
005058	Adams	Nadene
021195	Adams	Sadie
000612	Adamski	Debra
002453	Adana	Camille
017886	Adkisson	Daniel
017704	Aguirre	Rodrigo
018836	Ahern	Sean
000041	Akhavein	Rana
018789	Al Faiz	Miriam
020407	AlSuhaimi	Miriam
017835	Alabarca	Erika
010907	Alderman	Amy

ID	Last	First
008586	Alleman	Cynthia
001365	Allen	Jerry
013812	Allen	Kelly
019881	Allen	Lauraine
016816	Allen	Maia
018839	Allen	Thomas
019774	Alongi-Hernandez	Aleta
011894	Alonso	Amanda
021772	Alonso	Gloria
011929	Alonso	Ricardo
016651	Alvarez	Francisca
002799	Ambinder	Harris
005626	Ambrosio	Amy
015447	Andanen	Graham
008699	Anderson	Brett
019073	Anderson	Cecilia
008885	Anderson	Daniel
021951	Anderson	Jeffrey
013952	Anderson	Katherine
008637	Anderson	Kathryn
008554	Anderson	Kathy

ID	Last	First
007810	Anderson	Kent
003566	Anderson	Louise
002194	Ando	Atsuko
012711	Andrews	Barbara
016473	Andrews Denney	Kelly
021315	Anello	Heather
013044	Anglada Bartley	Susan
008310	Ankeny	Frances
019858	Ankney	Leslie
001287	Annen	Megan
008476	Ansara-Henderson	Nicole
008314	Appollo	Melissa
021811	Aquino	Emmanuel
021098	Archer	Keri
016594	Arias	Erin
017305	Armendariz	Febe
019995	Armstrong	Laura
021877	Arnold	Alexa
011555	Arras	Katrina
000212	Arrayan	Daniel
020442	Arredondo	Marcela
020780	Arthurs	Erica
000930	Atagabe	Beth
017795	Aubrecht	William
015828	Auda-Capel	Laurel
010768	Augustine	David
010878	Austin	Ken
007400	Austin	Linda
017111	Austrie	Amanda
020147	Avila	Obdulia
012299	Avison	James

ID	Last	First
018791	Baber	Marla Ann
017048	Backer	Ella
011276	Bacon	Annette
012759	Bacon-Brenes	Matthew
003422	Bailey	David
022096	Bailey	Kathryn
008162	Bailey	Nancy
000744	Bailey	Torrey
020428	Baker	Courtney
019177	Baker	Kimberly
014658	Baker	Rebekka
001146	Baker	Shannon
018204	Baldauf-Wilcox	Suzanna
021773	Baley	Tatiana
010790	Ball	Joseph
017275	Ballman	Joseph
009146	Bancroft	Cinnamon
004153	Barde	Richard
007661	Barkett	Paul
010766	Barlow	Rebecca
000838	Barnes	Dereck
011911	Barnes	Julie
014781	Barnes	Sharon
020013	Barnett	Lisa
003114	Barone	Rebecca
007073	Barry	Patricia
021979	Barten	Sarah
021979	Barten	Sarah
018760	Bartlo	Christopher
017761	Bass	Kori
015355	Batliner	Derrick

ID	Last	First
001097	Batsch	Jennifer
007066	Battle	Lynda
011816	Bauer	Michael
017759	Bauer	Suzanne
011829	Bayne	Kerry
019942	Beadle	Brian
011437	Beaird	Susan
003855	Beatty	Thomas
010164	Becic	Susan
020728	Beck	Laresa
017763	Beck	Lucinda
013734	Beck	Sara
020269	Becker	Julie
012447	Beckett	Thomas
007939	Beebe	Allen
001245	Beeber	Mary Jo
008731	Belcher	Rachel
004977	Bellavia	Marie
005264	Bennett	Eric
008559	Bennett	Jennifer
021826	Bennett	Remy
014718	Bennett	Roseann
018773	Bennon	Brady
014244	Benton	Sean
020578	Berchier	Emily
017695	Berg	Marta
017695	Berg	Marta
012673	Bergren-Dizon	Greta
018020	Bergstrom	Kelly
010072	Berkley	Carol
001192	Berning	Carolyn

ID	Last	First
009322	Bernt	Michelle
005070	Berry	Kenneth
000894	Bertelsen	Kimberly
010827	Berten	Anne
008380	Bertolone-Logan	Carla
015039	Berton	Ann
005258	Bessas	Soumountha
021159	Best	May
020031	Bettinger	Cory
008820	Beutler	Shawna
014881	Biagini	Beth
000088	Biamont	Timothy
008622	Bickett	Carla
009106	Bidney	Jacqueline
019005	Biello	Gena
008982	Bielman	Candice
007961	Billedeaux	Chuck
003771	Billups	John
012838	Bilster	Marika
012988	Binder	Patrick
000869	Biornstad	Kaoru
015381	Birch	Jennifer
014689	Birkey	Colleen
001552	Birmingham	Kileen
000779	Birt	Laura
018829	Bish	Maranda
016515	Bishop	Bella
008241	Bishop	George
007878	Bjerkelund	Kristi
021878	Black	Ashley
008763	Black	Tim

ID	Last	First
015371	Blackman	Adriane
016873	Blackwell	Judi
007358	Blakely	Thomas
015492	Blattner	Julia
015424	Bloom	Lisa
013672	Bobenrieth	Rafael
007028	Bode	Philomena
020458	Boehm	Andrew
003696	Bogdanoff	Rachel
015475	Bokenyi	Brenda
001120	Bokoske	Mary
017642	Boldman	Emily
012730	Bolger	Elizabeth
019956	Bolgioni	Dawn
004862	Boly	William
006369	Bonbright	Terri
005254	Boon	Sandra
017700	Bordioug	Olessia
020850	Borosky	Alison
002994	Borst	Cheri
015383	Bostick	Jessica
022127	Botieff	Sasanna
000802	Bottman	Tereza
021814	Bowe	Elizabeth
003917	Boyd	Heather
009027	Boyea	Kathryn
015322	Boyer	Matthew
021846	Brachman	Srule
010784	Brackmann	Terra
000183	Bradley	Amber
017609	Bradley	Elise

ID	Last	First
007233	Brady	Cassandra
021114	Braia	Anne
000418	Branham	Tara
013010	Brantley	Michael
013883	Braun	Christina
000968	Brayson	Kristen
020641	Bredehoeft	Van
015541	Breeden	Brandon
018949	Breen	Samantha
009084	Brenan	Jill
002715	Brenner	Conni
001367	Brewer	Brittanie
015435	Briggs	Tracey
000343	Brighthouse	Susan
019727	Brinks-Detzer	Harmony
014268	Briones	Adrienne
021171	Brislin	Alicia
021122	Brislin	Jeffrey
004461	Brixius	Daniel
021107	Brockmann	Jennifer
012172	Brod	Beth
011655	Brooks	Denise
011740	Brooks	Nora
020377	Brooks	Yulia
021180	Brown	Alicia
011841	Brown	Barbara
021895	Brown	Christina
021895	Brown	Christina
007317	Brown	Gail
014659	Brown	Gregory
019064	Brown	Julie

ID	Last	First
001069	Brown	Keith
021707	Brown	Leslie
012674	Brown	ReShawn
007434	Brown	Sahjo
007386	Brown	Susan
021966	Brown	Tara
005778	Brucato	Kurt
010607	Bruce	Tina
020704	Bruer	Ilsa
013749	Brunak	Eugene
019447	Bryson	Ronette
020608	Bubl	Paul
000897	Buchanan	Jennifer
008713	Buckley-Logue	Anne
002184	Bucknam	Jessica
014674	Buckowski	Kristie
020623	Buehler	Christopher
015640	Buell	Alexis
015640	Buell	Alexis
021244	Buker	Francine
003896	Bulinski	Laura
005552	Bullock	Laura
011313	Bulow	Annelies
019174	Bundy	Elizabeth
005114	Bunnell	Karen
016068	Burgoine	Leslie
019950	Burich	Jessica
018367	Burks	Nathan
012136	Burmester	David
007734	Burns	Elizabeth
012111	Burns	Scott

ID	Last	First
018994	Burny	Alana
019106	Burt	Nicole
021105	Bush	Elsa
012975	Bush	Kevin
016633	Butenhoff	Trevor
012604	Butler	Lori
000496	Butterfield	Andrew
001033	Button	Ann
015903	Byer	Aaron
014302	Byrkit	Margaret
003317	Cahill	David
006026	Caldwell	Benjamin
006868	Caldwell	Meredith
021452	Caldwell	Michaela
014943	Caldwell	Nicholas
007227	Calli	Marilyn
016465	Callies	Sara
005214	Calvillo	Patricia
006909	Cameron	Nancy
004650	Cameron	Scott
008390	Camp	Charles
017608	Camp	Ian
019855	Campanella	Christine
018480	Campbell	Gwen
020457	Canales	Cassandra
018724	Cantwell	Sarah
001254	Cappella	Kate
018637	Capps	Kali
020603	Carlson	Matthew
020450	Carolan	John
015374	Caron	Ceyriss

ID	Last	First
017597	Carr	Jaimie
012626	Carr	Jonathan
012508	Carrera-Padilla	Maricruz
020678	Carrigg	Amanda
017052	Cartagena	Max
020195	Carter	Jonetta
002458	Carter-Widyaratne	Lisabeth
002458	Carter-Widyaratne	Lisabeth
002458	Carter-Widyaratne	Lisabeth
002458	Carter-Widyaratne	Lisabeth
014373	Casciato	Heather
000119	Casey	Allyson
016965	Caslavka	Jennifer
007115	Cassell	Santha
021440	Castillo	Martin
017685	Catabay	Monty
019281	Cates	Kathryn
012398	Caton	Christine
010651	Cervantes-Campbell	Lucila
015820	Cha	Richard
015154	Champlain	Cheryl
015396	Chaney	Heather
016679	Chaplin	Nicole
013758	Chapman	Danelle
012113	Chapman	Gaye
019088	Charlston	Katie
022333	Chasse	William
013600	Chavez	Xavier
013600	Chavez	Xavier
010511	Chedester	Shannon

ID	Last	First
015406	Cheek	Thomas
000042	Cheney	Kerri
006632	Cherry	Richard
007943	Chevallier	Michelle
002998	Child	David
008716	Childs	Sandra
007319	Chin	Elaine
013815	Choate	Jennifer
003862	Chow	Joanne
007052	Christensen	Dianna
015633	Christensen	Tracy
018968	Christy	Ross
017157	Chu	Bryan
		Mary Elizabeth
016360	Chun	Elizabeth
006458	Clark	Alfred
010838	Clark	Kristen
020391	Clark	Sarah
002089	Clarke	Ellen
007800	Clarkson	Gregory
001295	Clegg	Lionel
007951	Clooten	Barth
008651	Clouse	Anthony
007185	Coats	Robert
008192	Cockburn	Shelley
013616	Coffey	Daniel
015629	Cogan	Daniel
012983	Cohen	Suzanne
012443	Coleman	JoAnna
012443	Coleman	JoAnna
019762	Collinge	Amy

ID	Last	First
018775	Collins	Diana
003910	Collins	Erika
016830	Collins	Julia
020392	Colon	Yesenia
018353	Conable	Victoria
018353	Conable	Victoria
019978	Connolly	Kelly
001255	Connors	Anna
015756	Conroy	Kevin
010936	Conry	Tom
006652	Consani	Mary
021882	Cook	Allison
016967	Cooke	Kyle
008001	Cooke	Patricia
015373	Coomes	Jennifer
007137	Cooper	Robin
020058	Cope	Barbara
015551	Cornet	Lindsay
008015	Corwin	Caryn
000414	Costa	Susan
016055	Cowley	Leslie
015636	Cowley	Maurice
017785	Cox	Stephanie
013873	Coyne	Jennifer
000398	Craig	Sheila
001252	Craig-McFarland	Amy
016595	Cranley	Stephanie
021821	Crawford	Debra
021821	Crawford	Debra
003858	Crawford	Stephen
014107	Crock	Vanessa

ID	Last	First
020600	Cronen	Susanna
018950	Crosman	Nathaniel
011699	Croteau	Shawn
007460	Crouser	Julie
000012	Crouser	Martin
018854	Crow	Elizabeth
013030	Crowell	Kimberly
018886	Crozier	Wendy
011248	Cudjoe	Jessica
004591	Culhane	Eleanor
018840	Culley	Lori
005984	Cummings	Victor
011418	Cunningham	Kevin
015583	Curley	Stephen
017868	Cusack	Carly
013688	Cushman	Caryn
003633	D'Cruz	Stephanie
002054	Daggett	Beverly
016572	Dagostino	Joseph
021901	Dahl	Ingrid
015440	Daley	Cadie
008221	Daley	Catherine
019666	Daley	Sara
013792	Dalla Corte	Nancy
006898	Damon	Alan
018399	Dang	Tina
020455	Daniels	Darlene
010485	Daniels	Julie
000588	Danielson	Andre
008580	Danielson	Teri
008757	Danzer	Kellie



