

**BOARD OF EDUCATION**

Portland Public Schools  
 Special Meeting/Work Session  
 March 5, 2012

**Board Auditorium**

Blanchard Education Service Center  
 501 North Dixon Street  
 Portland, Oregon 97227

***Note:** Those wishing to speak before the School Board should sign the citizen comment sheet prior to the start of the regular meeting. No additional speakers will be accepted after the sign-in sheet is removed, but citizens 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 citizens must abide by the Board's Rules of Conduct for Board meetings.*

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

*This meeting may be taped and televised by the media.*

*Background materials for this meeting may be found on the Board's website under "Public Notices".*

**AGENDA****SPECIAL MEETING**

Vote on Contract Extensions, Renewals, Non-Extensions and Non-Renewals

5:00 pm

**CONVENE BUDGET WORK SESSION**

5:20 pm

1. **CITIZEN COMMENT**

5:25 pm

2. **OVERVIEW: CURRENT GENERAL FUND BUDGET DEFICIT**

5:45 pm

3. **PRESENTATION: TITLE 1**

5:50 pm

4. **PRESENTATION: CORE PROGRAM**

6:20 pm

5. **BREAK**

6:40 pm

6. **PRESENTATION: SUPPLEMENTAL EDUCATIONAL SERVICES**

7:00 pm

7. **VETTING TEAM PRESENTATION**

7:20 pm

8. **BOARD DISCUSSION**

7:40 pm

**ADJOURN**

8:30 pm

The next meeting of the Board will be a Study Session on **March 12, 2012**, at 5:00pm in the Board Auditorium at the Blanchard Education Service Center.

**Portland Public Schools Nondiscrimination Statement**

Portland Public Schools recognizes the diversity and worth of all individuals and groups and their roles in society. All individuals and groups shall be treated with fairness in all activities, programs and operations, without regard to age, color, creed, disability, marital status, national origin, race, religion, sex, or sexual orientation.

Board of Education Policy 1.80.020-P

**Portland Public Schools Title I Budget for 2011-2012**

ALLOCATION for 2011-2012 \$ 15,996,255
Title I Central \$ 15,996,255
CARRYOVER \$ 4,710,794
Funded Programs staff
Administration (7.40 FTE) 687,596
Migrant Education (1.0 FTE) 48,299
Administrative Contracts (Grace LeBlanc) 21,000
SUBTOTAL 756,895
Family Involvement Set Aside (1% of allocation)
PPS Schools (95% of set-aside) 143,528
PPS DPAC (5% Of set-aside) 8,123
Private Schools (7% of PPS set-aside) 10,803
SUBTOTAL 162,454
Professional Development Set Aside (5% req)
3.0 Reading Coordinators (budgeted) 412,700
Moved to Title II effective 7/1/2011 (412,700)
Adjusted for actual cost (\$331,826) 80,874
Substitutes 219,135
Extended Hours 93,915
SUBTOTAL 796,424
Supplies/Materials/Contracts 74,063
SUBTOTAL 467,987
Neglected & Delinquent Allocations
DePaul 48,750
Youth Progress 20,000
SUBTOTAL 68,750
Title X Homeless Program
3.75 Community Agents 168,100
Kindergarten (52.86 FTE) 4,278,800
Private K 322,060
School based Pre Kindergarten 1,165,332
Headstart 345,880
SUBTOTAL 6,112,072
School Allocations
Public & Charter Schools (per school based on poverty rate) 5,506,753
Private Schools (7% equity) 413,189
SUBTOTAL 5,919,942
Total Exp (not including indirect) 13,656,200
Indirect (state approved rate for overhead) 848,050
Remaining Carry-over Balance \$ (1,676,987)
TOTAL PROJECTED BALANCE \$ (184,982)
Remaining Central Balance \$ 1,492,005
TOTAL ADJUSTED PROJECTED BALANCE \$ 119,233

**Portland Public Schools Title I Budget Projections for 2012-2013**

Title I Central Allocation for 2011-12 \$ 15,996,255
Less 10% projected loss \$ 1,596,625
Working Budget \$ 14,399,630
Less 6.21% Indirect Costs \$ 894,217
Less 8% SES \* (3% SES, 5% HQ PD) \$ 1,151,970
BEGINNING BALANCE 2012-2013 \$ 12,353,433
FIXED COSTS
Funded Programs
Administration (6.0 FTE) \$ 654,212
Migrant Education (1.0 FTE) \$ 51,197
Supplemental Staff (Grace, Chet, Donna) \$ 40,000
Supplies & Tech Support \$ 12,000
SUBTOTAL \$ 757,409
Family Involvement Set-aside (1% of allocation)
PPS Schools (95% of set-aside) \$ 127,220
PPS DPAC (5% of set-aside) \$ 7,200
Private Schools (7% of PPS set-aside) \$ 9,576
SUBTOTAL \$ 143,996
Neglected & Delinquent Allocations Set-aside
DePaul \$ 48,750
Youth Progress \$ 20,000
SUBTOTAL \$ 68,750
Title X Homeless Program Set-aside (834 stu)
3.75 Community Agents \$ 168,100
TOTAL CENTRAL COSTS \$ 1,138,255
Beginning Balance less Central Costs 2012-2013 \$ 11,215,178

What if we maintain our current Title I school allocation?

Working Budget \$ 11,215,178
Option 1
School Allocations - Elem, K=8, MS, Charter
40-59% FRM @ \$380/pupil (2286) \$ 868,680
60-74% FRM @ \$400/pupil (1420) \$ 568,000
75%+ FRM @ \$430/pupil (9454) \$ 4,065,220
Private Schools (7%) \$ 344,667
SUBTOTAL \$ 5,846,567
Kindergarten (48.36 FTE) \$ 4,149,433
Private K (7%) \$ 290,460
SUBTOTAL \$ 4,439,893
School-based PK (2 unfunded) \$ 974,013
CIA (75 stu)
5.0 FTE \$ 277,902
Supplies & Materials \$ 10,000
SUBTOTAL \$ 287,902
Teen Parent Coordinator (.36 FTE) \$ 33,500
Early K Transition Program (120 stu) \$ 80,000
Migrant Ed Summer School (200 stu) \$ 35,000
CONTINGENCY \$ 262,805

RATIONALE for Option 1
School Allocation formula for schools changed from:
All Elem 40-74% FRM \$428/pupil for 3037 stu
Middle (Hosford) 46% FRM \$385/pupil for 246 stu
75% FRM schools \$434/pupil for 8231 stu
WHY? All elementary schools were receiving the same per pupil allocation. The redistribution is based on (1) 3 natural groupings of Title I schools by FRM, and (2) the fact that schools with higher FRM have more students who need Title I support.
Current Kindergarten support less Roseway Hts & Creative Science (2.0 FTE) Note that The State of Oregon will require Districts to offer and fund full day K in 2015.
UNFUNDED
School-based PK
Headstart
Office of Partnerships
Summer School
Professional Development
RTI School Improvement Specialists
Classified Connections

Additional Notes
Indirect Costs - This percentage fluctuates each year, hovering around plus or minus 6%. The final percentage is shared with districts in July.
SES - (Supplemental Educational Services ) The Waiver applied for by the State of Oregon asks to be released from this mandated set-aside. Although the Waiver will be approved, both ODE and the USDE have told us to include SES in our projections because we do not know (1) what restrictions will be placed on that money., or (2) when in 2012-2013 that money will be available. ODE and USDE do know that districts will not be free to use these funds at our discretion.
Funded Programs - reduction of .5 FTE
Percentage reduction over last year: per student allocation
Without Carryover 10%
With Carryover 31%
Reducing schools by 10% = Elementary \$428 \$385
Middle Sch ools \$385 \$346
75+% FRM \$434 \$391
Reducing schools by 31% = Elementary \$428 \$295
Middle Sch ools \$385 \$266
75+% FRM \$434 \$299
FRM Percentage in Other Districts
Seattle 55% for K-5 & K-8 75% for 6-8 & 9-12
Salem-Keizer 60%
Beaverton 40%
Why reduce K funding? The State of Oregon will require Districts to offer and fund full day K in 2015. The proposal is to shift 6 elementary schools to fee-for-service in 2012-13. Add the 5 Elementaries that fall between 60% and 75% in 2013-2014. The following year, no Ks will be funded from Title I. This process allows PPS to increase support for students in greatest need while gradually moving away from dependency on Title I to fund Kindergarten.
Head Start - This program receives the bulk of its funding outside of Title I. We currently fund Headstart at \$345,880, which is 1/5 of our 2011-2012 school-based PK budget. Can those funds be found elsewhere?

What would be the impact of changing our Title I threshold to 50%

Working Budget \$ 11,215,178
Option 2
School Allocations - Elem, K=8, MS, Charter
50-74% FRM @ \$415/pupil (2244 stu) \$ 931,260
75%+ FRM @ \$440/pupil \$ 4,159,760
Private Schools (7%) \$ 344,667
SUBTOTAL \$ 5,435,687
Kindergarten (48.36 FTE) \$ 4,149,433
Private K (7%) \$ 290,460
SUBTOTAL \$ 4,439,893
School-based PK (2 unfunded) \$ 974,013
CONTINGENCY \$ 365,585

RATIONALE for Option 2
School Allocation changed from 40% to 50%
Lewis 39.7% 156 stu
Sabin 41.6% 163 stu
Atkinson 44.7% 200 stu
Chief Joseph 48.2% 232 stu
Hosford MS 46.1% 246 stu
WHY? To examine the financial impact of moving more schools out of Title I, knowing that fee-for-service Kindergarten would support Title I qualifying families with free all-day Kindergarten.
IMPACT
PK funding reduced by 2 schools
6 schools move to fee-for-service Kindergarten
At \$415/pupil, the additional cost is \$198,785.
Kindergarten costs reduced by 3.5 FTE or \$242,778.
CIA and the Teen Parent Coordinator are no longer funded.

School-based PK - Title I pays FTE only.
Beach 20/18 Title 1 stu \$137,326
Boise-Eliot 19/16 \$119,932
Chief Joseph 34/10 \$117,751
Faubion 20/13 \$128,610
Humboldt 20/18 \$143,489
King 20/20 \$142,490
Rosa Parks 20/19 \$111,040
Vernon 21/8 \$143,489
Woodlawn 14/20 \$118,204
UNFUND 2 PKs that fall below 60% threshold= \$261,240

UNFUNDED
CIA
Teen Parent Coordinator
Headstart
Office of Partnerships
Professional Development
Summer School
RTI School Improvement Specialists
Early K Transition Program
Migrant Summer School (50%)

What if we move all Kindergartens to fee-for-service?

Working Budget \$ 11,215,178
Option 3
School Allocations - Elem, K=8, MS, Charter
40-59% FRM @ \$380/pupil (2286) \$ 868,680
60-74% FRM @ \$400/pupil (1420) \$ 568,000
75%+ FRM @ \$430/pupil (9454) \$ 4,065,220
Private Schools (7%) \$ 344,667
SUBTOTAL \$ 5,846,567
School-based PK \$ 1,235,253
Headstart \$ 345,880
CIA
5.0 FTE \$ 277,902
Supplies & Materials \$ 10,000
SUBTOTAL \$ 287,902
Teen Parent Coordinator (.36 FTE) \$ 34,170
Summer School (50% reduction)
K-1 \$ 443,080
Administration \$ 159,000
SUBTOTAL \$ 602,080

RTI School Improvement Specialists (50% reduction) \$ 1,007,000
Professional Development
3.0 Reading Coordinators \$ 437,462
Substitutes \$ 232,283
Extended Hours \$ 93,915
Supplies/Materials/Contracts \$ 74,063
SUBTOTAL \$ 837,723
Office of Partnerships
Multnomah County - SUN \$ 250,000
SEI \$ 500,000
SUBTOTAL \$ 750,000
Early K Transition Program (120 stu) \$ 80,000
Migrant Ed Summer School (200 stu) \$ 35,000
Classified Connections \$ 15,000
CONTINGENCY \$ 138,603

RATIONALE for Option 3
All Kindergartens are moved to fee-for-service.
School Allocation remains at 40% FRM.
All programs currently funded under Title I are funded.
Fully funded:
School-based PK
Headstart
CIA
Office of Partnerships
Early K Transition Program
Migrant Ed Summer School
Classified Connections
Reductions: Summer School, RTI.
RTI School Improvement Specialists - Offer an incentive match in which Title I pays 25% and Title I schools who chose to pay 25% from their school allocation to receive .5 FTE support.