ID	Last	First
000603	Date	Brooke
000603	Date	Brooke
022453	Daucourt	Monica
014485	Davenport	Adrienne
021976	Davenport	Katie
012704	Davidson	Amy
000979	Davidson	Elizabeth
000346	Davidson	Lisa
014760	Davila-Marquez	Anna
014760	Davila-Marquez	Anna
015432	Davis	Anna
008168	Davis	Gabriela
020426	Davis	Robbie
013846	Dawson	Alexander
019298	Dawson	Elizabeth
018397	Day	Lorelle
000289	Day	Sean
021774	DeGroot	Cheryl
014721	DeNiro	Meghan
002890	DeSantis	Carolyn
021840	DeVille	Anna
013750	DeVry	Peter
016655	Deacon	Lindsay
021349	Delaney	Hannah
008966	Delwisch	Meghan
016874	Denlinger	Seth
000564	Denney	Kevin
008663	Dennis	Paula
007044	Dennison	Franki
004651	Dennison	Thaddeus
007310	Devine	John

ID	Last	First
006542	Diamond	Kathleen
021198	Diaz	Jessica
021198	Diaz	Jessica
022053	Dickinson	Heather
019907	Dickstein	Galen
020151	Diepenbrock	Bernadette
016193	Dierker	Anne
003478	Digiovanna	Colleen
019822	Dillavou	Leslie
019075	Diller	Lynnette
019443	Dillingham	Angela
010484	Dillon	Melinda
018692	Dilworth	Kate
006774	Dineen	Eileen
017802	Dingus	Elissa
021879	Dipascuale	Pablo
018152	Dippell	Margaret
003410	Dittmer	Timothy
008764	Dixon	Colleen
000067	Dixon	Donald
016936	Dixon	Maggie
021815	Do	Janet
020060	Dodson	Kirk
018967	Doern	Margie
020551	Doherty	Christopher
000348	Doht-Barron	Karlyn
008000	Dolberg	Heather
002157	Dolson	Marie
000755	Donahoe	Patrick
003591	Doni	Lilia
001158	Donkers	Paul

ID	Last	First
007563	Donnelly	Sandra
015790	Dorn-Medeiros	Rebecca
018211	Dorobek	Leslie
000961	Dougherty	Paula
019890	Douglass	Martin
008952	Douglass	Susan
020283	Doyle	Michelle
005827	Draper	Elizabeth
012624	Draper	Rachel
021091	Drew	Amy
008791	Drexler	Judith
004299	DuBois	Elizabeth
008834	Duchow-Pressley	Michael
018696	Dudareva	Elena
021800	Dugan	Christine
007718	Duggan	Andrew
007534	Dugo	David
004973	Dulcich	Cynthia
021172	Duncan	Hannelore
000164	Dunn	Marie
019752	Dunn	Melissa
018899	Dunnam	Lynn
018899	Dunnam	Lynn
021101	Durant	Erika
012723	Durham	Amy
009403	Durocher	Anna
009403	Durocher	Anna
015758	Dustin	Steven
019121	Dutchuk	Ryan
008553	Dyer	Casey
021346	Dyste	Sarah

ID	Last	First
001154	Eames	Carlyn
010167	Earl	Margaret
016688	Earle	Heidi
016688	Earle	Heidi
005236	Early	Elisabeth
004537	Eastman	Rebecca
000936	Eaton	Gerald
021130	Echenique Arduz	Lily
006185	Eckrich	Monica
011782	Edelson	Jennifer
		Mehera-Rosa
018505	Edgar	Rosa
013796	Edington	Linda
017705	Edler	Jennifer
002874	Edwards	Leonard
017723	Edwards	Mila
001571	Edwards	Tamara
010822	Egan	Theresa
019557	Eigo	Meghan
021268	Eisemann	John
021231	Eisen	Leslie
012801	Ekelof	Ingela
012171	Eldredge-Burns	Ann
017771	Ellenwood	Benjamin
		Amanda Jane
015353	Elliott	Jane
020915	Ellis	Elizabeth
006587	Ellis	Georgia
000244	Ellis	Micaela
015480	Eltagonde	Peaches
008090	Elwell	Donald
021875	Elwood	Stacey

ID	Last	First
017797	Enfield	Donald
009026	Engelstad	Deborah
019191	English	Kelly
009556	Epstein	Sarah
016592	Erbach	Brian
004684	Erickson	David
006792	Erickson	Kristian
011357	Esbensen	Thor-Aage
015402	Espinosa	Bianca
019192	Espinoza	Renee
000187	Essex	Elizabeth
000322	Estrada-Meza	Monica
008153	Evans	Linda
006529	Evans	Morgan
013580	Evans	Nancy
012718	Evers	Joseph
014716	Everton	Adrienne
014560	Ewers	Cindy
019749	Ewing	Shauna
013644	Fain	Brian
019999	Fale	Kelly
000397	Farnand	Rochella
018101	Farrell	Miki
013740	Fass	Eric
010906	Fast	Jennifer
021028	Fedorenko	Anna
007398	Feikert-Aquilizan	Julie
013664	Feitelberg	Matthew
005329	Feldman	Felissa
018462	Ferber	Jonah
015786	Ferguson	Emily

ID	Last	First
019669	Ferguson	Joseph
008625	Ferguson	Leesa
010978	Fernandez	Lourdes
003928	Fernandez	Rebecca
006003	Ferrell-Burns	Elaine
003008	Feuz	Lisa
000170	Fields	Frank
013593	Fig	Nicole
020037	Finamori	Melody
012672	Finch	Thomas
009297	Fink	Kathleen
000899	Finke	Jennifer
016888	Finley	Aaron
005591	Finn	Barbara
010875	Fischer	Jonathon
007622	Fisher	Carolyn
015733	Fisher	Richard
008154	Fitzgearld	Kevin
000522	Fitzpatrick	J
015928	Fitzwater	Bryan
006864	Flagel	Eric
007373	Flamer	Mary
015441	Fleming	Julie
018725	Flenniken	Gregory
012708	Fletcher	Donna
021885	Flores	Moises
001409	Flores	Yolanda
000144	Flowerday	Chadrick
021455	Flye	Travis
021453	Fogg	Julia
016575	Foiles	Stacey

ID	Last	First
005187	Forbes	Colleen
006391	Ford	Connie
000505	Ford	Emma
012611	Ford	Jaclyn
020027	Ford	Rian
000185	Forrest	Sharon
008163	Forstag	Michael
015077	Forsythe	Joshua
020346	Fosik	Kristina
012760	Fossen	Garth
002784	Foster	Emily
000335	Fournier	Ann
017471	Fox	Fred
005415	Fox	Maura
013622	Frager	Ariel
004676	Frankunas	David
020569	Fransen	Jacqueline
019323	Fraser	Eva
009168	Fraught	Brian
016959	Fredericks	Sarah
012147	Fredgant	Daniel
021892	Freeman	Allanah
010843	Freeman	Sierra
010843	Freeman	Sierra
016558	Freeman	Stacey
016943	Fretel	Pamela
021371	Frisby	Barry
008176	Frisby	Susan
015742	Frisch	Molly
021825	Fuller	Chelsea
004084	Fuller	Debra

ID	Last	First
006419	Gabriel	Leanne
016811	Gaede	Adam
004165	Gaffney	Emily
000410	Gale	Melinda
019764	Gallusser	Megan
008532	Ganey	Gretchen
008532	Ganey	Gretchen
018693	Gapp	Jenny
012690	Garcia Arriola	Alfonso
002201	Garcia-Velasco	Elena
021036	Garcia-Yurchenco	Amparo
016699	Garcie	Fabiola
013581	Garcie	Michael
000480	Gardes	Brian
016648	Gardner	Elizabeth
022008	Gardner	Jennifer
009194	Gardner	Kendra
001181	Gardner	Sara
001391	Gardner-Allers	N Lynne
010698	Garrett	Pamela
010611	Gary	Jocelyn
015534	Garza-Cano	Adolfo
006499	Gavitte	Donald
000716	Gayler	Holly
015028	Gaynor	Sarah
000659	Geiger-Baker	Alicia
000286	Geisler	James
010524	Geiszler	Steve
005985	Gentile	Jeff
006020	Gerald	William
021803	Gereau	Caroline

ID	Last	First
000290	Gerlach	Jennifer
004238	Germaneri-Clarkson	Suzanne
006281	Germundson	Susan
007186	Gernhart	Brett
011077	Geschwind	Jeremy
010148	Gevurtz	Tom
020423	Ghan	Ryan
010530	Ghodsi	Leila
008808	Gianotti	Maria
006657	Giarelli	Kimberley
003098	Gibson	Craig
019229	Gibson	Neil
003805	Gibson-Cairns	Robert
019670	Gierer	William
021169	Gifford	Christopher
008729	Gilbert	Darrel
008193	Gilbertz	Nancy
012675	Gilkey	Nancy
000769	Gilley	Matthew
003922	Gilson	Kirey
011788	Gilson	Maria
020840	Glaze	Cody
008342	Glover	John
001267	Godfrey	Joanne
002724	Goff	Diane
010927	Goldbloom	Stefanie
005331	Golden	John
012529	Golden	Kathryn
007268	Goldhammer	Timothy
001545	Goldman	Lilia

ID	Last	First
001545	Goldman	Lilia
001909	Goldstein	Howard
000594	Gollhofer	Dianne
013395	Gomes	Kelly
005773	Gonzales	Jenny
004663	Gonzales	John
008295	Gonzales	Steve
016425	Gonzalez	Marisel
021030	Gonzalez	Sarah
021753	Good	Melinda
019892	Goodman	Bich
019066	Goodman	Kala
014372	Goodrich	Saima
019767	Goodwin	Ria
007196	Gooselaw	Ann
006261	Gordin	Alex
009043	Gordon	Brenda
019210	Gordon	John
020395	Gothard	Margarita
012888	Graham	Timothy
000239	Graham	Todd
017316	Grahn	Brittany
005458	Grant	Jeanne
000394	Grant	Sally
016567	Grant-Molina	Emily
019466	Grass	Alyssa
006501	Graves	Richard
016660	Gray	Gina
021451	Green	Amber
019814	Green	Kelsey
020474	Green	Margaret

ID	Last	First
003814	Greene	Deborah
003017	Greene	Debra
020083	Gregerson	Elena
017074	Gregor	Rebecca
008551	Gregory	Garin
004796	Grewell	Sherri
019168	Griesdorn	Catherine
007899	Griffin	Antoinia
003273	Griffin	William
020424	Grillo	Carolyn
019569	Grillo	Megan
000247	Grobey	Tod
018012	Grohn	Michela
014703	Gromko	Emily
020693	Grone	Kathryn
006228	Groom	Roger
002866	Gross	Martha
003370	Grosscup	Benjamin
014509	Grossman	Deena
014509	Grossman	Deena
019932	Grunseth	Katharine
017692	Guerra-Sundberg	Alexandra
001998	Gunther	Natalia
015189	Gustafson	Maalaea
008880	Guthrie	Laura
008044	Guthrie	Scott
006395	Gutlerner	Jordan
013157	Gwaltney	Karen
008214	Haatia	Lynn
011020	Haddon	Blair
018816	Haddox	Maria

ID	Last	First
021238	Haight	Allison
016687	Hakam	David
013542	Hale	Erin
004220	Hale	Susanna
000629	Hales	Charlotte
015757	Hall	Ellen
007406	Hall	Portia
014699	Hall	Ronda
000873	Hallinan	Sheila
003552	Halpern	Mark
009332	Halvorson	Betsy
004112	Hammel	Marcelle
007334	Hanawa	Emi
001710	Hanes	Rachel
021870	Hanna	Skye
011063	Hansen	Amy
004776	Hansen	Bernie
010844	Hansen	Mark
010792	Hansen	Tammy
000675	Hanson	James
007410	Harbolt	Mary
007541	Hardin	Amy
021847	Hardin Mercado	Yessica
010705	Harding	Karen
000220	Hardy	Rosina
000220	Hardy	Rosina
013217	Hargrave	Amy
019724	Harkness	Devin
022035	Harley	Peter
008594	Harold-Golden	Stacey
016656	Harper	Anne