What if we move all Kindergartens to fee-for-service?

Working Budget \$ 11,215,178
Option 4
School Allocations (12% reduction)
Beach 59.3% (345 stu) \$ 130,065
60-74% FRM @ \$385/pupil (1420) \$ 535,340
75%+ FRM @ \$391/pupil (8426) \$ 3,218,732
Private Schools (7%) \$ 271,890
SUBTOTAL \$ 4,156,027
Kindergarten (45.36 FTE) \$ 3,892,024
Private K (7%) \$ 272,442
SUBTOTAL \$ 4,164,466
School-based PK (2 unfunded) \$ 974,013
Head Start (10% reduction) \$ 311,292
CIA (10% reduction)
4.5 FTE \$ 250,112
Supplies & Materials \$ 9,000
SUBTOTAL \$ 259,112
Teen Parent Coordinator (.36 FTE) \$ 34,170
RTI School Imp Spec (65% reduction) \$ 647,000

Private 7% \$ 45,209
SUBTOTAL \$ 692,209
Office of Partnerships (20% reduction)
SUN \$ 200,000
SEI \$ 400,000
SUBTOTAL \$ 600,000
CONTINGENCY \$ 23,889

RATIONALE for Option 4
School allocation changed from 40% to 60% FRM
Lewis 39.7% 156 stu
Sabin 41.6% 163 stu
Atkinson 44.7% 200 stu
Chief Joseph 48.2% 232 stu
Markham 54.9% 211 stu
Astor 55.6% 268 stu
Beaumont 43.0% 267 stu
Hosford MS 46.1% 246 stu
WHY? To examine the financial impact of moving more schools out of Title I, knowing that fee-for-service Kindergarten would support Title I qualifying families with free all-day Kindergarten.

PER PUPIL ALLOCATION is 10% projected cut to all Title I services.
60-74% FRM = \$428 -10% = \$385
75+% FRM = \$434 -10% = \$391
NO high schools funded below 75% FRM
KINDERGARTEN funding does not change because the cost is in FTE
School-based PK - Title I pays FTE only.
Beach 20/18 Title 1 stu \$137,326
Boise-Eliot 19/16 \$119,932
Chief Joseph 34/10 \$117,751
Faubion 20/13 \$128,610
Humboldt 20/18 \$143,489
King 20/20 \$142,490
Rosa Parks 20/19 \$111,040
Vernon 21/8 \$143,489
Woodlawn 14/20 \$118,204
UNFUND 2 PKs that fall below 60% threshold= \$389,850

UNFUNDED
2 PreKs
Summer School
Professional Development (Title II)
RTI reduced 65% from 2011-2012 funding
.5 FTE not renewed from Funded Programs
Early K Transition Program

**Working Budget** \$ 11,215,178

<b>Deficit Reduction Act *</b>	
Less 9.5% projected loss	\$ 1,519,644
<b>Adjusted Working Budget</b>	<b>\$ 9,695,534</b>

**School Allocations - Elem, K=8, MS, Charter \***

Beach 59.3%	\$ 143,175
60-74% FRM @ \$415/pupil	\$ 589,300
75%+ FRM @ \$440/pupil	\$ 4,159,760
Private Schools (7%)	\$ 344,667
<b>SUBTOTAL</b>	<b>\$ 5,236,902</b>

Kindergarten (45.36 FTE) *	\$ 3,892,013
Private K (7%)	\$ 272,441
<b>SUBTOTAL</b>	<b>\$ 4,164,454</b>

**Teen Parent Coordinator (.36 FTE)** \$ 34,170

**Summer School \***

K-1	\$ 221,540
Administration	\$ 79,500
<b>SUBTOTAL</b>	<b>\$ 301,040</b>

**CONTINGENCY** \$ 27,308

**Deficit Reduction Act** - determined maximum spending levels for federal non-defense discretionary money

**Scheduled reduction Jan 2013:** 8.5-9.5% = \$1.5 mil.

**School allocation** 60% FRM.

**Kindergarten** funded for Title I schools. All others on fee-for-service.

**Summer School** reduced by an additional 50%

**IMPACT**

Raise FRM% to 60%

Remove CIA

Remove PK

Remove Headstart

Remove Office of Partnerships

Remove RTI

Remove Professional Develop.

## Per Pupil Title I Allocations

	Elementary	Middle	High Poverty-75%
<b>2011-2012</b>	\$ 428	\$ 385	\$ 434

<b>2012-2013</b>	40-59% @ \$380/pupil	60-74% @ \$400/pupil	75%+ FRM @ \$430/pupil	<b>TOTALS</b>
K-8	\$ 732,640	\$ 568,000	\$ 4,065,220	\$ 5,365,860
	1928 stu	1420 stu	8426 stu	
HS	\$ 587,895	\$ 316,000	\$ 447,180	\$ 1,351,075
Charter Schools	\$ 100,485		\$ 45,675	\$ 146,160

<b>75%+ FRM</b>	
Faubion	329
Ockley Green	208
Lee	358
Vestal	333
Peninsula	285
Kelly	457
Boise Eliot	322
Woodmere	335
Rigler	443
Harrison Park	639
Sitton	284
Woodlawn	378
James John	346
Lent	506
Marysville	319
Whitman	318
Scott	461
Cesar Chavez	408
Rosa Parks	387
King	292
Humboldt	219
Lane MS	378
George MS	316
<b>TOTAL STUDENTS</b>	<b>8321</b>
<b>HS at 75%+ FRM</b>	
Roosevelt schools	585
Jefferson/YWLA	443
<b>TOTAL STUDENTS</b>	<b>1028</b>
<b>Charter Schools at 75%+ FRM</b>	
SEI	105

<b>60-75% FRM</b>	
Bridger	261
Arleta	280
Creston	263
Grout	252
Vernon	364
<b>TOTAL STUDENTS</b>	<b>1420</b>
<b>HS at 60-74% FRM</b>	
Madison	790
<b>TOTAL STUDENTS</b>	<b>790</b>

<b>40-59% FRM</b>		<b>FRM</b>
Lewis	156	39.70%
Irvington	198	41.0%
Sabin	163	41.6%
Atkison	200	44.7%
Chief Joseph	232	48.2%
Markham	211	54.9%
Astor	268	55.6%
Beach	345	59.3%
Beaumont	267	43.0%
Hosford MS	246	46.1%
<b>TOTAL STUDENTS</b>	<b>2286</b>	
<b>HS at 40-59% FRM</b>		
Franklin	830	
Alliance	138	
Benson	559	
<b>TOTAL STUDENTS</b>	<b>1527</b>	
<b>Charter Schools 40-64% FRM</b>		
Arthur Academy - 40.9%	65	
LEP HS - 59.4%	196	
<b>TOTAL STUDENTS</b>	<b>261</b>	

## CATEGORIES THAT WERE FUNDED IN 2011-2012

Projection 2: Kindergarten (9 FTE)	\$	<b>728,514</b>	<b>2011-2012 School Allocations Formula</b>		
School-based PK	\$	<b>1,165,332</b>	Elem	\$428/pupil for 3037 students	\$ 1,299,836
Headstart	\$	<b>345,880</b>	Mid	\$385/pupil for 246 students	\$ 94,710
CIA			HS	\$434/pupil for 8231 students	\$ 3,611,314
5.0 FTE	\$	262,172	Priv		\$ 350,410
Supplies & Materials	\$	10,000		<b>TOTAL</b>	<b>\$ 5,356,270</b>
<b>SUBTOTAL</b>	\$	<b>272,172</b>			
CIPA					
Multnomah County - SUN	\$	250,000			
SEI - SUN	\$	500,000			
<b>SUBTOTAL</b>	\$	<b>750,000</b>			
Teen Parent Coordinator (.36 FTE)	\$	<b>33,500</b>			
Summer School					
Administration	\$	191,354			
Middle School	\$	285,863			
High School	\$	193,841			
Primary, K-3	\$	418,531			
Overage	\$	200,000			
<b>SUBTOTAL</b>	\$	<b>1,289,589</b>			
Professional Development Set Aside (5%) = \$719981					
3.0 Reading Coordinators	\$	412,700			
Substitutes	\$	219,135			
Extended Hours	\$	93,915			
Supplies/Materials/Contracts	\$	74,063			
<b>SUBTOTAL</b>	\$	<b>799,813</b>			
RTI School Improvement Specialists 50% reduction	\$	<b>925,000</b>			
<b>TOTAL Unfunded Expenses</b>	\$	<b>6,334,800</b>			

# 2011-2012 Title I Budget

## ALLOCATION for 2011-2012

\$ 15,996,255

<b>Title I Central</b>	<b>\$ 15,996,255</b>	<b>CARRYOVER</b>	<b>\$ 4,710,794</b>
Funded Programs	\$ 756,895	SES Set-Aside (8% of Allocation)	1,279,700
Family Involvement Set Aside (1% of allocation)	756,895	School Improvement Specialists - RTI	1,640,488
Professional Development Set Aside (5% req)	799,813	CIA	272,172
Neglected & Delinquent Allocations	68,750	Office of Partnerships	1,000,000
Title X Homeless Program	168,100	Teen Parent Coordinator (.36 FTE)	33,500
Kindergarten (52.86 FTE)	4,278,800	Summer School	1,264,819
Private K	322,060	Expenses from 2011 posted in 2012	568,844
School based Pre Kindergarten	1,165,332	Indirect (state approved rate for overhead)	373,488
Headstart	345,880		
	\$ 6,112,072	<b>Remaining Carry-over Balance</b>	<b>\$ 1,538,914</b>
School Allocations			
Public & Charter Schools (per school based on poverty rate)	5,506,753		
Private Schools (7% equity)	413,189		
<b>SUBTOTAL</b>	<b>\$ 5,919,942</b>		
<b>Total Exp (not including indirect)</b>	<b>\$ 13,656,200</b>	<b>TOTAL PROJECTED BALANCE</b>	<b>\$ (184,982)</b>
Indirect (state approved rate for overhead)	\$ 848,050	Total Adjust	- \$ 286,427
		Indirect on Adjustments	\$ 17,787
<b>Remaining Central Balance</b>	<b>\$ 1,492,005</b>	<b>TOTAL ADJUSTED PROJECTED BALANCE (deficit)</b>	<b>\$ 119,233</b>

# District Staffing Team

SES & Other Funds Sub-group  
Report out  
March 5, 2012

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- \* **Charge:**

- \* **Review SES, Foundation, Non-Formula and other categories of staffing funds and suggest changes**

- \* **Team:**

- \* Margaret Calvert, Karl Logan, Sascha Perrins, Neil Sullivan, Greg Wolleck, Judy Brennan, Sharie Lewis, Shawn Helm Data Rock Star!