ID	Last	First
018875	Harrah	Lindsey
000617	Harris	Angie
015712	Harris	Gaelle
000793	Harris-Wastradowski	Donna
010605	Hart-Davis	Janice
019350	Hartel	Nicholas
002702	Hartmann	Eric
007202	Hasart	Dayna
003013	Hascall	Norman
004655	Hashimoto	James
018260	Haskell	April
008323	Hass	Elisabeth
006071	Hata	Chisao
018825	Havermann	Kristin
007305	Havran	Joanne
008799	Hawes	Elizabeth
012846	Hawkins	Andre
008412	Hawksford	Anjanette
004004	Hayter	Virginia
016539	Haywood	Todd
022475	Hazen	Alicia
014687	Hazzard	Laurel
011294	Headley	Alice
001131	Heard-Hopson	Patricia
017963	Heaton	Jennifer
016601	Heggem	Deborah
008267	Heinrich	Tracy
002442	Heins	Marion
000508	Heisler	Mike
021896	Held	Laureen

ID	Last	First
007914	Heller	Martha
021793	Helmsworth	Nancy
017745	Henderson	Kathryn
007499	Hendrickson	James
018929	Henning	Holly
007913	Henry	Amy
015269	Henry	Catherine
021202	Hensley	Emily
021202	Hensley	Emily
020425	Herbage	Jennifer
000844	Herder	Sandra
019157	Herman	Matthew
016675	Hermansen	Rachel
011864	Hernandez	Cesar
015718	Hernandez	Maria
021499	Herron	Alison
000723	Heuberger	Leeanne
005699	Hewitt	Thomas
006620	Hibbert	Lisa
011821	Hieggelke	Jason
000777	Higbee	Keith
010813	Hilbourne	Amber
015390	Hildebrant	Alison
013433	Hilderbrand	Joanne
019757	Hildner	Benjamin
021913	Hill	Megan
021820	Hillenberg	Jamie
013671	Hillis	David
014908	Hinatsu	Melia
006742	Hinderlie	Kara
020397	Hinds	Lucy

ID	Last	First
021783	Hines	Shawnte
011817	Hintz	Carolyn
016698	Hirahara	Michiko
000311	Hirata	Marisa
013537	Hjorth	Mercedes
003604	Hoback	Dixie
021948	Hockett	Jacob
011936	Hoerauf	Jason
017778	Hoffelt	Andrea
012691	Holben	Melinda
016435	Holden	Nicole
022236	Holden-Williams	Demetria
017793	Holdren	Caitlin
007570	Hollands	Walter
021435	Hollingshed	Odie
016578	Holloway	Danielle
011922	Hollyfield-Melz	Jessica
016167	Holm	Claire
001293	Holmes	Joellen
008125	Holstine	Janice
008200	Holte	Rickey
017121	Holton	Lashell
017784	Homberg	Jamie
005863	Hook	Kathryn
010938	Horner	Martha
010811	Horrigan	Michael
022042	Hotchkiss	Luke
017309	Houdek	Robin
006982	House	Suzanne
020363	Howard	Dalina
007668	Howard	Kimberly

ID	Last	First
014664	Howard	Susan
011826	Howard	Wendy
004508	Hryniewicz	James
007708	Huckaba	Dave
006579	Hudson	Christopher
008182	Hudson	Karla
015451	Huerta	Hilary
000105	Huff	Ronald
003494	Hufford	Mari
001838	Hugel	Liduan
007888	Hughes	Keri
018918	Hughes	Melody
018913	Hughes	Sarah
014690	Hughes	Vanessa
021874	Huizinga	Katharine
009108	Humphrey	Angel
014817	Humphrey	Laura
008864	Hunt	Kathryn
012462	Hunt-Warren	Nicole
017649	Hunter	Jesse
001099	Hunting	Kimberly
019780	Huntington	Gregory
008856	Hurner	Rose
003728	Husbands	Nancy
018373	Hutchison	Jess
016820	Hutsell	Kennedy
015377	Hyde	Lisa
012890	Immesoete	Melissa
020639	Ingraham	Jessica
020651	Interian Ucan	Mario
010582	Irons	Michelle



ID	Last	First
022089	Irwin	Alicia
012861	Irwin	Kristin
010932	Israel-Davis	Elizabeth
006871	Iverson	Jill
018843	Iverson	Lindsay
018957	Iwersen	Deidre
007446	Jackson	Eileen
014677	Jacobs	Tina
008047	Jacobsen	Dana
007331	Jamesbarry	Anthony
009326	Jamesbarry	Sarah
021712	Jamieson	Robert
018837	Jansa	Michael
007940	Janson	Patricia
008155	Jaquiss	Andrew
021945	Jeffrey-West	James
019935	Jendrzajek	Jessica
017900	Jenkins	Douglas
005369	Jensen	Eleanor
015647	Jensen	Martha
001266	Jensen	Rachell
006142	Jensen	Rose
008599	Jeppesen	Paula
021978	Jetton	Debra
020390	Jimenez	Kelly
005783	Johansson	Eric
008148	Johnson	Alvin
017777	Johnson	Bradley
016565	Johnson	Daniel
018697	Johnson	Emily
019750	Johnson	Erika

ID	Last	First
009092	Johnson	Gina
006763	Johnson	Jeffrey
008247	Johnson	Jeffrey
000995	Johnson	Justin
000901	Johnson	Kara
000537	Johnson	Katharine
013970	Johnson	Katie
004225	Johnson	Kimberly
016987	Johnson	Leah
008797	Johnson	Melissa
018710	Johnson	Melissa
016954	Johnson	Sean
015547	Johnson-Smith	Carole
008300	Johnston	Kim
001339	Jones	Bonnie
000889	Jones	Karen
015317	Jones	Keith
000907	Jones	Kelli
021136	Jones	Tawanda
021836	Jordan	Amanda
011705	Joseph	Chelyn
019056	Joy	Kelli
013356	Joyalle	Jennifer
000152	Jugel	Lynn
007824	Jurisons	Mary
015367	Kabza	Matthew
017867	Kahn	Meghan
014089	Kaiser	Jeramie
021699	Kaller	Susan
002198	Kamata	Yoshiko
002887	Kamery	Lee

ID	Last	First
008367	Kane	Thomas
008367	Kane	Thomas
020230	Kanof	Kimberly
020430	Kanz	Holly
000934	Kaplan	David
017402	Kappes-Levine	Nicole
017646	Kapranos	Anna
010963	Kapranos	Jaina
008962	Kapranos	Nicholas
017786	Karki	Dana
021164	Karpenko	Oksana
015365	Karpouzes	Stephanie
014629	Kasch	Amy
007380	Kavanaugh	John
000647	Keefer	Debbie
018125	Keeler	Tara
015375	Keith	Althea
011265	Keller	Damon
021439	Kelley	Robert
020228	Kelley	Stephanie
013539	Kelly	David
006644	Kelly	Terese
006644	Kelly	Terese
011715	Kemp	James
014902	Kemper	Keska
019874	Kempster	Karen
015453	Kendrick	Gretchen
016588	Kennedy	Carol
012001	Kennedy	Joseph
022094	Kennedy	Kristin
014340	Kennedy	Pamela

ID	Last	First
011741	Kenney	Michelle
003350	Kenny	Maureen
013735	Kenyon	Kimberly
013735	Kenyon	Kimberly
005926	Kidd	Karina
021106	Kim	ReCher
018029	Kimlinger	Lauren
021907	Kincaid	Diana
015434	King	Amber
004484	King	Linea
012991	Kirk	Karey
015444	Kirkaldie	Elizabeth
021230	Kirkelie	Greg
020568	Kirkpatrick	Melissa
021943	Kirsch	Elizabeth
010850	Kirsch-McMaster	Megan
019782	Kittrick	Shannon
009079	Kjome	Kristin
018626	Klein	Christine
017593	Klein	Shara
020385	Kleiner	Maria
015335	Klosterman	Tracy
000825	Kniser	Timothy
019706	Knoblich	Jeffrey
000795	Knutsen	Kristin
006726	Ko	Elaine
009011	Kobs	Lisbeth
000721	Koch	Markeeta
019769	Koenig	Misty
019184	Kohn	Erika
012954	Kohn	Sarah

ID	Last	First
000446	Kolb	Melissa
001827	Kondylis	Katherine
008454	Koning	Jill
021236	Koping	Danielle
002992	Kordahl	Elin
011095	Koshy	Elizabeth
021225	Kowalski	Amy
019188	Kozil	Andrea
011501	Kozlowski	Kristen
009570	Kray	Shelby
006340	Kreuzer	Sara
008054	Kriska	Darcy
008814	Krom	Julie
015545	Kroswek	Paul
017464	Kruger	Renee
003287	Kucera	Kristi
008778	Kuhl	Peri
004529	Kulak	Andrew
010385	Kurtz	Carolyn
009147	Kurtz	Chris
021832	Kyler-Yano	Amy
014966	Kyriss	Rachel
007964	Lacaden	Michelle
013730	Lageson	Tina
010741	Lagos-Anker	Monica
020595	Laguardia	Carlos
002979	Lahart	Bernard
003207	Lahey	Sheryl
017138	Lamanna	Tina
005887	Lambert	Stephen
013982	Lamkins	Judy

ID	Last	First
013684	Lammert	Lisa
013582	Lamoreaux	Michelle
012701	Lancaster	Steven
000524	Lanctot	Michele
009095	Lane	Chris
010171	Lane	Jeffrey
000556	Lane	Jo
008188	Lang	Cassandra
000380	Lanigan	Alison
009112	Lannigan	Elizabeth
021127	Lannom	Samantha
012715	Lanzas	Cassandre
012715	Lanzas	Cassandre
010869	Lara	Felipe
016613	Largo	Abby
006247	Lariza	Katherine
007441	Larsen	Anne
008620	Larsen	Penelope
018018	Larson	Jamie
008804	Lasher	Kristin
008100	Lasley	John
016571	Lathan	Chrysanthius
015183	Lathrop	Fei
013442	Laurence	Drew
011863	Lauretti	Leslie
016327	Lawhon	Kevin
014868	Lawler	Beth
011328	Lawler	Margaret
006483	Layman	Mildred
014197	Le Fave	Dominic
008450	LeBlanc	Christina

ID	Last	First
008450	LeBlanc	Christina
016237	LeDoux-Leos	Sheree
011834	LeVan	Angela
010400	Leach	Sam
005806	Leahy	Dianne
007596	Leake	Lynne
016553	Lee	Jamie
003916	Lee	Min
019087	Lee	Sitti
021863	Leech	Andrea
011861	Leeman	Dylan
021908	Lefere	Karen
018961	Lehmkuhl	Caroline
009231	Lemen	Elizabeth
017709	Lemma	Laura
008886	Lenc-Westfall	Annie
014701	Leong	Verna
009055	Lepley	Jodene
000829	Leshner	Deborah
011064	Leslie	Natalie
016962	Lethlean	Emily
016962	Lethlean	Emily
012322	Letson	Charlene
012322	Letson	Charlene
012322	Letson	Charlene
005992	Lettner	Karen
006853	Levear	Ian
004028	Levine	Eric
019242	Levine	Joshua
012761	Levine	Nina
006540	Lewis	Connie

ID	Last	First
016713	Lewis	Kari
003610	Lewis	Silvia
005381	Lickey	David
012724	Licurse	Anne
008693	Liljequist	Kiva
021102	Lind	Patrick
013543	Lindahl	Amy
001342	Lindeman	Suzanna
007901	Lindemann	Tamara
006859	Linder	John
018595	Lindsay	Pamela
015821	Lindstrom	Kari
005708	Lipscomb	Edmund
003286	Lipson	Andrew
003567	Lipson	Dana
009244	Llewellyn	David
006260	Lloyd	Kathy
019957	Lloyd	Mary
019662	Loewen	Katherine
013724	Lofquist	Eric
000358	Logan	Cheri
009294	London Tinsel	Jamin
016092	Longstreet	Cori
013633	Longstreth	Katharine
001859	Loomis	Gwen
007442	Looney	Liberty
013726	Lopez	Alodie
017595	Lopez	Luis
007037	Loske	Lisa
017972	Lossner	Christi
012599	Loveland	Jennifer

ID	Last	First
012849	Loveless	Timothy
013111	Lowe	Chrysann
009401	Lowery	Marianne
020680	Lozano	Mehira
008610	Lundberg	Sally
017758	Lunde	Heidi
016684	Luria	Alexandra
011846	Lynch	William
002746	Maack	Rodney
015937	MacCartney	Eric
001208	MacDicken	Derek
012964	MacKinnon	Amy
017126	MacNeill	Marla
016597	Macdonald	Stephanie
019729	Mack	Catherine
012892	Macklin	William
015460	Macon	Barbara
007875	Macy	Jill
020446	Madden	Peter
020446	Madden	Peter
009064	Maddocks	Joseph
014472	Maddy	Courtney
004713	Madore	Debra
009209	Mafara	Kathleen
000683	Mahurin	Michael
007408	Maier	Christine
018016	Maier	Elizabeth
014030	Mak	Korey
012695	Makara	Jamie
007797	Maleah	JoLynn
021480	Mandell	Doug

ID	Last	First
019165	Mankowski	Heather
016224	Manley	Matthew
021163	Mann	Kathrine
006885	Mann	Robyn
006708	Mantia	Mike
006708	Mantia	Mike
013743	Marchyok	Matthew
007026	Marcus-McEwen	Kristine
009197	Margolis	Jason
000460	Markewitz	Emily
017875	Markovich	Elizabeth
018120	Marquardt	Amy
015700	Marquardt	Christopher
016520	Marquardt	Kevin
020410	Marquardt	Serena
016728	Marron	Deanna
010311	Marsh	Kelly
021972	Marsh	Nicole
010604	Marsland	Melissa
018891	Martin	Andrea
007635	Martin	Dawn
012813	Martin	Elisabeth
021132	Martin	Elizabeth
013533	Martin	Joshua
009060	Martin	Rebekah
009060	Martin	Rebekah
015084	Martine	Emily
000574	Martinez	Carolina
007369	Martinez	Matilde
012710	Marx	Kara
008678	Mashia	Jeanetta

ID	Last	First
021810	Matano	Sara
008941	Matthews-Fisher	Naomi
013578	Matyiko	Geri
010759	Mauldin	Robin
015431	Maves	Randall
018052	May	Kellie
001036	Mayer	Elizabeth
000590	Maynard	Allyson
012725	Maynard	Jamie
001340	Mayo	Jennifer
007704	McAdams	Cynthia
003601	McArthur	Martha
016977	McBride	Amy
014199	McCann	Luke
012686	McCarter	Andrea
015509	McCarthy	Nicholas
007978	McCarthy	Thomas
020473	McCartney	Kathryn
017762	McCartney	Layne
019016	McCarty	Christine
000888	McCarty	Scott
012654	McClain	Brandan
016248	McClay	Mauria
007444	McClendon	William
008264	McClincy	Clare
001347	McClure	Cheryl
020130	McClure	Melissa
021778	McCollister	Wakana
008415	McCormick	Mary
006270	McCormick	Rosalind
015403	McCoy	Caroline

ID	Last	First
002699	McCulloch	Caroline
021911	McDowell	Elizabeth
000973	McEwan	Karen
019580	McFadden	Morgan
016381	McFarland	Camden
018798	McGhee	Shalonda
020643	McGlotten	James
007157	McGrady	Patrick
011833	McHaley Foley	Saneun
013988	McIntosh	Teresa
008315	McIntyre	Linda
000209	McKee	Sarah
014152	McKelvey	Da'Anyel
008705	McKelvey	Terry
021881	McKenzie	Sharitha
005625	McKenzie	Valerie
012993	McKibben	Darci
018765	McKie	Donald
021839	McKie	Jessica
016154	McKinney	Yolanda
004797	McLaughlin	John
001284	McLaughlin	Shannon
007927	McLellan	Linda
008893	McLellarn	Palmyra
004254	McLernon	Gayle
012750	McMahon	Jill
016599	McMahon	Shawn
021797	McNeal	Jeffrey
006178	McNeely	James
010999	McNutt	Nicole
021928	McQueen	Adam

ID	Last	First
004279	Meadows	Anneliese
011848	Meadows	Richard
008816	Mease	Sara
003637	Medley	Ethan
016694	Meguire	Rian
021185	Melcher	Katie
012349	Melling	Richard
019085	Mendels	Sharon
008306	Mercer	Stacy
015538	Merrick	Nikolaus
015813	Merrill	Gracia
008565	Merriman	Carol
000052	Meskimen	John
008363	Metz	Michael
015360	Meyer	Jennifer
016498	Meyer	Marie
007422	Meyer	Mia
019125	Meyers	Craig
014930	Mi	Wenrong
010089	Michael	Janet
013695	Michels	Rose
015617	Middleton	Elizabeth
007156	Mildenberger	Marjory
004911	Miles	Anne
007437	Miles	Douglas
016564	Milford	Kelly
017285	Miljkovic	Hannah
001326	Millar	Alain
013416	Miller	Brandi
008796	Miller	Christia
012606	Miller	Dana

ID	Last	First
006767	Miller	Deborah
013072	Miller	Jamie
021128	Miller	Jason
013723	Miller	John
008444	Miller	Jolinda
008187	Miller	Karen
007124	Miller	Lynn
021647	Miller	Paige
021939	Minato	Joseph
021930	Mininger	Madeline
021139	Mitchell McVay	Angela
000638	Mode	Connie
006275	Mogi	Eriko
000329	Moist	Dennis
015624	Molina	Jose
006337	Molloy	David
005742	Monroe	Melanie
020383	Montalbano	Marie
001218	Monteith	Aaron
017943	Montfort	Alex
008743	Moon	Kristin
005522	Moore	Darrell
013787	Moore	Kathryn
000211	Moore	Kathryn
021201	Moore	Michael
019663	Morales-Vazquez	Karina
017887	Moren	Michael
015438	Moreno	Aaron
015877	Morgan	Darci
003603	Morgan	Debra
013193	Morgan	Jennifer

ID	Last	First
011041	Morgan	Laura
000207	Morgan	Melissa
015966	Morgan	Ronald
016580	Morley	David
001150	Morrell	Lisa
010608	Morris	Jacy
007421	Morris	Melanie
013590	Morris	Shae
013794	Morse	Cynthia
020464	Mosqueda	Martha
010852	Moule	Matthew
005617	Mowe	Kristi
016664	Moxley	Robert
018879	Moyer	Megan
007392	Muir	Kevin
017940	Mulvihill	Michele
018540	Munana	Anabel
018921	Muncie-Jarvis	Ashley
019697	Munoz	Deborah
022007	Munoz	Mercedes
002430	Munro	Avril
018174	Murchison	Jessica
009305	Murdock	Melinda
005562	Murdock	Rose
009116	Murer	Margaret
015004	Murphy	Brooke
021894	Murr	Gillian
012087	Murray	Catherine
021864	Murray	Jessica
006683	Musaeus	Steven
006794	Musashino	Keisuke

ID	Last	First
019096	Mussio	Sarah
018966	Myers	Carolyn
021871	Myers	Thomas
018726	Naberhaus	Chad
007665	Naganuma	Steve
012591	Nahurski	Andrea
002205	Nally	David
007934	Nam	Hyung
012415	Naze	Christopher
000089	Naze	Craig
006176	Neal	Carolyn
008596	Needham	Benton
001086	Neff	Suzanne
007021	Nelsen	Laura
017687	Nelson	Bethany
000058	Nelson	Heather
000246	Nelson	Susan
013096	Nelson	Susan
008351	Nelson-Cahill	Amy
001052	Nemeth	Zsuzsa
018102	Ness	Diane
007536	Neufeld-Griffin	Teri
021805	Newton	Allison
001247	Ngai	Lillian
021860	Nguyen	Donna
004174	Nguyen	Nguyen
005923	Nguyen	Thuy
007262	Nichenko	Linda
017874	Nicholl	Alicia
007967	Nicholson	Deborah
021097	Nicola	Jill



ID	Last	First
021097	Nicola	Jill
008529	Niebergall	Brigette
008572	Niebergall	Christopher
015472	Niebergall- Eltagonde	Christopher
018841	Niebergall- Eltagonde	Keala
000022	Nims	Stephen
018013	Noakes	Kianne
001162	Nolan	Michael
000997	Nordwall Keller	Genevieve
022114	Norquist	Melissa
020505	North	Kelsey
003768	Noyer	Nanci
013651	Nunn	Amy
010839	Nutter	Jennifer
015386	O'Brien	Jeanne
010177	O'Connell	Margo
021125	O'Hagan	Brigid
018084	O'Hara	Mary
021650	O'Leary	Alicia
014725	O'Leary	Megan
015433	O'Malley	Tamara
012097	O'Neill	Michael
000405	O'Neill	Steven
005301	O'Shea-Betker	Patricia
019665	ONeal	Shawna
000468	ONeill	Juliana
001286	Oesterle	Carla
013532	Olavarrieta	Jose
013166	Olberding	Claire
017738	Oleson	Matthew

ID	Last	First
019312	Olivera	Christine
001093	Olsen	Aaron
008940	Olsen	Martin
015905	Olson	William
019255	Omey	Denise
021250	Onnis	Nicola
001877	Oppedisano	John
009479	Orcutt Kane	Lisa
000063	Ordway	Kirk
010532	Ortiz	Esteban
020429	Ortiz	Melissa
008732	Osborn	Robi
007083	Oshea	Andrew
020618	Oster	Cameron
010923	Otero	Mijail
011057	Outcalt	Sara
006074	Owen-Cooper	Linda
000926	Owens	Jason
007588	Owens	Jennifer
000326	Page	Barbara
002128	Page	Kazuko
014698	Pagenstecher	Aubrey
011316	Palici	Sirena
017679	Palmer	Brooke
003359	Palmer	Julie
000184	Palmer	Rosamma
018763	Panagopoulos	Raymond
003920	Pao	Catherine
016557	Parente	Teri
013990	Parker	Catherine
015961	Parker	Robert

ID	Last	First
016161	Parker	Sarah
021806	Parker	Trevor
015469	Parks	Kylene
008733	Parr	Charlene
007523	Parr	Gary
013715	Parrott	Craig
010868	Parrott	Kirsten
022664	Parsons	Lisa
007556	Patterson	Patricia
008919	Pattiani	Colleen
007264	Pauley	Janice
019759	Pawol	Shannon
008254	Paxton	Lisa
005186	Paxton-Williams	Katherine
007557	Peake	Mary
014665	Peake	Michelle
013149	Pearl	Stephanie
016073	Pearson	Marie
015595	Pearson	Melissa
003547	Peattie	Julia
006477	Pedersen	Julie
010931	Pederson	Ryan
007304	Peerenboom	James
012412	Penny	Shelley
021824	Penoncello	Nicole
000478	Peoples	Margarett
016958	Pepitone	Andrea
020408	Pepperwood	Paige
021157	Perez	Marty
021799	Perez Vargas	Celene
021243	Perez-Rodriguez	Francisco

ID	Last	First
018847	Perkins	Jerrie
019212	Pernice	Anthony
014831	Peterka	Sky
001030	Peters	Diana
013219	Petersen	Ingrid
015110	Petersen	Irene
014395	Peterson	Anna-Kate
021888	Peterson	Gabrielle
008209	Peterson	Lucinda
007779	Peterson	Russell
015054	Peterson	Stacy
015054	Peterson	Stacy
005493	Petrin	Kelly
000114	Pettit	Cara
000886	Pham	Michael
021361	Pickett	Russell
019939	Pierce	David
018156	Pierre	Patrice
000023	Pierson	Paul
012318	Piper	Shyla
016605	Pixley	Emily
016605	Pixley	Emily
011847	Plank	Cynthia
005077	Plaza	Linda
016583	Plein	Michael
021920	Plies	Robin
008584	Pluymers	Rochelle
000983	Podichetty	Jennifer
021273	Pokorny	Christopher
003732	Polis	Karen
022009	Ponz	Ana

ID	Last	First
000678	Porter	Kristina
007751	Porter	Patrisha
016602	Post	Brian
016607	Postema	Anastacia
007804	Potestio	Michele
012000	Powell	Charity
017647	Prakken	Jennifer
007017	Pressman-Olson	Beth
021904	Price	Evan
013742	Price	Robert
009007	Pryor	Melanie
017659	Pugh	Julia
012955	Puhvel	Peter
012955	Puhvel	Peter
020533	Putnam-Almaguer	Saaron
006313	Putney	Julie
013698	Qualey	Greg
008887	Quan	Alexander
019825	Quigley	Julieanne
008294	Quinn	Brian
018970	Quinn	Caitlin
018970	Quinn	Caitlin
002703	Quinton	Erin
004864	Rabchuk	Alexander
007953	Raczek	Margaret
008406	Rader	Jessica
019989	Radler-Okby	Cynthia
008900	Radow	Helen
013841	Railey	Eddie
015536	Rainey	John
015536	Rainey	John

ID	Last	First
010807	Raisman	Elizabeth
021784	Ramirez	Daniel
015364	Ramirez	Guiza
015364	Ramirez	Guiza
006116	Ramsey	Jeffrey
005884	Ramsey	Melanie
020592	Rangel	Gregorio
014060	Rasmussen	Carmen
021912	Raspone	Sara
006958	Raujol	Chris
011773	Ray	Rachel
005535	Reardon	Stephen
008926	Rebholz	Jill
016146	Recht	Isabel
021796	Recker	Laura
000560	Redd	Bonnie
008725	Reddekopp	Julianne
021985	Redding	Tawnya
013179	Reeser	Ellen
000333	Reeves	Gage
018983	Reeves	Jennifer
021900	Rege	Stephanie
007520	Rehm	Thomas
019058	Reid	Anne-Marie
017905	Reinholt	Jeremy
000365	Reisman	Deanna
002665	Reiter	Bruce
019820	Relaford	Rosemary
006839	Renauer	Molly
004806	Repollet	Marta
008873	Retherford	Chris