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## SES Fund

- \* Above formula allocation based on school size and % students receiving free & reduced-price meals
  - \* 5% of general fund allocations, or about \$8 million
  - \* Range from .03 (Forest Park) to 4.59 (Madison)
  - \* HS floor eliminated to assist schools in providing supports for 2011-12 school year
  - \* Folded into general fund, so cannot identify specific use or results

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## Foundation Funds

- \* Currently 57 schools have foundations with more than \$1,000 balances
  - \* Balances range from \$1.2K to \$317.9K, can be carried over
- \* Schools retain 100% of first \$10K
- \* Above \$10K: split 2/3 to school & 1/3 to All Hands Raised for equity grants
- \* Direct foundation funds primarily used to purchase FTE

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## Non-Formula Funds

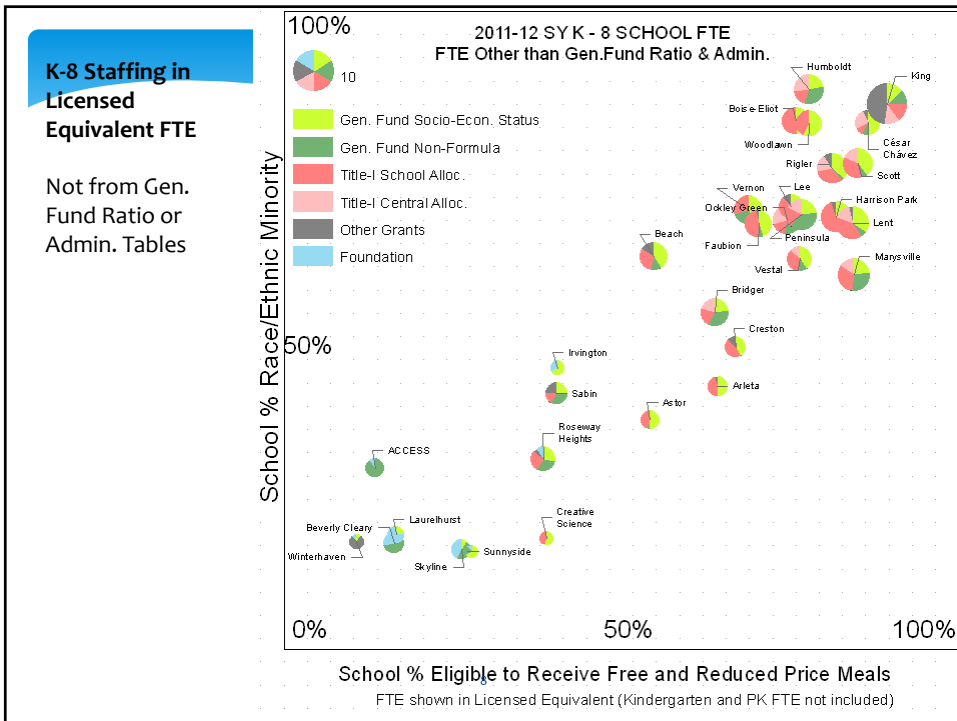
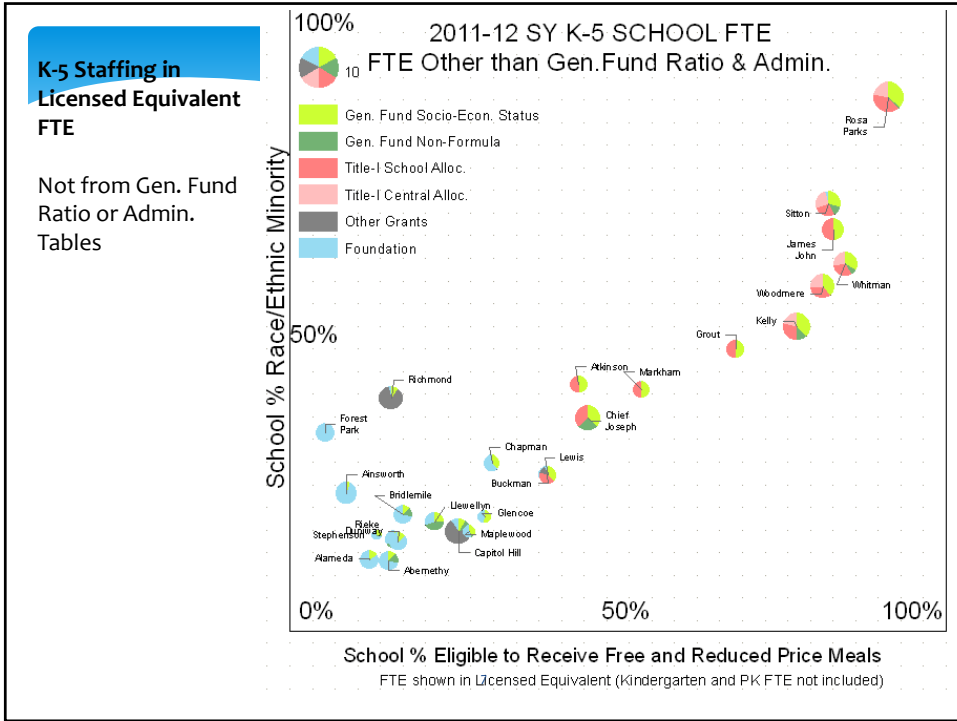
- \* Stop-gap or problem-solving allocation:
  - \* About \$5 million this year
  - \* Core support in small schools
  - \* Fill-in for grants that have ended (Striving Readers)
  - \* Transitional support
  - \* HR issues
- \* Suggestion: Make clear criteria for use

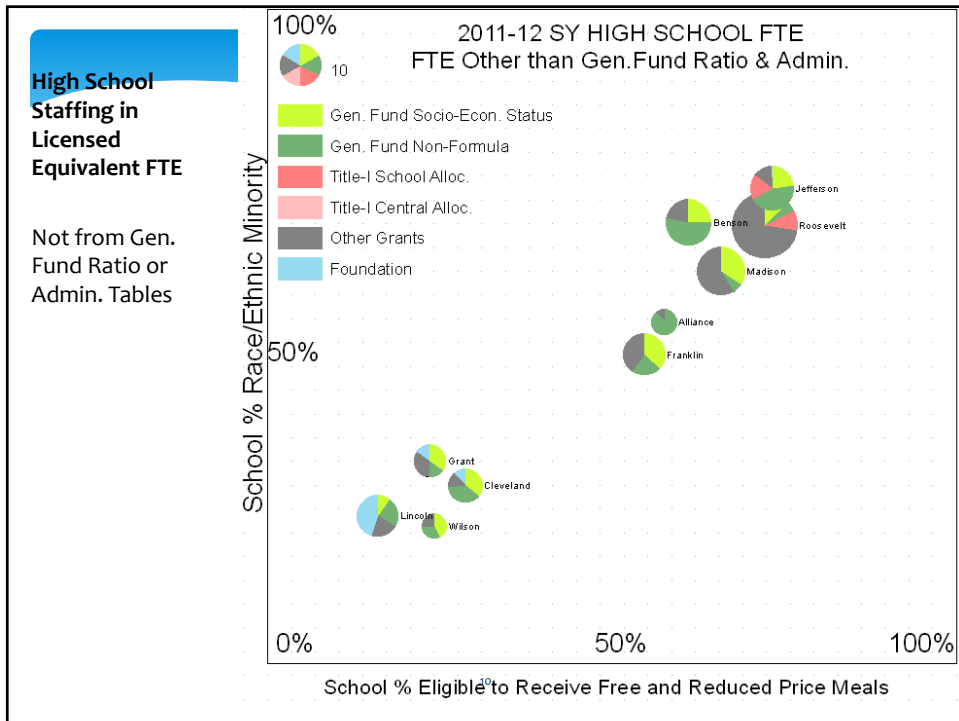
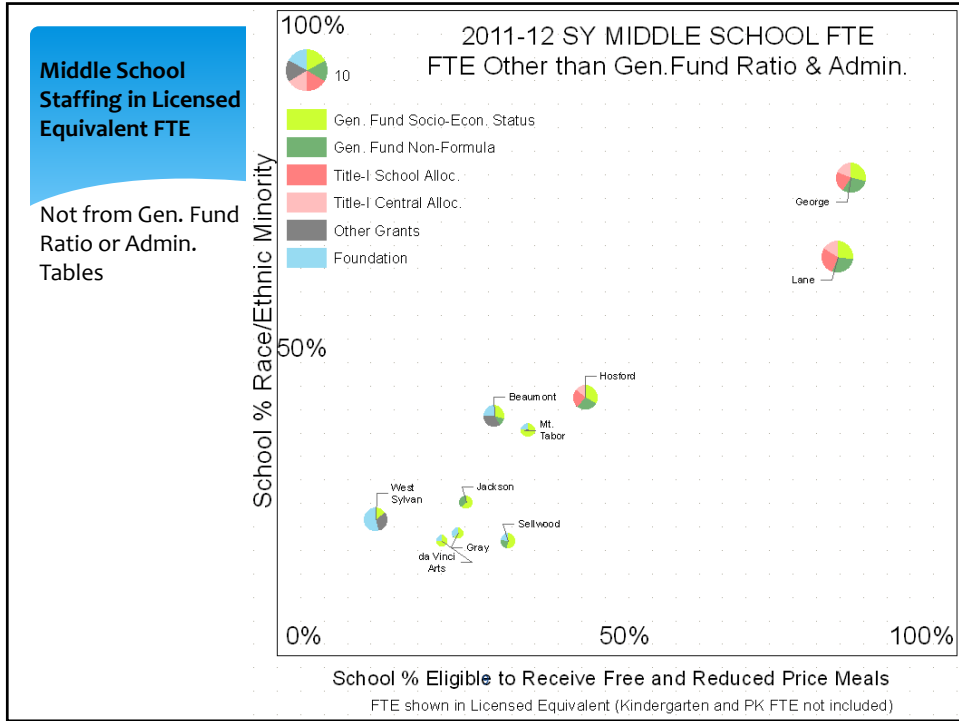
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## Other grants & funds

- \* Non-General Fund Sources
  - \* Grants and other opportunities, such as SIG, with limited time-frames and uses
  - \* Fee-for-service Kindergarten
- \* Suggestion: Develop sustainability plans for when grants end

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## SES Summary

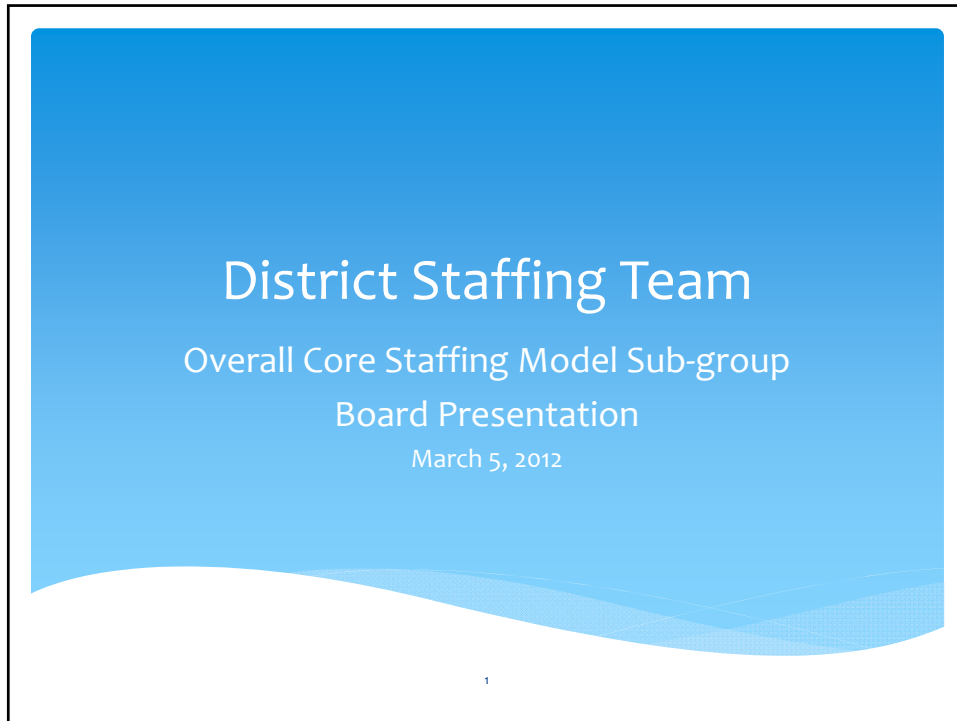
- \* SES funds are marginal but vital to
  - \* Offset core staffing shortfalls
  - \* Provide enrichments
  - \* Ensure supports (particularly at high school)
- \* Suggestions:
  - \* Connect to Title I decisions: Create SES floor to ease Title I changes
  - \* Clarify purpose & distinguish from ratio FTE for evaluation purposes

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## Foundation Fund Suggestions

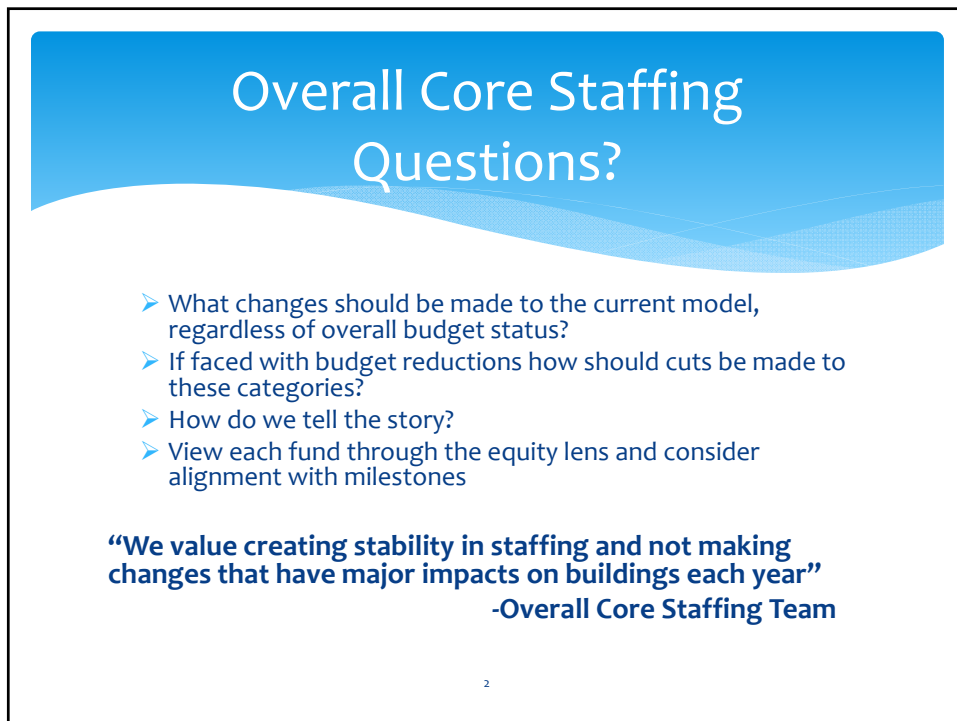
- \* Encourage a courageous conversation about the limitations of core staffing allocations, which can be offset at some schools by foundation funds, and the impact on schools that do not have this resource
- \* Small change: Require FTE paid for with foundation funds to be at or above average salary for the school

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District Staffing Team  
Overall Core Staffing Model Sub-group  
Board Presentation  
March 5, 2012

1



## Overall Core Staffing Questions?

- What changes should be made to the current model, regardless of overall budget status?
- If faced with budget reductions how should cuts be made to these categories?
- How do we tell the story?
- View each fund through the equity lens and consider alignment with milestones

**“We value creating stability in staffing and not making changes that have major impacts on buildings each year”**  
-Overall Core Staffing Team

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## Our Team

- \* Ben Keefer
- \* Tanya Ghattas
- \* Liz Casson-Taylor
- \* Loretta Benjamin-Samuels
- \* Trip Goodall
- \* Toni Hunter
- \* Carla Randall
- \* Michelle Riddell
- \* Shawn Helm Data Rock Star!

3

## How do we tell the story?

**CULTURAL TRANSFORMATION OF ACCOUNTABILITY, EQUITY, AND SERVICE ORIENTATION is the driver of any change we make-**

**Changes we make will support PPS Strategic Priorities and Foundational Elements**

**STRATEGIC PRIORITY #1) EFFECTIVE EDUCATORS**

**STRATEGIC PRIORITY #2) RIGOROUS, RELEVANT PROGRAMS FOR ALL**

**STRATEGIC PRIORITY #3) INDIVIDUAL STUDENT SUPPORTS**

**Foundational Element Areas**

- \* *In order for our academic initiatives to be successful, we need to build foundational, supportive systems, structures and tools across the district. Each of the two priorities below represents an ongoing area of focus, which needs to align and connect to the academic strategies laid out above.*

**FOUNDATIONAL ELEMENT #1 – STABLE OPERATING MODEL**

- \* *Stable and dedicated PK-12 educational funding and an organization adaptive to changing environments will provide a strong foundation for student success.*

4

## General Findings

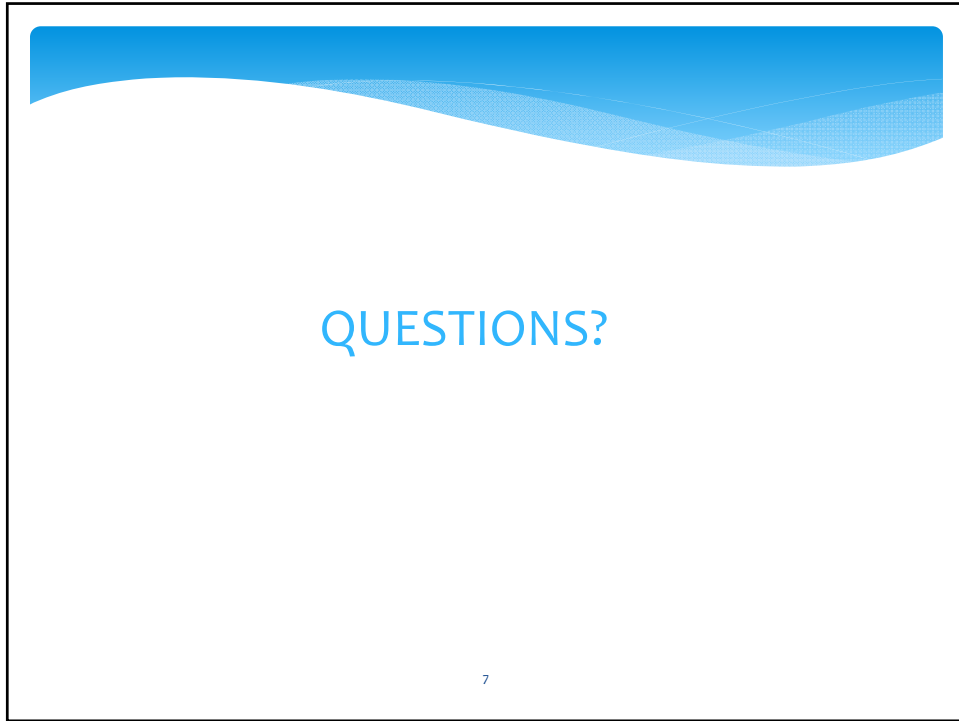
- \* Staffing Ratio and formula changes are very complex
  - \* SES/SPED/ESL/Title I are critical factors in any formula change and multiple impacts at buildings must be considered
- \* Many PreK-12's are currently not meeting core program requirements in 2011-12
- \* Small programs and/or enrollment should be evaluated for options that reduce the need for supplemental funding
- \* Some recommendations will need lead time to fully vet before implementing (2013-14)

5



## If faced with budget reductions how should cuts be made to these categories?

- \* With the priority based budgeting process LY the current ratios at each level are considered the floor/basement.
- \* While necessary budget cuts may force us below that floor, our recommendation is to avoid ratio changes at any level if other options are available.
- \* Efforts should be taken to ensure reductions are made at all levels using an equity lens.
- \* Priorities given to any level, school, or program should be based on need with equity as a driver, and should be clearly articulated.
- \* Further reductions in ratios must include reduced essential program requirements.
- \* Common schedules at PreK-8 and MS will help increase instructional time for shared staff

6







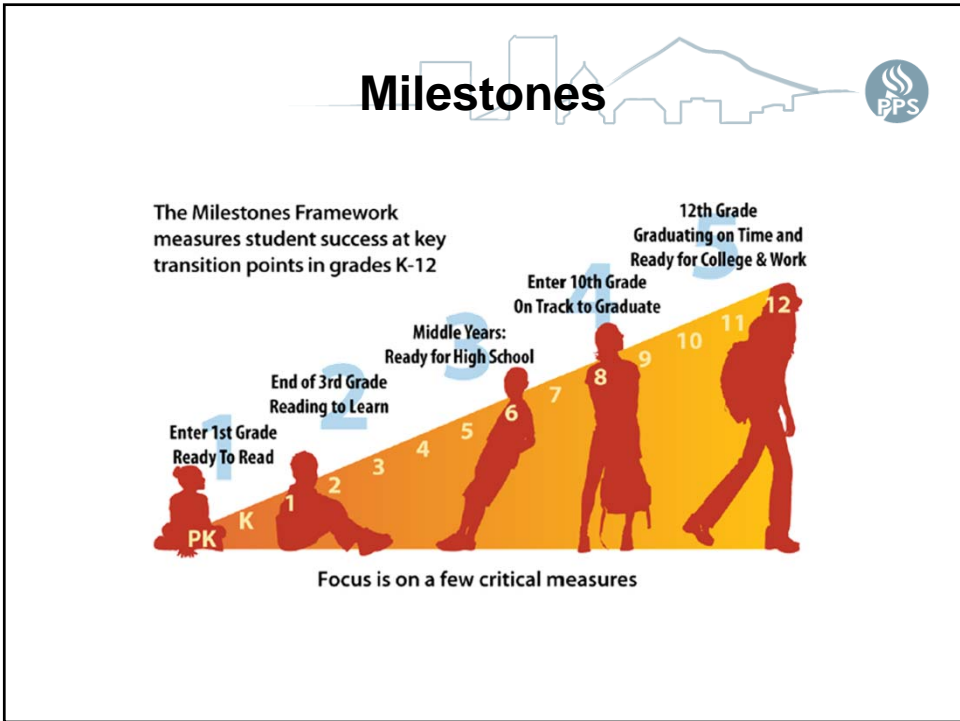
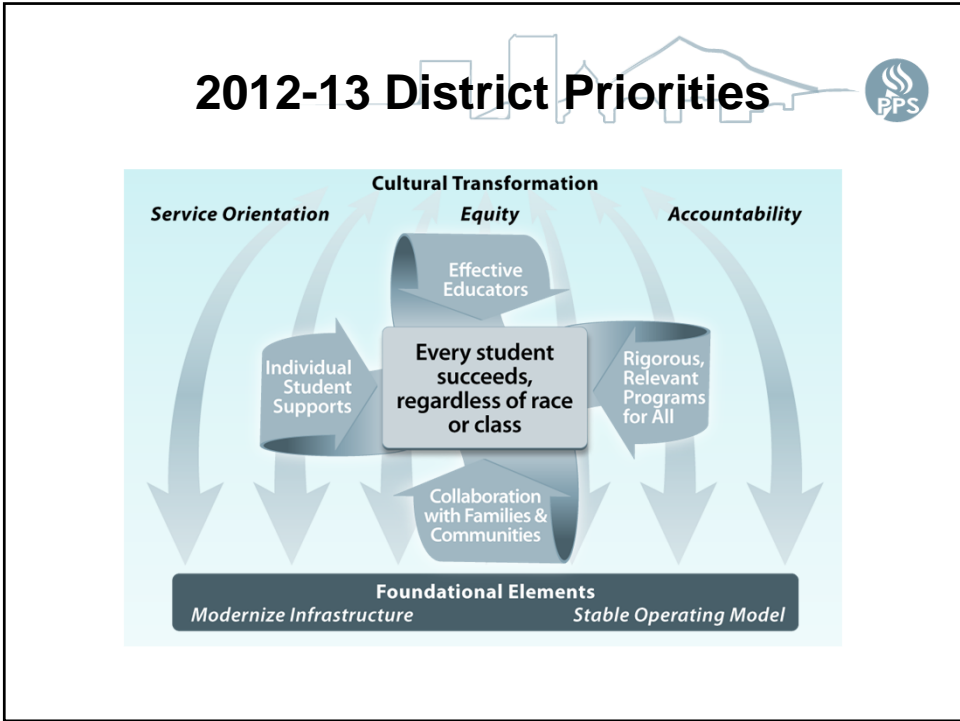
## 2012-13 Priority Based Budget Process Vetting Team Report

Jeanine Fukuda, Office of Equity and Partnership  
Tony Magliano, Operations  
Ewan Brawley, Teaching and Learning  
March 5<sup>th</sup>, 2012

## Priority Based Budget Process

<b>Board</b>	Set priorities.
<b>Budget Office</b>	Design PBB data collection forms for General Fund.
<b>Budget Holders</b>	Complete PBB program narratives.
<b>Budget Office</b>	Meet with budget holders to complete financial data. Produce vetting materials.
<b>Vetting Team</b>	Meet, affirm and rank materials. Ask follow up questions.
<b>Budget Office</b>	Research questions. Update materials. Complete master sheets.
<b>Vetting Team</b>	Report and recommendations to Leadership.