ID	Last	First
019173	Revay	Akiko
020646	Reynolds	Koll
008389	Reynolds	Ordella
016903	Rhoades	Trisha
011137	Richards	Louise
011573	Richman	Christian
008848	Ridabock	Amy
022059	Riedel	Gavin
006727	Rier	Richard
006727	Rier	Richard
010071	Rinehart	Paul
019128	Rintoul	Richard
004735	Rischiotto	Jean
001028	Riscol	Nichole
020309	Riser	Christopher
021108	Rivera	Toshiko
020577	Rivera Coca	Evelyn
013402	Rizzo	Leslie
008179	Robb	Bonnie
010580	Robbins	Amy
007983	Robert	Rodney
013670	Roberts	Dawn
015600	Robertson	Elisabeth
009393	Robertson	Heather
022083	Robles	Donna
011193	Rockness	Tor
012806	Rockwell	Melody
016559	Roddis	Aaron
020218	Roddis	JoAnna
012605	Rodeback	Mary
021124	Rodgers	Grace

ID	Last	First
020960	Rodgers	Victoria
016007	Rodhe	Casey
019758	Rodriguez	David
007885	Rodriguez	James
001348	Rodriguez	Marisol
008542	Rojas	Agaryvette
003225	Rolfe	Robin
014962	Roll	Liza
008830	Romanaggi	Joanne
002925	Romanaggi	Mike
002925	Romanaggi	Mike
019589	Ronyak	Jennifer
015105	Rood	Jeffrey
020393	Rooklyn	Miles
015601	Rosales	Laura
013629	Rose	Donald
000054	Rose	Judith
008972	Roser	Jennifer
018287	Roska	Jane
016524	Rosman	Sarah
016524	Rosman	Sarah
000421	Rosoff	Stacy
012821	Ross	Carmel
012658	Ross	Laurie
022351	Rossington	Donald
015357	Rossitto	Kathleen
008232	Rossmann	Cathy
020364	Rosteck	Darlene
000850	Rothery	Rebecca
012748	Rothwell	Kristina
021082	Rotwein	Abigail

ID	Last	First
001376	Rouse	Karen
021855	Routon-Michelinie	Kyra
021855	Routon-Michelinie	Kyra
016693	Rowey	Diana
003921	Rozell	Scott
015430	Rozewski	Joseph
015675	Rozman	Linda
015675	Rozman	Linda
015675	Rozman	Linda
008018	Rubrecht	Michele
020689	Rudolph	Benjamin
022309	Rueck	Bryndle
018209	Ruhlman	Margaret
000799	Ruiz Riehl	June
021906	Rumann	Meredith
018699	Rundle	Kelly
006024	Running	Erik
019761	Russell	Jessica
018021	Russell	Shannon
017432	Russell	Susan
021160	Ryan	Lori
006224	Ryan	Michael
021950	Rybak	Anne
007320	Ryczek	John
013729	Sahib	Tiffany
011719	Sahler	Brian
008108	Said-Hall	Tai
008587	Salley	Shirley
014096	Salmon	Michael
001704	Sammons	Douglas
010924	Sammons	Kimberly

ID	Last	First
021578	Sams	Marci
011868	Sancomb	Mathew
017818	Sanders	Julia
014895	Sandoval	April
006285	Sandri	Shannon
020413	Sanford	Quinn
016550	Sansom	Merritt
008509	Santangelo	Scott
013783	Sapienza	Anna
000932	Saulter	Douglas
012720	Savage	Erin
012720	Savage	Erin
021095	Sayler	Laura
002296	Scevola	Nancy
000432	Schacker	Sarah
007982	Schalk	Bryan
011779	Schar Becker	Angela
007738	Schardt	E
019523	Scheiman	Anne
019982	Scheller	Mackinsey
001480	Schiada	Stephanie
008237	Schiavo	Stephanie
012671	Schlosser	Jessica
010767	Schmidt	Andrea
014463	Schmidt	Jayson
016455	Schmidt	Jerod
013035	Schmidt	Kylea
013035	Schmidt	Kylea
011949	Schmidtke	Elizabeth
015352	Schneider	Erika
016101	Schneider	Katie

ID	Last	First
007524	Schneider-Barnes	Diana
010758	Schoettle	Peggy
001038	Schopmeyer	Eric
006409	Schouten	Sally
017712	Schraer	Mona
000180	Schrepping	Jane
000180	Schrepping	Jane
013834	Schulte	Tessalie
011619	Schultz	Kristine
019091	Schulze	Timothy
006915	Schumann	Julie
007872	Schwartzkoph	Terry
018625	Schwing	Emilia
021872	Scott	Josephine
008635	Scott	Linda
001462	Scott	Michael
010945	Scottel	Dina
017586	Scotto	Angela
009028	Scoville	Steven
008485	Seeley	Theresa
018691	Segurola	Sofia
016447	Seifert	David
010781	Sele	Karen
009174	Self	Christina
019823	Sellers	Andrew
005166	Senaga-Freauff	Nina
007675	Sesar	Pamela
007675	Sesar	Pamela
020688	Setiadi	Yulia
008985	Setterholm	Suzanne
019732	Sexton	Merry

ID	Last	First
006539	Shapiro	Joel
001001	Sharp	Gwendolyn
014691	Shatz	Andrea
006736	Shaughnessy	Elizabeth
017716	Shaw	Clifford
007610	Shaw	Vangie
003472	Shay	Karen
009039	Shea	Cheri
004214	Shea	Susan
013708	Sheckels	Polly
008095	Sheldon	Suzanne
012522	Shelton	Katherine
021964	Shelton	Sarah
000626	Shelton	Wendy
001356	Shen	Yin
002346	Sherden	David
021802	Sheridan	Brenna
019763	Sherman	Martha
000868	Shetler	Jeremy
021822	Shippy	Lori
005439	Shonkwiler	Laurie
001544	Shore	Alla
013786	Short	Richard
015542	Shriki	Rina
006764	Shue	Robin
019598	Shuler-Krause	Elizabeth
007059	Shumway	Lori
003289	Siam	Jose
006858	Siebold	Kent
021899	Siegel	Douglas
014034	Siegel	Jennifer

ID	Last	First
006566	Siegfried	Heather
021982	Silvernail	Daniel
009208	Simonsen	Shelley
017341	Simpson	Crystal
000535	Siprian	Daniel
009155	Siri	Wendy
009098	Sisk	Brian
012633	Siu	Caroline
014811	Skybak	Leslie
010812	Skye	Lauren
014853	Slaughter	Amy
012899	Sletmoe	Gary
012623	Slusher	Charles
015280	Smith	Alicia
020980	Smith	Allison
012687	Smith	Amy
009002	Smith	Bridget
010783	Smith	Bryan
011886	Smith	Bryan
016085	Smith	Calvin
019818	Smith	Catherine
017961	Smith	Heather
014661	Smith	Jason
013620	Smith	Julie
005736	Smith	Kathryn
006110	Smith	Nancy
021137	Smith	Steven
013297	Smith	Suzanne
013869	Smith	Vanessa
014675	Smith-Wallis	Tija
014675	Smith-Wallis	Tija

ID	Last	First
000694	Snowadski	Andrea
016672	Snyderbrown	Christopher
005981	Soderquist	Dawn
001853	Soliz	Ronald
012589	Sorensen	Andrew
006403	Sorensen	Dena
015716	Sorg	Kelly
016806	Sorrice	Carrie
015902	Sossel	Richard
015745	Soto	Jacob
012753	Souther	Lisa
012698	Spector	Lesley
012698	Spector	Lesley
021886	Speer	Matthew
018948	Speer	Natalie
013498	Speerstra	Jane
006627	Spella	Sarah
012717	Spencer-Mylet	David
009005	Spring	Tanya
012595	Springgate	Liza
009221	Staab	Matthew
017578	Stabler	Laramie
018931	Stagner	Rachel
017347	Standley	Melissa
004429	Stanich	Patricia
016801	Stark	Anita
021203	Stark	Julia
007835	Stearns-Gannett	Janet
021857	Steeves	Amy
017112	Stelter	Amanda
010567	Stember	Samuel

ID	Last	First
010331	Sten	Matthew
011906	Stephens	Megan
008414	Stephenson	Sally
021354	Steranko	James
019718	Sterry	Claudia
008220	Stevens	Heather
019649	Stewart	Matt
008908	Stewart-Rinier	Todd
020508	Stilwell	Kathryn
009093	Stinson	Christine
015471	Stockstad	Kimberly
021713	Stolte	Kayla
014821	Stone	Jillian
013526	Stone	Lindell
012305	Stone	Susan
000127	Stonecipher	Geoff
021990	Storm van Leeuwen	Janine
007134	Straub	Mary
015597	Straube	Renee
009303	Streano	Anna
018868	Stremming	Norman
021955	Strickler	Michelle
006785	Strobel	Michelle
003886	Stronko	Anne
003886	Stronko	Anne
003886	Stronko	Anne
003886	Stronko	Anne
021947	Stroup	David
004795	Struble	Laura
000462	Stubbs	Roberta

ID	Last	First
022098	Studt	Ryan
008470	Stultz	James
014497	Sturges	Jeffrey
015467	Su	Jianying
013472	Suckow	RaeAnn
021158	Sudermann	Richard
008375	Sullivan	Gwendolyn
007544	Sullivan	Kathleen
002456	Sullivan	Nancy
020472	Sumiya	Naomi
008640	Sumner	Vickie
010321	Sussman	Gabrielle
012201	Sutton	Amy
011900	Sutton	Jacqueline
004215	Swan	Brian
020441	Swanson	Shawn
007183	Swanson-Wright	Gail
017884	Sweeney	Lisa
000045	Sweeney	Michelle
005349	Swehla	Eric
017808	Swerdlik	Anthony
017787	Swinehart	Timothy
004975	Switalla	Craig
020889	Szok	Ann Marie
004054	Tabor	Kathleen
018796	Tabshy	Joshua
007448	Talent	Lynn
017739	Tanaka	Yuki
017739	Tanaka	Yuki
012614	Tanner	Gabrielle
012614	Tanner	Gabrielle



ID	Last	First
018028	Tapfer	Caley
012669	Taramasso	Amy
011838	Tarnowski	Ivan
011772	Tate	Raymond
018871	Tate	Shelley
012754	Taylor	Alison
012855	Taylor	Ginger
007438	Taylor	Lorie
000074	Taylor	Marie
013538	Taylor	Mary
011473	Telles-Ferreira	Henise
005954	Temple	Tracy
018030	Tetrick	Allison
017782	Tews	Nicole
019872	Tharp	Jonathan
021891	Thatcher	Briana
012823	Thiel	Elizabeth
018917	Thomas	Erin
015657	Thomas	Jennifer
013769	Thomas	Jeremy
019958	Thomas	Paige
002614	Thomason	Marcia
009172	Thompson	David
010940	Thompson	Jeffrey
011122	Thompson	Raeann
006150	Thompson	Rory
009314	Thompson	William
008987	Tibbetts	Daniel
018159	Tighe	Betsy
009316	Tillery	Mary
009316	Tillery	Mary

ID	Last	First
021893	Timmerman	Christian
018716	Timmons	Peter
010145	Tims	Margaret
019734	Tinling	James
000395	Tischleder	Bree
000695	Tobey	Jill
015814	Todd	Rachel
008665	Todd	Trisha
020409	Tofanelli-Dougherty	Moira
020409	Tofanelli-Dougherty	Moira
020409	Tofanelli-Dougherty	Moira
017284	Tofel	Anna
001699	Tolentino	Heidi
013804	Torain	Heather
016671	Toren Hrin	Melissa
016671	Toren Hrin	Melissa
019360	Tovar Valdes	Nayibe
021975	Tracy	Kayla
010854	Tran	Ailien
013807	Tran	Hoang
015506	Trask	Bren-Marie
012661	Trincherro	Nadine
013511	Trinh	Hung
010772	Triplett	Tara
000510	Triplett	Tearale
011714	Troehler	Keri
008491	Trotter	David
020562	Truman	Kirsten
009086	Trump	Patricia