## Vetting Team Process



- **Team members:** Ewan Brawley, Jeanine Fukuda, Trip Goodall, Jennifer Jackson, Nick Jwayad, Sharie Lewis, Brock Logan, Zhai Logan, Tony Magliano, Dunya Minoo, Amanda Whalen and David Wynde
- **Meetings:** Six times in January and February
- **Submissions:** Reviewed 223 budget submissions
- **Affirm priority rating:** Red, Orange and Yellow, not on amounts and FTE
- **Executive Review:** Met with district leadership to discuss vetting team process and recommendations

## Questions We Asked



1. Briefly define this service including intended outcomes or outputs.
  2. What evidence can be given demonstrating the effectiveness of this service in 2012/13? Please provide measureable or objective data where possible.
  3. What would be the impact of reducing or eliminating this service in 2012/13?
  4. What evidence can you present to demonstrate that the service is being provided cost effectively? Can you identify alternative delivery methods with fewer or different resources?
- *Alignment with District Priorities for 2012/13.*

## Vetting Team Process



- Rank Red, Orange and Yellow, not the dollar amounts or FTE.

<b>Red</b>	Essential Services or Mandates
<b>Orange</b>	Clearly aligned to a 2012-13 District Priority
<b>Yellow</b>	Beneficial but not directly aligned with a 2012-13 District Priority
<b>Ranking</b>	Orange – high, medium and low; Yellow – Yes or No

## Team Reflections



- Improved format and consistency of submissions
- Moved through the process efficiently
- Cross-functional representation
- Process builds capacity of team members' understanding of the entire organization
- Informs key decision makers

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

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SPECIAL BUSINESS MEETING

March 5, 2012

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Personnel

The Superintendent RECOMMENDS adoption of the following items:

Numbers 4556 through 4566

March 5, 2012

**RESOLUTION No. 4556**

Notice of Non-Renewal Probationary Teachers

**RESOLUTION**

Based on the recommendation of the Interim Executive Director of Human Resources and accepted by the Superintendent of Portland Public Schools, the teachers listed below will not be re-employed. The Human Resources Department is instructed to notify such teachers that their employment is not renewed for the 2012-2013 school year.

Employee ID
018869
019074

*M. Riddell*

March 5, 2012

RESOLUTION No. 4557

Election of Second-Year Probationary Teachers

RESOLUTION

Based on the recommendation of the Interim Executive Director of Human Resources and accepted by the Superintendent of Portland Public Schools, the following persons are hereby elected as Second Year Probationary teachers for the school year 2012-2013 upon the terms and conditions for employment contained in the standard form contract approved by the legal counsel for the District.

Last Name	First Name
Alsuhami	Miriam
Allen	Robert
Altamirano	Grace
Arredondo	Marcela
Avila	Obdulia
Bagby	Dalina
Bailey	Danielle
Baker	Courtney
Benns Scott	Jo
Blackwell	Judi
Bluebird	Eugenia
Boehm	Andrew
Borzy	Catherine
Brooks	Yulia
Brown	Leigh
Bruer	Ilsa
Burich	Jessica
Canales	Cassandra
Carter	Jonetta
Coleman	Yolanda
Collins	Lisa
Dance	Lindsay
Davis	Gregory
Davis	Robbie
Dingus	Elissa
Douglass	Martin
Finke	Jennifer
Fodell	Susan
Fortson	Erica
Freire	Bianca
Gapp	Jenny
Ghan	Ryan

Last Name	First Name
Gonzalves-Shinnick	Nelson
Gothard	Margarita
Gowin	Paige
Green	Margaret
Griffin	Antoinia
Grillo	Carolyn
Gustafson	Maalaea
Hamel	Alyssa
Hawes	Dena
Hedges	Sarah
Herbage	Jennifer
Hillis	Genoa
Hinatsu	Melia
Hinds	Lucy
Hoback	Dixie
Hoffer	Spencer
Hopfensperger	Anne
Jenkins	Jennifer
Jimenez	Aurora
Kanz	Holly
Kleiner	Maria
Kohn	Erika
Krebs	Jason
Lee	Tanya
Machiela	Joel
Madden	Peter
Mak	Fabian
Marquardt	Serena
McCartney	Kathryn
McKinney	Yolanda
Merrill	Gracia
Meyer	Marinela



RESOLUTION No. 4557

March 5, 2012

Last Name	First Name
Meyers	Sarah
Moe	Jennifer
Montalbano	Marie
Mosqueda	Martha
Newman	Nicole
North	Kelsey
Ortiz	Melissa
Paige	Maureen
Pearson	Marie
Peterson	Adrienne
Putnam-Almaguer	Sharon
Read	Kelly
Revelt	Timothy
Rooklyn	Miles
Rosteck	Darlene
Ruttan	Sarah
Sahib	Tiffany

Last Name	First Name
Sanford	Quinn
Silas	Shaunice
Stilwell	Kathryn
Sumiya	Naomi
Swanson	Shawn
Tofanelli-Dougherty	Moir
Truman	Kirsten
Vickers	Candice
Waddell	Danni
Whitaker	Liza
Widmer	Amy
Wilker	Garnetta
Williams	Jamie
Williams	Sharese
Wilson	Mark
Wright	Julie
Yi	Ting

M. Riddell

March 5, 2012

RESOLUTION No. 4658

Election of Third-Year Probationary Teachers

RESOLUTION

Based on the recommendation of the Interim Executive Director of Human Resources and accepted by the Superintendent of Portland Public Schools, the following persons are hereby elected as Third Year Probationary teachers for the school year 2012-2013 upon the terms and conditions for employment contained in the standard form contract approved by the legal counsel for the District.

Last Name	First Name
Aaker	Daniel
Aalto	Johanna
Alongi	Aleta
Anderson	Louise
Arias	Erin
Armendariz	Febe
Auda-Capel	Laurel
Bennett	Adele
Bennon	Brady
Benton	Sean
Biello	Gena
Bird-Buendia	Margarita
Bottman	Tereza
Breen	Samantha
Brinks	Harmony
Brown	Julie
Bulow	Annelies
Camara	Nicole
Campanella	Christine
Champlain	Cheryl
Christy	Ross
Chubarova	Natallya
Collinge	Amy
Collins	Diana
Collins	Julia
Cope	Barbara
Daley	Sara
Dang	Tina
Denlinger	Seth
Diaz	Meriba
Dillavou	Leslie
Dodson	Kirk
Doern	Margie

Last Name	First Name
Dunn	Melissa
Dunn	Ria
Dutchuk	Ryan
Espinoza	Renee
Ferguson	Joseph
Finamori	Melody
Flores	Yolanda
Gaede	Adam
Gale	Melinda
Gallusser	Megan
Gierer	William
Gildersleeve	Nathan
Gray	Catherine
Green	Kelsey
Greenidge	Whitney
Guildner	Dawn
Gullish	Jeffrey
Gunderson	Kristin
Hammond	Melenie
Hardy	Rosina
Harkness	Devin
Heaton	Jennifer
Herman	Matthew
Hildner	Benjamin
Holstine	Janice
Hughes	Melody
Huntington	Gregory
Jones	Sandra
Joy	Kelli
Kempster	Karen
Kennedy	Pamela
Khavul	Michael
Kimball	Katharine

RESOLUTION No. 4558

March 5, 2012

Last Name	First Name
Kittrick	Shannon
Klaus	Julia
Knoblich	Jeffrey
Koenig	Misty
Kraig-Turner	Gretchen
Krekorian	Maria
Lehmkuhl	Carollne
Lizaola	David
Loewen	Katherine
MacNeill	Maria
Mafara	Kathleen
Marquardt	Christopher
Mayo-Hudson	Kathryn
McBride	Amy
McCarty	Christine
McClure	Melissa
Meyers	Craig
Meyers	Michael
Morales-Vazquez	Karina
Noakes	Klannie
ONeal	Shawna
Omey	Denise
Osterlund	Diann
Pawol	Shannon
Radler-Okby	Cynthia
Rainey	John
Ramirez	Maria
Reeves	Jennifer
Reld	Anne-Marie
Relaford	Rosemary
Revay	Akiko
Rhoades	Trisha
Rintoul	Richard
Rodriguez	David
Rozman	Linda
Ruhlman	Margaret
Rundle	Kelly

Last Name	First Name
Russell	Jessica
Sanders	Caitlin
Schares	Stephanie
Schelman	Anne
Schulze	Timothy
Sellers	Andrew
Sexton	Merry
Shelman	Caitlin
Sherman	Martha
Shuler-Krause	Elizabeth
Silvey	Virginia
Sinner	Kyle
Skyles	Adam
Smith	Catherine
Solomon	Pylaar
Speer	Natalie
Speicher	Julia
Standish	Sarah
Sterry	Claudia
Thompson	Rory
Tinling	James
Toscano	Petra
Tovar Valdes	Nayibe
Trinh	Bich
Vandenburgh	Lauren
Velasco	Andreina
Victorine	Lisa
Walker	Susanna
Washington	Andre
Watson	Nathan
Watson	Nicole
Wendel	Kara
Werts	Kristin
Williams	Kenneth
Woods	Tanan
Zook	Daren

M. Riddell

March 5, 2012

Resolution No. 4559

Election of Contract Teachers

RESOLUTION

Based on the recommendation of the Interim Executive Director of Human Resources and accepted by the Superintendent of Portland Public Schools, the following probationary teachers who have been employed by the District as regularly appointed teachers for three or more successive school years are elected as contract teachers of the District.

Last Name	First Name
Ahern	Sean
Al Faiz	Miriam
Allen	Thomas
Baber	Marla Ann
Bartlo	Christopher
Bergstrom	Kelly
Bertram	Serene
Bjelland	Jerae
Burns	Bradi
Burns	Christopher
Calderon	Sofia
Cantwell	Sarah
Cha	Richard
Chun	Mary Elizabeth
Conable	Victoria
Corpron	Gayle
Crow	Elizabeth
Crowder	Caley
Crozler	Wendy
Culley	Lori
Currie	Clela
Day	Lorelle
Diller	Lynnette
Dilworth	Kate
Dorn	Rebecca
Dudareva	Elena
Dunnam	Lynn
Ewers	Cindy
Fettelberg	Matthew
Ferguson	Lesa
Fiscus	Gretchen
Flenniken	Gregory
Flinn	Hannah
Forrest	Sharon
Fuller	Kathryn

Last Name	First Name
Garvey	Molly
Gibbard	Gail
Gibson	Neil
Goff	Diane
Halvorsen	Allison
Hatswell	Samantha
Havermann	Kristin
Hedges	Mariko
Henry	Amy
Hobby	Holly
Hodell	Ellen
Holm	David
Huerta	Hilary
Hughes	Sarah
Hutchison	Jess
Jansa	Michael
Jaramillo	Michael
Jensen	Kendall
Johnson	Emily
Johnson	Megan
Johnson	Melissa
Johnson	Sean
Kimlinger	Lauren
King	Christine
Klein	Christine
Kolpakowski	Tina
Kozil	Andrea
Landis	Kali
Lathrop	Fei
LeVan	Angela
Lupfer	Kimiko
Markewitz	Emily
Martin	Andrea
Matthews	Caitlin
McGhee	Shalonda

March 5, 2012

Resolution No. 4559

McHaley Foley	Saneun
McKle	Donald
McLean	Reese
Meyer	Marie
Miljkovic	Hannah
Monteith	Aaron
Moyer	Megan
Murchison	Jessica
Naberhaus	Chad
Nelson	Cheryl
Nicholson	Todd
Niebergall-Eltagond	Keala
Olivera	Christine
Olson	William
Osborne	Ashley
Panagopoulos	Raymond
Paris-Fully	Martina
Peterson	Anna-Kate
Petrushkin	Lindsey
Pierre	Patrice
Radow	Helen
Recht	Isabel
Renauer	Molly
Rose	Keri
Sairanen	Harold
Scheuering	Eric
Schultz	Anthony

Schwing	Emilia
Sedlock	Sarah
Serkland	Karl
Sinclair	Kristine
Stagner	Rachel
Stevenson	Ann
Stremming	Norman
Summerton	Lindsay
Tate	Shelley
Tighe	Betsy
Timmons	Peter
Torres	Julana
Turley	Janine
Uerlings	Amanda
Urbano-Neilson	Diane
Velazquez	Alma
Wahl-Stephens	Helen
Walker	Derrell
Walker	Jennifer
Waymire	Kerrie
West	Tara
Whatmore	Ellen
White	Steven
Wieand	Stephanie
Wilebski	Katy
Witherspoon	Elliot
Yoshiwara	Mariko

March 5, 2012

**Resolution No. 4560**

Notice of First Time Non-Extension Contract Teachers

**RESOLUTION**

Based on the recommendation of the Interim Executive Director of Human Resources and accepted by the Superintendent of Portland Public Schools, the teachers listed below will not be re-employed. The Human Resources Department is instructed to notify such teachers that their employment will terminate at the end of the 2012-2013 school year.

Employee ID
001245
000146
003098
006990
008940
010606
000302

*M. Riddell*

March 5, 2012

**Resolution No. 4561**

Notice of Second Time Non-Extension Contract Teachers

**RESOLUTION**

Based on the recommendation of the Interim Executive Director of Human Resources and accepted by the Superintendent of Portland Public Schools, the teacher listed below will not be re-employed. The Human Resources Department is instructed to notify such teacher that his/her employment will terminate at the end of the 2011-2012 school year.

<b>Employee ID</b>
005186

*M. Riddell*

March 5, 2012

RESOLUTION No. 4562

Contract Extension for Teacer

RESOLUTION

Based on the recommendation of the Interim Executive Director of Human Resources and accepted by the Superintendent of Portland Public Schools, the employment contracts for the following contract teachers are hereby extended through June 30, 2014.

Last Name	First Name
Aase	Brian
Aase	Karen
Abel	Kimberly
Abens	Nancy
Abramovic	Lisa
Absgarten	Dana
Adajian	Lisa
Adam-Howard	Edith
Adams	Allison
Adams	Melodie
Adams	Nadene
Adamski	Debra
Adana	Camille
Adkisson	Daniel
Aguirre	Rodrigo
Ajayi	Folashade
Aker	Scott
Akhavein	Rana
Alabarca	Erika
Alderman	Amy
Allbaugh	Cheryl
Alleman	Cynthia
Allen	Hanna
Allen	Janis
Allen	Jerry
Allen	Kelly
Almada	Ingrid
Alonso	Amanda
Alonso Jr	Ricardo
Altig	Kimberley
Alvarez	Francisca
Alvord	Kevin
Ambinder	Harris
Ambrosio	Amy

Last Name	First Name
Amsbury	Merry-Lynn
Anderson	Brett
Anderson	Daniel
Anderson	Dayle
Anderson	James
Anderson	Jeanne
Anderson	Katherine
Anderson	Kathryn
Anderson	Kathy
Anderson	Kent
Anderson	Lucia
Anderson	Renee
Anderson	Robert
Anderson-Dana	Graham
Ando	Atsuko
Andrews	Barbara
Andrews	Kelly
Andronesco	Rosalyn
Anglada Bartley	Susan
Anglim	Colleen
Ankeny	Frances
Annen	Megan
Ansara-Henderson	Nicole
Ansell	Amanda
Appollo	Melissa
Archibald	Wendy
Armstrachan	Roshan
Arneson	Carol
Arras	Katrina
Arrayan	Daniel
Atagabe	Beth
Atlas	Linda
Aubrecht	William
Beach	Leslie



March 5, 2012

RESOLUTION No. 4562

Last Name	First Name
Augustine	David
Austin	Ken
Austin	Linda
Avidan	Janice
Avison	James
Backer	Ella
Bacon	Michael
Bacon-Brenes	Matthew
Bacus	Sarah
Bailey	David
Bailey	Nancy
Baker	Devon
Baker	Karen
Baker	Rebekka
Baker	Shannon
Balestreri-Culbertson	Annette
Ball	Michael
Ballman	Joseph
Bancroft	Cinnamon
Banks	Renee
Barber	Michael
Barbour	Julie
Barde	Richard
Barker	Eryn
Barkett	Paul
Barlow	Rebecca
Barnes	Aaron
Barnes	Dereck
Barnes	Julie
Barnes	Sharon
Barone	Rebecca
Barrar	Christine
Barrett	Kelli
Barry	Elena
Barry	Patricia
Barta	Joanne
Bartz	Wayne
Bass	Kori
Bates	Peggy
Batliner	Derrick
Batsch	Jennifer
Bauer	Michael
Bauer	Suzanne

Last Name	First Name
Beaird	Susan
Beard	Mary
Beatty	Thomas
Becic	Susan
Beck	Lucinda
Becker	Robert
Beckett	Thomas
Bee	Adrienne
Beebe	Allen
Belcher	Rachel
Bellavia	Marie
Bellman	Molly
Bemrose	Christine
Benhardt	Andrew
Bennett	Eric
Bennett	Grace
Bennett	Jennifer
Bennett	Roseann
Bennison	Torrey
Benson	Josephine
Bentley	Diana
Berg	Jean
Berg	Jeanne
Berg	Marta
Berger	Barbara
Bergin	Molly
Bergren-Dizon	Greta
Bergstrom	Linda
Berkley	Carol
Bernal	Camille
Bernard	Elizabeth
Bernier-Love	Lourdes
Berning	Carolyn
Bernt	Michelle
Bertelsen	Kimberly
Berten	Anne
Bertolone	Carla
Berton	Ann
Bertrand	Antony
Bess	Kimberly
Bessas	Soumountha
Beutler	Shawna
Bowie	Cynthia

March 5, 2012

RESOLUTION No. 4562

Last Name	First Name
Biagini	Beth
Biamont	Timothy
Bibles	Robin
Bickett	Carla
Bielman	Candice
Bigelow	John
Billedeaux	Chuck
Billups	John
Biliter	Marika
Binder	Patrick
Blornstad	Kaoru
Birch	Jennifer
Bird	Sharon
Birkey	Colleen
Birmingham	Kileen
Birt	Laura
Bishop	Bella
Bishop	George
Bishop	Michael
Black	Tim
Blakely	Thomas
Blanchard	David
Blank	Sandra
Blattner	Julia
Blodgett	Lauren
Blowers	Joseph
Bobenrieth	Rafael
Bode	Philomena
Boesche	Micaela
Bogdanoff	Rachel
Boitano	Laura
Bokoske	Mary
Boldman	Emily
Bolger	Elizabeth
Bolsinger	Shirley
Boly	William
Bonbright	Terri
Boon	Sandra
Bordioug	Olessia
Borst	Cheri
Bostick	Jessica
Botelho	Jeannie
Bourcier	Hannah

Last Name	First Name
Bowker	Jane
Bowman	Matthew
Boyce	Mary
Boyce	Sylvia
Boyd	Heather
Boyea	Kathryn
Boyer	Matthew
Brackmann	Terra
Bradach	Daniel
Bradley	Amber
Bradley	Elise
Bradley	Rachael
Brady	David
Branham	Tara
Brannon	Michael
Braun	Angela
Braun	Christina
Brayson	Kristen
Brazo	Mark
Breeden	Brandon
Brenan	Jill
Brenner	Conni
Brewer	Brittanie
Briggs	Tracey
Brighthouse	Susan
Bright	Karin
Bright	Thomas
Briones	Adrienne
Brod	Beth
Brooks	Denise
Brotherson	S Ellen
Brown	Barbara
Brown	Daniel
Brown	Gail
Brown	Gregory
Brown	Jamie
Brown	Keith
Brown	ReShawn
Brown	Richard
Brown	Sahjo
Brown	Susan
Brucato	Kurt
Campillo	Linda

March 5, 2012

RESOLUTION No. 4562

Last Name	First Name
Bruce	Tina
Brunak	Eugene
Buchanan	Jennifer
Buckley-Logue	Anne
Buckmaster	Steven
Bucknam	Jessica
Buckowski	Kristie
Budge	Nicholas
Bulinski	Laura
Bullock	Laura
Bunnell	Karen
Burak	Gail
Burgoine	Leslie
Burke	Christopher
Burkholder	Jody
Burks	Nathan
Burmester	David
Burnham	Kristi
Burns	Elizabeth
Burns	Scott
Burson	Lisa
Bush	Kevin
Bussey	Daphne
Butenhoff	Trevor
Butler	Lori
Butterfield	Andrew
Button	Ann
Byer	Aaron
Byrkit	Margaret
Cahill	David
Caldwell	Benjamin
Caldwell	Meredith
Caldwell	Nicholas
Callahan	Michael
Callan	Suzanne
Calli	Marilyn
Callies	Sara
Calvillo	Patricia
Cameron	Nancy
Cameron	Scott
Camp	Charles
Camp	Ian
Christensen	Dianna

Last Name	First Name
Canson	Gloria
Cantwell	Anthony
Cappleman	Judy
Cardwell	Julia
Caron	Ceyriss
Carr	Jaimie
Carr	Jonathan
Carrera-Padilla	Maricruz
Carsillo	Mary
Carstensen	Robert
Carter Anderson	Susan
Carter-Widyaratne	Lisabeth
Casciato	Heather
Casey	Allyson
Cash-Phelps	Suzanne
Caslavka	Jennifer
Casqueiro	Gene
Castillo	Mila
Caton	Christine
Cavil	Ameritia
Cervantes-Campbell	Lucila
Cervantes-Gauts	Barbara
Chambers	Heatherle
Champion	Judith
Chaney	Heather
Chaplin	Nicole
Chapman	Danelle
Chapman	Gaye
Chavez	Xavier
Chedester	Shannon
Cheek	Thomas
Cheney	Kerri
Cherry	Richard
Chevallier	Michelle
Child	David
Childs	Sandra
Chin	Elaine
Chin	Gary
Chin	May
Choate	Jennifer
Chow	Joanne
Christ	Jennifer
Coomes	Jennifer

March 5, 2012

RESOLUTION No. 4562

Last Name	First Name
Christman	Shana
Chu	Bryan
Chun	Kingsley
Clark	James
Clark	Kristen
Clark	Melanie
Clark II	Alfred
Clarke	Dezire
Clarke	Ellen
Clarkson	Gregory
Clay	Bernadine
Clegg	Lionel
Clevinger	Stephanie
Clifford	Teresa
Clooten	Barth
Closson	Ashley
Clouse	Anthony
Cloutier	Gail
Coats	Robert
Cockburn	Shelley
Coffey	Daniel
Cogan	Daniel
Cohen	Suzanne
Colard-Tyler	Isabelle
Cole	Linda
Coleman	JoAnna
Coleman	Roxanne
Collins	Ashley
Collins	Erika
Collmer	Lynda
Colvin	Paul
Colvin	Vivian
Conine	David
Conklin	Jenna
Connors	Anna
Conroy	Kevin
Conry	Tom
Consani	Mary
Conway	Patricia
Cook	Clara
Cooke	Kyle
Cooke	Patricia
Dakin	Janet