ID	Last	First
008904	Truong	Veronique- Thu
001414	Truong	Yen
006548	Tucker	James
016608	Tucker	Roslyn
000303	Tuggle	Brooke
012922	Turley	Danielle
013914	Turley	Janine
000513	Turner	Theresa
015459	Turner	Valerie
016059	Tyler	Sid
002018	Uchida	Sumiko
004964	Underwood	Barbara
004849	Urbano-Neilson	Diane
007890	Urke	Eric
001460	Ustach	Thomas
010925	Vala	Kristine
007474	Valenti	Michael
007276	Valley	Brian
012920	Van Clock	Lisa
000018	Van Dam	Jane
009139	Van Farowe	Vonda
012441	Van Kopp	Jennifer
000608	Van Witzenburg	Melanie
007415	VanEngel	Elizabeth
007415	VanEngel	Elizabeth
015362	VanLehman	Gayle
013944	VanMarter- Sanders	Richard
006860	Vancleve	Madonna
019483	Vandenburgh	Lauren
019483	Vandenburgh	Lauren

ID	Last	First
017682	Vann-Tessmer	Jonquil
006551	Vasquez	Luis
001925	Vaughn-Edmonds	Holly
021351	Vega	Jaeger
018719	Velazquez	Alma
011597	Ventura	Mary
015307	Vercher	Jonalee
013718	Vestal	Zachary
008648	Vigna	Debra
000208	Vinger	Dana
017902	Vogl	Clifton
000554	Vorasai	Kim
012653	Wade	David
012302	Wadkins	JoAnn
008681	Wager	Wendy
022165	Wages	David
000291	Wagner	Rebecca
016013	Wagner	Sarah
021131	Wahl-Stephens	Jeremy
013826	Wahl-Stephens	Lauren
012622	Waldron	Teresa
015623	Walker	Britta
015841	Walker	Derrell
016883	Walker	Jennifer
008493	Walker	Jerrine
008760	Walker	Joseph
020459	Walker	Kyla
008417	Walker	Lisa
022154	Walker	Matthew
012824	Walker	Molly
008347	Walker	Phillip

ID	Last	First
016906	Walker	Susanna
007981	Walker-Byrne	Margaret
016544	Wall	Gregory
014985	Wall	Helen
018185	Wall	Sarah
015376	Wallace	Kristin
018189	Wallace Sosa	Jacquelyn
008807	Walmer	Steven
014048	Walrod	John
016532	Walrod	Julianne
002317	Walterbach	Sandra
008198	Walters	Douglas
010432	Walters	Rhonda
022675	Walz	Edward
022675	Walz	Edward
005082	Ward	James
001173	Warfield	Virginia
021833	Warner	Mark
021168	Warren	Erica
019788	Washington	Andre
010777	Washington	Kenneth
012758	Wasserman	Debra
000263	Wasson	Shannon
016628	Waters	Bradley
021111	Waters	Jeffrey
012119	Watkins	Lily
012997	Watkins	Mary
008086	Watkins	Terresa
019668	Watson	Nathan
019787	Watson	Nicole
019053	Watson	Wendi

ID	Last	First
013825	Waymire	Kerrie
001521	Weatherill	Megan
006240	Weatheroy	Lisa
007029	Webb	Susan
000302	Weber	Chris
006867	Weber	Richard
008249	Webster	Clark
010919	Webster	Randall
016674	Weesner	Lurena
000006	Weidner	Paula
017945	Weigandt	Elise
005990	Weimer	Laurie
012721	Weinberg	Kenneth
017113	Weiner	Adam
002692	Weiner	Joshua
017822	Weitman	Tina
013476	Wellington	Cory
019797	Wendel	Kara
015680	Wenger	Melissa
018355	Werner	Adele
017923	Werts	Kristin
017923	Werts	Kristin
012765	Wessinger	Anna
009258	West	Kerri
013820	West	S
008806	West	Tammy
011258	West	Tara
021120	Weston	Mago
018998	Whatmore	Ellen
016517	Wheeler	Christen
018411	Whisler	Casey

ID	Last	First
007865	Whisnand	Megan
015715	Whitaker	Jennifer
013579	Whitaker	Liza
021099	White	Laura
018479	White	Linda
014666	White	Rosa
006776	Whitmore	Carole
021014	Wich	Katherine
018446	Wicker	Tarehna
019329	Wiencke	Susan
009232	Wierth	David
019859	Wierth	Dorothy
000399	Wiesner	William
006823	Wilcox	Susan
008361	Wilde	Rose
018959	WilderTack	Elenoir
018717	Wilebski	Katy
016715	Wilhelmi	Kasia
018723	Wilken	Huck
021134	Wilkins	Jayme
005610	Wilkins	Laurel
012598	Williams	Anne
010668	Williams	Diane
020005	Williams	Jamie
008913	Williams	Jane
002975	Williams	Kathleen
020462	Williams	Kelsey
017775	Williams	Lori
000776	Williams	Michael
020538	Williams	Sharese
007022	Williams	Takiyah

ID	Last	First
016598	Williamson	Anne
018076	Willis	Kernan
017596	Wilson	Courtney
000981	Wilson	Curtis
017041	Wilson	Daniel
018324	Wilson	Gina
017770	Wilson	Holly
011993	Wilson	John
007551	Wilson	Jon
007551	Wilson	Jon
012523	Wilson	Kimberlee
021853	Wilson	Kimberly
020405	Wilson	Mark
007397	Wilson	William
001473	Windham	Stephanie
002654	Windle	Lilly F
014808	Winn	Elaine
021112	Winn	Susan
021829	Winterspring	C
001006	Wisdom	Larisa
019701	Wisher	Tracy
012597	Wixon	Benjamin
007123	Wolf	James
006000	Wolfe	Marsha
016357	Wolfer	Stephanie
016521	Wolff	Kathryn
016712	Wolff-Myren	Desiree
001082	Wong	Elisa
008334	Wood	Daphne
014418	Woodhouse	Leslie
008350	Woods	Kenneth

ID	Last	First
016944	Woods	Tanan
008067	Wortham	Cecile
006008	Wren	Steven
017418	Wright	Emily
018993	Wright	Julie
008583	Yago	Ernest
018915	Yang	Xiaonan
021869	Yao	Kendra
013842	Yarlott	Katherine
013043	Yoder-Corvi	Stephanie
020837	Yonamine	Moe
013797	York	Anna-Sophia
000044	York	Michelle
000989	Yoshida	Lainie
003914	Yoshida	Reiko
014592	Yoshiwara	Mariko
011859	Young	Gerald
008867	Young	Megan
008234	Young	Richard
008726	Younie	Gail
020953	Yovu	Christine
015305	Yu	Chiung-Chen
014352	Zadoff	Dina
016502	Zakharchenko	Yuliya
003080	Zartler	James
015561	Zelazek	Daniel
021909	Zeller-Williams	Lavonna
009141	Zerba	Jeffrey
012586	Ziady	Joshua
021121	Zibelman	Michael
009164	Zimmer	Sarah

ID	Last	First
021446	Zimmerman	Janie
010336	Zimtbaum	Mark
000420	Zipp	Kathleen
018362	Zogas	Brianne
018362	Zogas	Brianne
019235	Zook	Daren
021080	Zwissler	Karen
021151	de Boer	Katrina

*S. Murray*

**RESOLUTION No. 5403**

Election of Second 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 Second Year Probationary Administrators.

**RESOLUTION**

The Board of Education accepts the Superintendent's recommendation and by this resolution hereby elects as Second Year Probationary Administrators for the 2017-2018 school year the following persons, according to the employment terms and conditions set out in the standard District contract.

Last	First
Blekhman	Irina
Breuckman	Thomas
Stubbs	Teresa
Harold	Jane
Gwynn	Pamela
Loveland	James
Zeller	Joshua
Peeler	Jeffrey
Kelsey	Paige
Kruger	Diana
Wood	Lavell
Robertson	Blake
Roepel	Jason
Burns	Christopher
Holm	David
Vickers	Candice
Berry	Rebecca
Walker	Kevin
Plumeau	Kirsten
Sun	Regina
Silas	Shaunice
Bryant	Jill

Last	First
Jamieson	David
O'Daniel	Thelina
Odell	Deborah
Lockhart	John
Vawter	Julie
Johnson	Travis
Self	Denise
Davis	Sarah
Kelly	Patrick
Eide	Matthew

*S. Murray*

**RESOLUTION No. 5404**

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 2017-2018 school year the following persons, according to the employment terms and conditions set out in the standard District contract.

Last	First
Mailey	Sean
Skyles	Adam
Pearson	Alexa
Fontana	Jennifer
Mather	Emily
Parker	Bradley
Chargualaf	Satrina
Cardona	Isaac
Belanger	Alfredo
Johnson	Seth
Lockard	Andrea
Brewer	Cleann
Young	Ronald
Swingen	Cynthia
Casale	Grace
Hightower	Klarissa
Seidel	Teresa
Cantwell	Robert
Adams	Allison
Karsten	Kristy
Miles	Darryl
Page	Lauren

Last	First
Skelly	Claire
Mahlum	Elizabeth
Pakseresht	Kaveh
Parman	Kristan
Masunaga	Kiya
Lewis	Christopher
Malone	Daniel
Wall	Scott
Boyer	Keylah

*S. Murray*

**RESOLUTION No. 5405**

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 2020, subject, according to the employment terms and conditions set out in the standard District contract.

Last	First
Dickey	Leah
Haupu	Kehaulani
Rowell	Michael
Sasaki	Katherine
Kirschmann	Richard
Rierson	Julie
Ragaisis	Samantha
Hendershott	Bradley
Gaitan	Kathleen
Bertram	Serene
Allen	David
Mjelde	Tonya
Frazier	Christopher
Nguyen- Johnson	Anh
Schlegel	Dawn
Wagner	Kathryn
Kuether	Britt
Reed	Lenichtka
Plotzke	Meisha



Last	First
Nerenberg	Dana
Quintero	Alfredo
Gandarilla	Maria
Coleman	Yolanda
McClure	Shannon
Johnson	William
Cohen	William

*S. Murray*

**RESOLUTION No. 5406**

Contract Extension for Administrators

**RECITAL**

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the employment contracts of the contract administrators listed below be extended.

**RESOLUTION**

The Board of Education accepts the Superintendent’s recommendation and by this resolution hereby extends the employment contracts of the following persons until June 2020, subject to the employment terms and conditions contained in the standard form contract approved by the legal counsel for the District.

Last	First
Poole	Lydia
Lizaola	David
Freeman	Ayesha
Berthoin-Hernandez	Diane
Penley	Lana
Allen	Ricky
Dauch	Andrew
Truong	Thu
Whitney	Amy
Sing	Teresa
Van Hoomissen	Mark
Lamont	Maude
Madison	Elizabeth
Chatard	Brian
Walden	John
Williams	Jonathan
Ferraro	John
Taylor	Ginger
Sage	Jill
Broadous	Lajena
Robertson	Lavert

Last	First
Snyder	David
Tabshy	Ann
Clark	Lori
Galindo	Carlos
Phillips	Barry
Haskins	Marshall
Callin	Petra
Polizos	Katherine
MacLeod	Cynthia
Locke	Frederic
Meyer	Kristen
Newsome	Tamala
Moon	Linda
Blount	Lisa
Calvert	Margaret
Porter-Lopez	Andrea
O'Dell	Leslie
Lewins	Sarah
Brown	Jeffrey
Chapman	Peyton
Isham	Eileen
Lurie	Radislav

Last	First
Acker	Tina
Watros	Chrystal
Wilson	Curtis
Newsome	Karl
McCalley	Jennifer
Hurdle	F
Crotchett	Kevin

*S. Murray*

**RESOLUTION No. 5407**

Notice of Non-Renewal

**RECITAL**

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the contracts of the probationary teachers below not be renewed. This means that the educators listed below will not be re-employed.

**RESOLUTION**

The Board of Education accepts the Superintendent's recommendations and by this resolution hereby does not renew the contracts of the probationary teachers listed below, under ORS 342.835. The Human Resources Department is instructed to notify these personnel that their employment contracts are not renewed for the 2017-2018 school year and that their contracts will terminate June 2017.

Last Name	First Name
Samore	Brian
Smith	Stuart

*S. Murray*

**RESOLUTION No. 5408**

Notice of First Time Non-Extension Contract Teachers

**RECITAL**

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the contracts of the teachers below not be extended for the first time. First time non-extensions generally result in placement on a program of assistance for improvement and continuation of employment for another school year.

**RESOLUTION**

The Board of Education accepts the Superintendent's recommendations and by this resolution hereby does not extend the contracts of the contract teachers listed below, on the grounds and processes identified in state law (ORS 342.865, ORS 342.895, ORS 342.905). The Human Resources Department is instructed to notify these personnel that their employment contracts are not extended for the 2017-2018 school year.

Last Name	First Name
Bradley	Rachael
Grant	Derek

*S. Murray*

**RESOLUTION No. 5409**

WITHDRAWN

**RESOLUTION No. 5410**

Notice of Non-Renewal of a Probationary Administrator

**RECITAL**

On the advice of the Chief Human Resources Officer, the Superintendent recommends that the administrator listed below not be re-employed.

**RESOLUTION**

The Board of Education accepts the Superintendent's recommendation and by this resolution hereby does not renew the contract of the probationary administrator listed below. The Human Resources Department is instructed to notify this administrator that his/her employment is not renewed for the 2017-2018 school year and that their contract will terminate June 2017.

Last Name	First Name
Bertrand	Antony

*S. Murray*

Other Matters Requiring Board Approval

The Interim Superintendent RECOMMENDS adoption of the following items:

Numbers 5411 through 5422

## **RESOLUTION No. 5411**

### Resolution to Recognize Classified and Non-Represented Employee Appreciation Week March 6-10, 2017

#### **RECITALS**

- A. Portland Public Schools' Classified and Non-Represented employees are essential members of our educational team. From the moment a student steps on a school bus each weekday morning, their learning experience is shaped by members of our Classified and Non-Represented staff. On the front lines and behind the scenes, the men and women of our Classified and Non-Represented staff are in a unique position to influence our school communities. They create a positive learning environment for our students by assisting them in the classroom; preparing and serving meals; caring for their physical needs; transporting them; keeping them safe, and aiding their families. Classified and Non-Represented staff keep our administrative and school offices humming; attend to our buildings and grounds; help us communicate with each other and our community; shepherd supplies and equipment, and because of this vital and integral role, we are grateful for their work and support.
- B. The Board of Education for Portland Public Schools acknowledges and applauds Portland Public Schools' Assistive Tech Practitioners, Attendance Monitors, Book Clerks, Bookkeepers, Bus Drivers, Campus Monitors, Clerks, Community Agents, CNA's, Custodians, Educational Assistants (ESL, Head Start, Gen Ed), Food Service Assistants, Instructional Tech Assts., Library Assistants, Licensed Physical Therapists (LPTA), Certified Occupational Therapy Assistants (COTA), Maintenance Workers, Nutrition Services, Orthopedic Equip Techs, Occupational and Physical Therapists, Para Educators (Special Ed), Secretaries, Security Techs, Sign Language Interpreters, Transportation Route Schedulers, Analysts, Associates, Coordinators, Functional Leads, Developers, Advocates, Evaluators, Photojournalists, Supervisors, Technicians and Specialists and Senior Specialists and more too numerous to mention.
- C. For their efforts on behalf of the more than 49,000 students in the Portland Public Schools community, the Classified and Non-Represented employees deserve our collective recognition and thanks.

#### **RESOLUTION**

- 1. Be it resolved that the Board of Education declares March 6-10, 2017 Classified and Non-Represented Employee Appreciation Week in recognition of the many daily services provided to enrich and support students in Portland Public Schools toward their highest achievement possible.
- 2. Be it further resolved, that the Board encourages the Portland Public Schools community to join in honoring Classified and Non-Represented Employees for their impact on our students and our community.

*S. Murray*

## RESOLUTION No. 5412

### Resolution Approving Renewal of the Charter Agreement with KairosPDX Learning Academy

#### RECITALS

- A. On June 5, 2014, Portland School District 1J (District) entered into an initial contract with KairosPDX Learning Academy ("Kairos") for the operation of a K-5 charter school. The term of the contract is for three years and expires June 30, 2017.
- B. The process and criteria for considering the renewal of a charter are described in ORS 338.065. The criteria include a requirement that the first renewal of a charter must be for the same term as the initial charter, and all future renewals must be for a term of no less than five and no more than 10 years. Kairos will be entering its first renewal period.
- C. Kairos delivered its request for renewal of its charter agreement consistent with ORS 338.065.
- D. The District Charter School Program Director reviewed Kairos' renewal request in good faith using criteria consistent with ORS 338.065(6), which require an evaluation of whether the public charter school is:
  - a. in compliance with ORS Chapter 338 and all other applicable state and federal laws;
  - b. in compliance with the charter of the public charter school;
  - c. meeting or working toward meeting the student performance goals and agreements specified in the charter or in any other written agreements between the District and Kairos;
  - d. fiscally stable and has used the sound financial management system described in the proposal and incorporated into the written charter; and
  - e. in compliance with any other renewal criteria specified in the charter.
- E. On February 21, 2017, the Board Charter Schools Committee held a public hearing to hear Kairos' charter renewal request. A video recording and a copy of the hearing minutes and materials are on file at the District Board office.
- F. On March 1, 2017, after reviewing the information presented by Kairos in support of its renewal request, including information from the public hearing and the staff report, Superintendent McKean recommended that the District renew the charter agreement with Kairos. A copy of Superintendent McKean's recommendation is on file at the District Board office.

#### RESOLUTION

1. The Board of Education for Portland Public Schools has determined that Kairos' request to renew its charter meets the criteria of ORS Chapter 338.
2. The Board of Education for Portland Public Schools directs staff to negotiate a three-year charter agreement between the District and Kairos that is consistent with ORS Chapter 338 and with District policies, is in a form approved by the District's General Counsel, and that includes the following provisions:
  - a. The contract with Kairos shall be for a maximum enrollment of 244 students in grades K-5. Kairos will continue to receive pass-through State School Funds at the statutory minimum of 80% of the per-student rate for charter school students in grades K-8 in accordance with ORS 338.
  - b. District and Kairos' staffs will cooperate in developing specific performance measures and benchmarks for student achievement that will be used to continuously measure student progress toward state, District, and school standards and to inform Kairos' school improvement and accountability planning.
  - c. Kairos will provide evidence satisfactory to the District that:
    - i. Sources of donations and grants are reasonably assured, and that there is a plan in place for supplementing funds received from the State School Fund (SSF) as necessary;
    - ii. Kairos has a contingency plan in place if revenues are significantly less than or expenses are significantly more than projected, or if there is a significant cut in the SSF charter school rate; and



- iii. Each school year's budget will be amended and resubmitted to the District when there are any significant changes to the SSF charter school rate.
  - d. Kairos will ensure that all teaching staff are appropriately licensed or registered, and are credentialed per ESSA teacher quality requirements. These procedures to ensure appropriate qualifications will take place before any offers to hire are made.
  - e. Kairos will consult with District Charter Schools Office and/or other District staff as necessary when determining any change in school location during the term of the contract, prior to any lease or purchase agreement being finalized.
  - f. Kairos will work with District staff to formulate a plan to increase dissemination of best practices to include more PPS teachers and administrators.
3. The Board of Education for Portland Public Schools directs the Superintendent to report to the Board each year on Kairos' compliance with the terms of the charter agreement. This report may be part of an overall report for all District-sponsored charter schools.

*T. O'Neil / K. Wolfe*

## RESOLUTION No. 5413

### Resolution Approving Renewal of the Charter Agreement with Trillium Charter School

#### RECITALS

- A. On May 15, 2002, Portland School District 1J (District) entered into a five-year initial contract with Trillium Public Charter School ("Trillium") for the operation of a K-12 charter school.
- B. On October 9, 2007, after a process in accordance with ORS 338.065, the District entered into a renewal contract with Trillium for a second five-year term.
- C. On August 16, 2012, in accordance with ORS 338.065, the District again entered into a renewal contract with Trillium. The term of that contract is for five years, and expires June 30, 2017.
- D. The process and criteria for considering the renewal of a charter are described in ORS 338.065. The criteria include a requirement that the first renewal of a charter must be for the same term as the initial charter, and all future renewals must be for a term of no less than five and no more than 10 years. Trillium Charter School will be entering its third renewal period and has requested a five-year renewal term.
- E. Trillium delivered its request for renewal of its charter agreement consistent with ORS 338.065.
- F. The District Charter School Program Director reviewed Trillium's renewal request in good faith using criteria consistent with ORS 338.065(6), which require an evaluation of whether the public charter school is:
  - a. in compliance with ORS Chapter 338 and all other applicable state and federal laws;
  - b. in compliance with the charter of the public charter school;
  - c. meeting or working toward meeting the student performance goals and agreements specified in the charter or in any other written agreements between the District and Trillium;
  - d. fiscally stable and has used the sound financial management system described in the proposal and incorporated into the written charter; and
  - e. in compliance with any other renewal criteria specified in the charter.
- G. On February 14, 2017, the Board Charter Schools Committee held a public hearing to hear Trillium's charter renewal request. A video recording and a copy of the hearing minutes and materials are on file at the District Board office.
- H. On March 1, 2017, after reviewing the information presented by Trillium in support of its renewal request, including information from the public hearing and the staff report, Superintendent McKean recommended that the District renew the charter agreement with Trillium. A copy of Superintendent McKean's recommendation is on file at the District Board office.

#### RESOLUTION

1. The Board of Education for Portland Public Schools has determined that Trillium's request to renew its charter meets the criteria of ORS Chapter 338.
2. The Board of Education for Portland Public Schools directs staff to negotiate a five-year charter agreement between the District and Trillium that is consistent with ORS Chapter 338 and with District policies, is in a form approved by the District's General Counsel, and that includes the following provisions:
  - a. The contract with Trillium shall be for a maximum enrollment of 365 students in grades K-12. Trillium will continue to receive pass-through State School Funds at the statutory minimum of 80% of the per-student rate for students in grades K-8, and 95% of the per-student rate for students in grades 9-12, in accordance with ORS 338.
  - b. District and Trillium's staffs will cooperate in developing specific performance measures and benchmarks for student achievement that will be used to continuously measure student progress toward state, District, and school standards and to inform Trillium's school improvement and accountability planning.
  - c. Trillium will provide evidence satisfactory to the District that:

- i. Sources of donations and grants are reasonably assured, and that there is a plan in place for supplementing funds received from the State School Fund (SSF) as necessary;
    - ii. Trillium has a contingency plan in place if revenues are significantly less than or expenses are significantly more than projected, or if there is a significant cut in the SSF charter school rate; and
    - iii. Each school year's budget will be amended and resubmitted to the District when there are any significant changes to the SSF charter school rate.
  - d. Trillium will put procedures in place to ensure that all teaching staff are appropriately licensed or registered, and are credentialed per ESSA teacher quality requirements. These procedures to ensure appropriate qualifications will take place before any offers to hire are made.
  - e. Trillium will provide a written plan to improve the performance of its students in math at all grade bands, and a written plan to improve its graduation rate. Trillium will report on the implementation of these plans and their ongoing results in its Annual Accountability Report.
  - f. Trillium will provide a written policy for parent and other stakeholder complaint resolution that includes multiple avenues for addressing the complaint using a transparent and clearly communicated process, and escalation procedures should a complaint be unresolved.
  - g. Trillium will provide a written plan to attract a diverse population of students, and a plan to continue progress toward achieving greater diversity in hiring of staff. Trillium will report on the implementation of these plans and their ongoing results in its Annual Accountability Report.
  - h. Trillium will work with District staff to formulate a plan to increase dissemination of best practices to include more PPS teachers and administrators.
3. The Board of Education for Portland Public Schools directs the Superintendent to report to the Board each year on Trillium's compliance with the terms of the charter agreement. This report may be part of an overall report for all District-sponsored charter schools.

*T. O'Neil / K. Wolfe*

## RESOLUTION No. 5414

### Resolution Approving the Request for Extension of the Charter Agreement with The Arthur Academy Public Charter School

#### RECITALS

- A. On March 28, 2011, the Portland Public School Board ("Board") approved Resolution 4437 to renew the contract with The Arthur Academy Public Charter School ("Arthur Academy").
- B. The term of this contract was a five-to-ten-year "flexible" term, which is defined in Section J of the contract with Arthur Academy as the following:

"The term of this agreement shall be for five years, scheduled to terminate as of June 30, 2016 (unless earlier terminated as provided herein). However, this agreement shall be considered a "flexible term" agreement, and will contain the following provisions:

- 1. During the fifth year of this contract, the Board and/or the school will determine whether a renewal process is deemed necessary based on Arthur Academy's ability to meet academic performance standards, its fiscal stability, its adherence with all applicable state laws, and its compliance with all terms of this contract.
- 2. If the Board and/or the school determine that a renewal process is not necessary, then the term of the contract shall be extended by one year.
- 3. If the Board and/or the school determine that a renewal process is necessary, then the renewal process will take place in that school year.
- 4. The process described above will repeat annually until the 10<sup>th</sup> year of the contract, at which time the renewal process will be mandated in accordance with ORS 338.065(c).
- 5. At any point between the fifth and 10<sup>th</sup> year of the contract, either party (Arthur Academy or the District) may request that the renewal process be initiated and, provided that this request falls within a reasonable timeline, the renewal process will take place within that school year."

- C. As per the contract, the PPS Charter Schools Program Director made a formal visit to Arthur Academy on December 14, 2016.
- D. Arthur Academy's performance has been reviewed on an annual basis in three major areas: academic, organizational, and financial. According to the data and information gathered, Arthur Academy's performance is strong in all areas.
- E. On February 7, 2017, the Charter Schools Committee of the Board heard the school's request and the staff review of Arthur Academy's program and moved to bring Arthur Academy's contract extension request to the full board.
- F. Staff recommends that the contract with Arthur Academy be extended by one year.