Last Name	First Name
Cooper	Roberta
Cooper	Robin
Cooper	Therese
Cooper-Campagna	Shannon
Cornely	Ann
Cornet	Emily
Cornet	Lindsay
Corwin	Caryn
Cosper	Karen
Costa	Susan
Cote	Maura
Cowherd	Catherine
Cowley	Leslie
Cox	Kelly
Cox	Stephanie
Coyne	Jennifer
Craig-McFarland	Amy
Crandell	Helen
Cranley	Stephanie
Crawford	Stephen
Creamer	Paula
Crews	Karanja
Crittenden	Mary
Crock	Vanessa
Crockett	Debra
Crossen	Cora
Croteau	Shawn
Crouser	Julie
Crouser	Martin
Crowell	Kimberly
Cudjoe	Jessica
Culhane	Eleanor
Cullerton	Michael
Cummings	Victor
Curley	Stephen
Cushing	Julie
Cushman	Caryn
Custer	April
D'Cruz	Stephanie
Daggett	Beverly
Dagostino	Joseph
Dahlen	Sherry
Dennis	Carol

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Last Name	First Name
Daley	Cadie
Daley	Catherine
Dalla Corte	Nancy
Damon	Alan
Daniel	Rain
Daniels	Julie
Danielson	Andre
Danielson	Teri
Danzer	Kellie
Darling	Lynda
Davidson	Amy
Davidson	Carol
Davidson	Donna
Davidson	Elizabeth
Davidson	Lisa
Davila-Marquez	Anna
Davis	Ann
Davis	Anna
Davis	Carol
Davis	Gabriela
Davis	Gillian
Davis	Jackie
Davis	Kimberly
Dawson	Alexander
Dawson	Margaret
Day	Patricia
Day	Sean
DeNiro	Meghan
DeSanno	Ashley
DeSantis	Carolyn
DeSpain	Leille
DeVry	Peter
Deacon	Lindsay
Dean	Diane
Dec	Erin
Del Rio	Mary
Delgado	Kimberly
Delmonico	Jean
Delwisch	Meghan
Demaris	David
Denney	Cameron
Denney	Kevin
Draper	Elizabeth

Last Name	First Name
Dennis	Paula
Dennison	Franki
Dennison	Thaddeus
Derrickson	Sara
Devine	John
Deweese	Robbin
Diamond	Kathleen
Dicenzo	Cynthia
Dickerson	Jeremy
Dickinson	Margaret
Dierker	Anne
Digiovanna	Colleen
Dilles	Mary
Dillon	Melinda
Dineen	Eileen
Diss	William
Ditmore	John
Dittmer	Timothy
Dixon	Colleen
Dixon	Donald
Dixon	Jacqueline
Dixon	Maggie
Dixon	Vernette
Dobos	Michele
Doherty	Sarah
Doht-Barron	Karlyn
Doi	Malcolm
Dolberg	Heather
Dolson	Marie
Domingue	Kathleen
Donahoe	Patrick
Donald	Janalee
Doni	Lillia
Donkers	Paul
Donnelly	Sandra
Dornblaser	Mindy
Dorsey	Kent
Dorsey	Mary
Doss	Teresa
Douglass	Susan
Downing	Denise
Doyle	Bonnie
Elwell Jr	Donald

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Last Name	First Name
Draper	Rachel
Dreier	Ted
Drentlaw	Nancy
Drexler	Judith
Dreyer	Christian
Drohosky	Mark
DuBois	Elizabeth
Dubuar-Barkhurs	Jan
Duchow-Pressley	Michael
Duffey	Kasuna
Dugan	Barbara
Duggan	Andrew
Dugo	David
Duilio	Liza
Dulcich	Cynthia
Dumas	Michelle
Dunn	Marie
Duran	Joseph
Durocher	Anna
Dustin	Steven
Dyal	James
Dyer	Casey
Eames	Carlyn
Earl	Margaret
Eastman	Rebecca
Eaton	Gerald
Eckrich	Monica
Edington	Linda
Edler	Jennifer
Edwards	Tamara
Edwards Jr	Leonard
Egan	Theresa
Eggert	Jane
Ekelof	Ingela
Eldred	Emily
Eldredge-Burns	Ann
Ellenwood	Benjamin
Ellett	Anne
Ellis	Georgia
Eltagonde	Peaches
Eltagonde	Sterling
Fernandez	Rebecca
Ferrell-Burns	Elaine

Last Name	First Name
Emanuel	Karen
Embler	Amy
Emery	Christine
Emig	James
Enfield	Donald
Engelstad	Deborah
England	Eileen
Epstein	Sarah
Erbach	Brian
Erickson	David
Erickson	Kristian
Erickson	Rebecca
Esbensen	Thor-Aage
Espinosa	Bianca
Essex	Elizabeth
Estevez	Jennifer
Esther	Marcia
Estrada	Monica
Evans	Linda
Evans	Morgan
Evans	Nancy
Evers	Joseph
Ewing	Meghan
Faegre	Margot
Fahey	Paula
Fahrer	Mary
Fain	Brian
Fall	Charles
Farnand	Rochella
Farrell	Sarah
Fass	Eric
Fast	Jennifer
Favali	Kathryn
Feikert-Aquilizan	Julie
Feinstein	Shava
Feldman	Felissa
Feldman	Laurel
Feller	Amy
Feltz	Laura
Ferguson	Emily
Ferguson	Jane
Fernandez	Lourdes
Foster	Emily

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Last Name	First Name
Feuz	Lisa
Fields	Frank
Fig	Nicole
Fillman	Michele
Finch	Thomas
Fink	Kathleen
Finn	Barbara
Fiorante	Nancy
Fischer	Jonathon
Fischer	Terry
Fisher	Richard
Fisher	Theresa
Fisher-Spurlock	Kris
Fitterman	Jere
Fitz	Charles
Fitzgearld	Kevin
Fitzpatrick	J
Fitzsimons	Lara
Fitzwater	Bryan
Flagel	Eric
Flamer	Mary
Fleming	Julie
Fletcher	Donna
Flood	Marian
Flores	Eleanor
Flowerday	Chadrick
Fluvog	Joanne
Fode	Dianne
Folles	Stacey
Foley	Krista
Foley-Weintraub	Maia
Forbes	Colleen
Ford	Connie
Ford	Emma
Ford	Jaclyn
Forest	Emily
Forstag	Michael
Forsythe	Joshua
Fossdal	Erik
Fossen	Garth
Foster	Daniel
Gassman	Teresa
Gast	Mark

Last Name	First Name
Foulger	Ann
Fournier	Ann
Fox	Fred
Fox	Maura
Fradkin	Steven
Fragger	Ariel
Franciscone	Anthony
Frankunas	David
Fraught	Brian
Frederick	Charlotte
Fredgant	Daniel
Freeman	Kari
Freeman	Sierra
Freier	Anita
Freiheit	Karen
Frick	Vickie
Frisby	Susan
Frisch	Molly
Frisch	Page
Fukushima	Minori
Fuller	Debra
Gabriel	Leanne
Gadbois	Angela
Gaffney	Emily
Gallegos-Cortes	Yolanda
Gammon	Lynne
Garcia Arriola	Alfonso
Garcia-Velasco	Elena
Garcie	Fabiola
Garcie	Michael
Gardes	Brian
Gardner	Elizabeth
Gardner	Kendra
Gardner	MaryLynn
Gardner	Rachel
Gardner-Allers	N Lynne
Garo	Heather
Garrett	Pamela
Garver	Phillip
Gary	Jocelyn
Garza-Cano	Adolfo
Gaspar	Stephen
Goldman	Lilia

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Last Name	First Name
Gavitte	Donald
Gayler	Holly
Geiger-Baker	Alicia
Geisler	James
Geiszler	Steve
Gemmet	Michelle
Gender	Anna
Gendron	Charles
Gentile	Jeff
Gerald III	William
Gerber	Amber
Gerdes	Jacqueline
Gerlach	Jennifer
Germaneri-Clarkson	Suzanne
Germundson	Susan
Gernhart	Brett
Geschwind	Jeremy
Gevurtz	Tom
Ghodsí	Lella
Giarelli	Kimberley
Gibbens	Sally
Gibbs	Phillip
Gibson-Cairns	Robert
Giffert	Kathryn
Gilbert	Darrel
Gilbertz	Nancy
Gilkey	Nancy
Gillem	Bryn
Gilley	Matthew
Gillies	Laura
Gilliland	Vickie
Gilpin	Jeffrey
Gilroy	Brian
Gilson	Maria
Gleason	Hallie
Glover	John
Godfrey	Joanne
Goldbloom	Stefanie
Golden	John
Golden	Kathryn
Goldhammer	Timothy
Grosscup	Benjamin
Grossman	Deena

Last Name	First Name
Goldstein	Howard
Gollhofer	Dianne
Gomes	Kelly
Gonzales	Jenny
Gonzales	John
Gonzales	Steve
Gonzalez	Marisel
Goodrich	Adelle
Goodrich	Saima
Goodrich	Thomas
Gordin	Alex
Gordon	Bonnie
Gordon	Brenda
Gouveia	Paul
Goyne	Lisa
Graham	Timothy
Graham	Todd
Grahn	Brittany
Gramson	Gilbert
Grant	Derek
Grant	Jeanne
Grant-Molina	Emily
Graves	Richard
Gray	Gina
Green	Mary
Green	Victoria
Green	William
Greene	Deborah
Greene	Debra
Greene	Jan
Greene	Priscilla
Gregor	Rebecca
Gregory	Garin
Grewell	Sherri
Griffin	William
Griffith	Amy
Grimes	Laura
Grobey	Tod
Gromko	Emily
Groom	Roger
Groom	Tracy
Gross	Martha
Hardin	Timothy



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Last Name	First Name
Grossman	Fred
Grove III	Thomas
Grover	Amy
Guerra-Sundberg	Alexandra
Gunther	Natalia
Guthrie	Laura
Guthrie	Scott
Gutlerner	Jordan
Gwaltney	Karen
Gwynn	Pamela
Haatia	Lynn
Habes	Joseph
Haddon	Blair
Haglund	Caitlin
Haines	Pamela
Hakam	David
Halbert	Janet
Hale	Erin
Hale	Susanna
Hales	Charlotte
Hall	Ellen
Hall	Portia
Hall	Ronda
Haller	Janice
Hallinan	Sheila
Halpern	Mark
Halvorson	Betsy
Hamalainen	Natalia
Hamilton	David
Hamlin	Frederick
Hammel	Marcelle
Hanawa	Emi
Hanes	Rachel
Hansen	Amy
Hansen	Bernie
Hansen	Mark
Hansen	Tammy
Hanson	James
Hanson	Karen
Harbolt	Mary
Hardin	Amy
Henderson	Kathryn
Hendricks	Linda

Last Name	First Name
Harding	Karen
Hardy	Charles
Hargrave	Amy
Harold	Jane
Harold-Golden	Stacey
Harper	Anne
Harrington	Terri
Harris	Angie
Harris	Gaelle
Harris-Wastradowski	Donna
Harsman	Fred
Hart	Carol
Hart	Sydney
Hart-Davis	Janice
Hartmann	Eric
Harvey	Janice
Hasart	Dayna
Hascall III	Norman
Hashimoto	James
Hass	Elisabeth
Hata	Chisao
Haughton	Brandon
Hauser	Janice
Havran	Joanne
Hawes	Elizabeth
Hawkins	Theresa
Hawksford	Anjanette
Hawley	Melinda
Hayes	Thea
Hayter	Virginia
Haywood	Todd
Hazzard	Laurel
Headley	Alice
Heard-Hopson	Patricia
Hefty	Jennifer
Heggem	Deborah
Heilman	Margaret
Heinrich	Tracy
Heins	Marion
Heisler	Mike
Heller	Martha
Hembd	Beth
Holman	Priscilla