#### RESOLUTION

The Board approves Arthur Academy's request, and directs staff to extend Arthur Academy's contract by one year.

*T. O'Neil / K. Wolfe*

## RESOLUTION No. 5415

### Resolution Approving the Request for Extension of the Charter Agreement with The Emerson Public Charter School

#### RECITALS

- A. On March 30, 2009, the Portland Public School Board (“Board”) approved Resolution 4064 to renew the contract with The Emerson Public Charter School (“Emerson”).
- B. The term of this contract was a five-to-ten-year “flexible” term, which is defined in Section J of the contract with Emerson as the following:
- “The term of this agreement shall be for five years, scheduled to terminate as of June 30, 2014 (unless earlier terminated as provided herein). However, this agreement shall be considered a “flexible term” agreement, and will contain the following provisions:
1. During the fifth year of this contract, the Board and/or the school will determine whether a renewal process is deemed necessary based on Emerson’s ability to meet academic performance standards, its fiscal stability, its adherence with all applicable state laws, and its compliance with all terms of this contract.
  2. If the Board and/or the school determine that a renewal process is not necessary, then the term of the contract shall be extended by one year.
  3. If the Board and/or the school determine that a renewal process is necessary, then the renewal process will take place in that school year.
  4. The process described above will repeat annually until the 10<sup>th</sup> year of the contract, at which time the renewal process will be mandated in accordance with ORS 338.065(c).
  5. At any point between the fifth and 10<sup>th</sup> year of the contract, either party (Emerson or the District) may request that the renewal process be initiated and, provided that this request falls within a reasonable timeline, the renewal process will take place within that school year.”
- C. As per the contract, PPS’s Charter Schools Program Director made a formal visit to Emerson on December 13, 2016.
- D. Emerson’s performance has been reviewed on an annual basis in three major areas: academic, organizational, and financial. According to the data and information gathered, Emerson’s performance is strong in all areas.
- E. On February 7, 2017, the Charter Schools Committee of the Board heard the school’s request and the staff review of Emerson’s program and moved to bring Emerson’s contract extension request to the full board.
- F. Staff recommends that the contract with Emerson be extended by one year.

#### RESOLUTION

The Board approves Emerson’s request, and directs staff to extend Emerson’s contract by one year.

*T. O’Neil / K. Wolfe*

## RESOLUTION No. 5416

### Resolution Approving the Request for Extension of the Charter Agreement with Opal Public Charter School

#### RECITALS

- A. On March 28, 2011, the Portland Public School Board (“Board”) approved Resolution 4436 to renew the contract with Opal Public Charter School (“Opal”).
- B. The term of this contract was a five-to-ten-year “flexible” term, which is defined in Section E of the contract with Opal as the following:
- “The term of this agreement shall be for five years, scheduled to terminate as of June 30, 2016 (unless earlier terminated as provided herein). However, this agreement shall be considered a “flexible term” agreement, and will contain the following provisions:
1. During the fifth year of this contract, the Board and/or the school will determine whether a renewal process is deemed necessary based on Opal’s ability to meet academic performance standards, its fiscal stability, its adherence with all applicable state laws, and its compliance with all terms of this contract.
  2. If the Board and/or the school determine that a renewal process is not necessary, then the term of the contract shall be extended by one year.
  3. If the Board and/or the school determine that a renewal process is necessary, then the renewal process will take place in that school year.
  4. The process described above will repeat annually until the 10<sup>th</sup> year of the contract, at which time the renewal process will be mandated in accordance with ORS 338.065(c).
  5. At any point between the fifth and 10<sup>th</sup> year of the contract, either party (Opal or the District) may request that the renewal process be initiated and, provided that this request falls within a reasonable timeline, the renewal process will take place within that school year.”
- C. As per the contract, PPS’s Charter Schools Program Director made a formal visit to Opal on December 12, 2016.
- D. Opal’s performance has been reviewed on an annual basis in three major areas: academic, organizational, and financial. According to the data and information gathered, Opal’s performance is strong in all areas.
- E. On February 7, 2017, the Charter Schools Committee of the Board heard the school’s request and the staff review of Opal’s program and moved to bring Opal’s contract extension request to the full board.
- F. Staff recommends that the contract with Opal be extended by one year.

#### RESOLUTION

The Board approves Opal’s request, and directs staff to extend Opal’s contract by one year.

*T. O’Neil / K. Wolfe*

## RESOLUTION No. 5417

### Resolution Approving Le Monde French Immersion to Occupy a Secondary Location, or if no Location is Found, to Operate with no Kindergarten in the 2017-2018 School Year

#### RECITALS

- I. On January 27, 2012, Portland School District 1J (District) entered into an initial contract with Le Monde Immersion for the operation of Le Monde French Immersion Public Charter School ("Le Monde"). The term of the contract was for three years and expired June 30, 2015.
- J. On April 28, 2015, by Resolution 5074, the District renewed the original contract for three years. The current contract expires on June 30, 2018.
- K. During the current contract, Le Monde leased and moved to a new location, intending to expand to portables as they grew to full K-8 enrollment.
- L. Le Monde was not able to receive permits for portable classrooms at their current location, which has left them at full building capacity with their current grades of K-5, while they are approved and contracted to grow to K-8.
- M. Per the contract between Le Monde and District,
  - O. *School Location. Le Monde is responsible for securing a location for the operation of the charter school. This contract authorizes Le Monde to operate one charter school in one primary physical location. If Le Monde desires to open additional schools or branches of Le Monde within the District, it must receive prior approval of the PPS Board of Education.*
- N. Le Monde delivered a written request on December 27, 2016, to operate a temporary secondary location where they would locate grades k-1 to allow for continued expansion to grades K-8 of its charter agreement consistent with the contract.
- O. If approved, this temporary location may be used for up to 3 years, adding a grade each year, while Le Monde expands to full capacity, after which Le Monde will find a permanent location for combined grades K-8.
- P. Concurrently, Le Monde requests a contingency approval to be used in case they don't acquire a secondary location, to operate in the 2017-18 school year without an incoming kindergarten class due to space limitations.
- Q. Because Le Monde's current contract expires on June 30, 2018, the timeframe beyond the 2017-2018 school year will be discussed and negotiated as part of the upcoming renewal process and contract.
- R. On February 7, 2017, the Board Charter Schools Committee moved to bring Le Monde's request to the full board.
- S. After reviewing the information presented by Le Monde in support of its request, staff recommends that the Board approve the concurrent requests.

#### RESOLUTION

The Board approves Le Monde's request, and directs staff to amend Le Monde's contract to include allowance of a temporary secondary location for the 2017-2018 school year, and if no secondary location is secured, to operate in 2017-2018 without kindergarten.

T. O'Neil / K. Wolfe

**RESOLUTION No. 5418**

Pursuant to ORS 332.075(3) and the Public Employee Collective Bargaining Agreement Act, a set of Tentative Agreements between Multnomah County School District #1J (District) and Portland Association of Teachers (PAT) is presented to the Board of Directors for their Consideration and Approval

**RECITALS**

- A. The District and PAT have been engaging in an interest based bargaining process (IBB) for a successor agreement to the 2013-2016 contract.
- B. The parties have reached a number of tentative agreements through the bargaining process.
- C. The PAT ratified these tentative agreements with their membership, and have requested that the District approve the tentative agreements before the bargaining process for all aspects of the contract have been completed.
- D. As part of the on-going process of improving and maintaining labor relations between the District and the PAT, the District has agreed to approve these tentative agreements prior to completing the bargaining process.
- E. The tentative agreements are not major changes to the agreement or of significant cost, but provide clarity and improvement in the working conditions for PAT members.

**RESOLUTION**

It is agreed that the Board will approve the tentative agreements in Attachment A, and will implement the terms of such agreements in the timelines agreed between the parties.

*L. Cusack / S. Murray*



**Attachment A to Resolution No. 5418**

PAT/PPS Negotiations

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Article 20 Nondiscrimination - additions	001
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Article 14 (Bereavement Leave & Sick Leave)	007
New Article 1 section – Union notice about Board policies and Administrative Directives	010
Article 14.B.1.b(6) Sick Leave Bank increase	011
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Article 17 - Tuition reimbursement for Temporary teachers working 135 days	014
Article 18 - Expense reimbursement system/Professional improvement for Temporary Teachers working 135 days -	018
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Appendix C - Domestic Partner definition	028
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Article 5 – Multiple changes <ul style="list-style-type: none"> <li>• Site Support Instructors,</li> <li>• New Hire Orientation and Training</li> <li>• Protecting weekends/holidays</li> <li>• Staff Meetings on Tuesdays starting in 2017-18 School year</li> <li>• Mother Friendly Workplace</li> <li>• Parent Teacher Conferences starting in 2017-18 School year</li> </ul>	038

## RESOLUTION No. 5419

### Memorandum of Agreement (MOA) between Portland Public Schools (the District) and the Portland Association of Teachers (PAT) regarding Conversion of Two Planning Days to Instructional Days and the Extension of the Instructional Calendar

#### RECITALS

- A. The District closed school for 9 instructional days in the 2016-17 school year, four days in December 2016 and five days in January 2017.
- B. On December 13, 2016 the Board voted to restore two days at the end of the year to make up for lost instruction earlier in December.
- C. On January 25, 2017 the Board voted to restore instructional hours by canceling all late openings and early releases for the remainder of the year and extending the year by an additional day to June 14.
- D. The District sought a Memorandum of Agreement (MOA) with the Portland Association of Teachers (PAT), to add two additional instructional days to comply with the Oregon State Instructional Hour requirements for the majority of students.
- E. During discussions with PAT regarding the extending the contract year, certain questions arose about compensation for PAT members on snow days.
- F. The District and PAT have come to an agreement to restore two additional instructional days by converting the planning/grading days on April 7 and June 15 to instructional days, with an exception for Roosevelt which cannot participate in the June 15 day due to moving requirements.
- G. The parties have also reached agreement regarding certain snow day pay issues for the 2016-17 school year.

#### RESOLUTION

It is agreed that the District will accept the MOA and will implement the terms of such MOA.

*L. Cusack / S. Murray*

## **RESOLUTION No. 5420**

### Approving Next Steps for Superintendent Vetting Process

#### **RECITALS**

- A. Oregon law authorizes the Board of Education to employ a superintendent of schools, fix the terms and conditions of employment, and compensate for a contract term that does not exceed three years. ORS 332.505.
- B. Board Policy 1.10.010-P provides that the Board recruits and hires a superintendent as chief executive and evaluates the performance of the superintendent in accordance with the district's adopted mission, core values and strategic objectives.
- C. Board Policy 1.20.011-P provides for the duties of the Board chair, including signing instruments as the Board may authorize.
- D. Board Policy 1.40.080-P provides that expenditure related to out-of-town travel by Board members must have prior authorization by Board leadership, and also, that Board members attending meetings at district expense will make a report to the Board of meeting highlights.
- E. The Board of Education has led a superintendent search process and is advancing a final candidate, Dr. Donyall Dickey, to the next stage of the process. The vetting process will continue over the next several weeks as additional references are gathered and an extensive background investigation is conducted; this will include a site visit to Atlanta by members of the Board and the District's Deputy Chief Executive Officer, to meet with staff, students, parents, and community members who have worked with Dr. Dickey in his current role. Conditional contract negotiations may begin but an official contract approval and appointment will require a vote of the Board in a public meeting, which will occur upon completion of the vetting process and contract negotiations.

#### **RESOLUTION**

- 1. The Board affirms that two Board Directors and the District's Deputy CEO are authorized to travel to Atlanta, Georgia and represent the District in order to participate in the next step of the Superintendent search vetting process, and make a report to the Board of highlights.
- 2. Chair Koehler is authorized to engage in contract negotiations with Dr. Dickey, upon successful completion of the next steps in the vetting process.
- 3. District staff are authorized to engage in the work necessary to support the Board regarding its process.

**RESOLUTION No. 5421**

Approving Conference Attendance for Board Member and Student Representative

**RECITALS**

- A. Board Policy 1.40.070 requires Board approval for individual Board members to attend state or national meetings as representatives of the Board.
- B. Portland Public Schools is a member of the Council of Great City Schools which is holding its 2017 Legislative Policy Conference in Washington DC in March of 2017.

**RESOLUTION**

The Board affirms Director Kohnstamm and Student Representative Bradley to attend the Legislative Policy Conference for the Council of Great City Schools as a representative of the Board of Education.

**RESOLUTION No. 5422**

Minutes

The following minutes are offered for adoption:

February 28, 2017