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Last Name	First Name
Hendrickson	James
Henry	Susan
Heppner	Gregg
Herder	Robert
Herder	Sandra
Hermansen	Rachel
Hermens	Stephen
Hernandez	Rita
Heron	Kimberly
Herrington	Patricia
Heuberger	Leeanne
Hewig	Carol
Hibbert	Lisa
Hicks	Jan
Hicks	Susan
Hieggelke	Jason
Higbee	Keith
Higginbottom	Keri
Hilbourne	Amber
Hildebrant	Alison
Hilderbrand	Joanne
Hill	Katherine
Hillesland	Kathryn
Hillis	David
Himelhoch	Susan
Hinderlie	Kara
Hippe	Paul
Hjorth	Mercedes
Hobbs	Brian
Hobbs	Julie
Hoerauf	Jason
Hoffelt	Andrea
Hoffer	Dana
Holben	Melinda
Holbrook	Annette
Holden	Nicole
Holenstein	John
Holland Jr	Lewis
Hollands	Walter
Hollyfield-Meiz	Jessica
Holman	Kathleen
Huntley	Joni
Hurner	Rose

Last Name	First Name
Holmes	Joellen
Holte	Rickey
Holton	Lashell
Homberg	Jamie
Honl	Chad
Hook	Kathryn
Hooten	Carrie
Hopkins	Christine
Horgan-Harms	Margaret
Horn-Courtney	Margaret
Hornbrook	Jody
Horner	Martha
Horner	Samae
Horrigan	Michael
Hotchkiss	Sara
House	Suzanne
Houser	Diane
Howard	Geraldine
Howard	John
Howard	Kimberly
Howard	Susan
Howard	Wendy
Howatt	Lynsey
Hryciw	Timothy
Hryniewicz	James
Huckaba	Dave
Hudson	Christopher
Hudson	Karla
Huff II	Ronald
Huffman	Katherine
Huffman	Michele
Hufford	Mari
Hugel	Liduan
Hughes	Keri
Humphrey	Angel
Humphrey	Laura
Hunt	Arletta
Hunt	Joy
Hunt	Kathryn
Hunt	Nicole
Hunter	Jesse
Hunting	Kimberly
Johnson	Justin

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Last Name	First Name
Husbands	Nancy
Hyde	Lisa
Hyde III	Simeon
Iliff	Joyce
Immesoete	Melissa
Ingamells	Doug
Ingersoll	Janice
Irby	Cynthia
Irons	Michelle
Irwin	Kristin
Iverson	Jill
Jackson	Amy
Jackson	Caleb
Jackson	Dawn
Jackson	Eileen
Jackson	Laura
Jacobs	Glen
Jacobs	Tina
Jacobsen	Dana
Jacobsen	Jessica
Jacobson	Mary
James	Julie
Jamesbarry	Anthony
Jamesbarry	Sarah
Janson	Patricia
Jaquiss	Andrew D
Jen	Sylvia
Jenkins	Douglas
Jensen	Eleanor
Jensen	Martha
Jensen	Rachell
Jensen	Rose
Jensvold	Elizabeth
Jeppesen	Paula
Johansson	Eric
Johnson	Bradley
Johnson	Daniel
Johnson	Diane
Johnson	Gina
Johnson	Jeffrey
Johnson	Jeffrey
Kasch	Amy
Kastrup	Sarah

Last Name	First Name
Johnson	Katharine
Johnson	Katie
Johnson	Kimberly
Johnson	Leah
Johnson	Melissa
Johnson	Rebecca
Johnson	Sara
Johnson Sr	Alvin
Johnson-Koziuk	Kimla
Johnson-Smith	Carole
Johnston	Craig
Johnston	Kim
Johnston	Melinda
Jolstead	Paul
Jones	Bonnie
Jones	Karen
Jones	Keith
Jones	Kelli
Jones	Richard
Jorgensen	Sherri
Joseph	Chelyn
Josephson	Susan
Joy	Maria
Joyalle	Jennifer
Jugel	Lynn
Jurisons	Mary
Kabza	Matthew
Kahn	Meghan
Kaiser	Jeramie
Kajitsu	Nancy
Kamata	Yoshiko
Kamery	Lee
Kamoshita	Therese
Kane	Thomas
Kanealey	Patrick
Kaplan	David
Kapranos	Anna
Kapranos	Jaina
Kapranos	Nicholas
Karki	Dana
Karpouzes	Stephanie
Karsten	Kristy
Kniser	Timothy

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Last Name	First Name
Kavanaugh	John
Keefer	Debbie
Keiter	James
Keith	Althea
Keller	Benjamin
Keller	Suzanne
Kelley	Jennifer
Kelly	David
Kelly	Nancy
Kelly	Terese
Kelso Velarde	Ahmed
Kemp	James
Kemper	Keska
Kennedy	Carol
Kennedy	Joseph
Kennedy	Michael
Kennewell	Robert
Kenney	Michelle
Kennison	Lyn
Kenny	Maureen
Kenyon	Kimberly
Ketel	Christine
Keyser	John
Khvilivitzky	Natalya
Kidd	Karina
Kincaid	Kathy
King	Amber
King	Kristyn
King	Linea
Kinner	Alexis
Kirchhoff	Joana
Kirk	Karey
Kirkaldie	Elizabeth
Kirsch-McMaster	Megan
Kirschner	Leah
Kjome	Kristin
Klee	Richard
Klein	Kathryn
Klein	Shara
Kline	Jennifer
Knight	Artie
Lammert	Lisa
Lamoreaux	Michelle

Last Name	First Name
Knox	Virginia
Knutsen	Kristin
Ko	Elaine
Kobs	Lisbeth
Koch	Markeeta
Kohn	Sarah
Kolb	Melissa
Kolinsky	Richard
Koning	Jill
Kordahl	Elin
Koshy	Elizabeth
Kozlowski	Kristen
Krambule	Beth
Kray	Shelby
Kreuzer	Sara
Kriska	Darcy
Krohn	Kurt
Kropp	Daniel
Kroswek	Paul
Kruger	Diana
Krum	Ethel
Kubeck	Kerry
Kucera	Kristi
Kuether	Britt
Kuhl	Peri
Kuhlman	Carrie
Kulak	Andrew
Kurkinen	Megan
Kurtz	Carolyn
Kurtz	Chris
Kurtz	Joseph
Kutasz	Barbara
Kyle	Sheryl
Labudda	Kirstin
Lacaden	Michelle
Lageson	Tina
Lagos-Anker	Monica
Lahart	Bernard
Lahey	Sheryl
Lake	Morgan
Lambert	Stephen
Lamkins	Judy
Lee	Min

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Last Name	First Name
Lamp	Christopher
Lancaster	Steven
Lanctot	Michele
Lane	Chris
Lane	Jeffrey
Lane	Jo
Lang	Cassandra
Lang	Michael
Lang	Timothy
Lanigan	Alison
Lannigan	Elizabeth
Lanzas	Cassandre
Lapotin	Nancy
Lapp	Raymond
Lara	Felipe
Lariza	Katherine
Larsell	Deanne
Larsen	Anne
Larsen	Penelope
Lasher	Kristin
Lasley	John
Lathan	Chrysanthius
Latocha	Koren
Laurence	Drew
Lauretti	Leslie
Laurila	Janelle
Lavacque	Kevin
Lawler	Beth
Lawler	Margaret
Lawrence	Deborah
Layman	Mildred
Lazareck	Jack
Le Fave	Dominic
LeBlanc	Christina
Leach	Sam
Leahy	Dianne
Leake	Lynne
Leary	Victoria
Lebaron	Suzanne
Lebsack	Cathryn
Lebus	Amy
Liscia	Danielle
Llewellyn	David

Last Name	First Name
Leeman	Dylan
Leeson	Lorana
Lefitz	Aaron
Lei	Marion
Leineweber	Heidi
Lemma	Laura
Leong	Verna
Lepley	Jodene
Leroy	Patricia
Leshner	Deborah
Leslie	Natalie
Letson	Charlene
Lettner	Karen
Levear	Ian
Levin	Abby
Levine	Eric
Levine	Nicole
Levine	Nina
Levison	Rebecca
Lewis	Christopher
Lewis	Connie
Lewis	Diane
Lewis	Mark
Lewis	Shardon
Lewis	Silvia
Lewis	Victoria
Liberator	Saundra
Libke	Kathryn
Lickey	David
Licurse	Anne
Liebman	Eve
Lifton	David
Liljequist	Kiva
Linck	Patricia
Lindahl	Amy
Lindeman	Suzanna
Lindemann	Tamara
Lindenmeyer	Patrick
Linder	John
Lindquist	Sheryl
Lipscomb	Edmund
Lipson	Andrew
Mackay	Vivian

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Last Name	First Name
Lloyd	Benita
Lloyd	Kathy
Locke	Karrie
Loeb	Pamela
Lofquist	Eric
Logan	Cheri
London Tinsel	Jamin
Long	Lucinda
Longstreet	Cori
Longstreth	Katharine
Loomis	Gwen
Looney	Liberty
Looney	Megan
Lopez	Alodie
Lopez	Luis
Loprinzi	Colleen
Loske	Lisa
Lovatt	Pardis
Loveland	James
Loveless	Timothy
Lovely	Patricia
Lowe	Chrysann
Lowery	Marianne
Lu	Yanping
Lublimer	Laurie
Luk	Tessa
Luke-Brown	Deirdre
Lum	Lisa
Lundberg	Sally
Luria	Alexandra
Luthy	Mary
Lyerla	Jessica
Lynch	Tracie
Lynch	William
Lynn	Susan
Maack	Rodney
MacCartney	Eric
MacCormack	Dorie
MacDicken	Derek
MacKinnon	Amy
Macdonald	Stephanie
Masters	Sheila
Masunaga	Kiya

Last Name	First Name
Macklin	William
Macon	Barbara
Macy	Jill
Maddocks	Joseph
Madore	Debra
Mahaney	Brenda
Mahlum	Elizabeth
Mahon	Marsha
Mahurin	Michael
Maier	Christine
Makara	Jamie
Maleah	Jolynn
Malone	Michael
Maloney	Peggy
Malzahn	Lynn
Mangan	Patrick
Mann	Nancie
Mann	Robyn
Mannenbach	Jerome
Mansfield	Catherine
Mantia	Mike
Marandas	Louise
Marchyok	Matthew
Marcus-McEwen	Kristine
Margolis	Jason
Marquard	Anne
Marquardt	Kevin
Marsh	Kelly
Marsland	Melissa
Martin	Cathleen
Martin	David
Martin	Dawn
Martin	Elisabeth
Martin	Janice
Martin	Joshua
Martin	Rebekah
Martine	Emily
Martinez	Carolina
Martinez	Matilde
Marx	Kara
Mashia	Jeanetta
Masi	Charles
McCormick	Patrick

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Last Name	First Name
Mateo	Manuel
Mathes	Linda
Mathew	Karen
Mathews	Easter
Matsumoto	Judy
Matsuo	Marcia
Matsuoka	Jamie
Matthews-Fisher	Naomi
Mattox	D
Matyiko	Geri
Mauldin	Robin
Maves	Randall
Maxam	Virginia
Maxwell	Ann
Maxwell	Ralph
May	Anne
May	Robin
Mayer	Elizabeth
Maynard	Allyson
McAdams	Aniscia
McAdams	Cynthia
McAlister	Rebecca
McArthur	Barbara
McArthur	Deidre
McArthur	Martha
McBeth	Raymond
McCailey	Jennifer
McCann	Luke
McCarter	Andrea
McCarthy	Thomas
McCartney	Layne
McCarty	Scott
McClain	Brandan
McClain	Judith
McClelland	Karen
McClenaghan	Marianne
McClendon III	William
McClincy	Clare
McClure	Cheryl
McCormick	Mary
Melendez Contreras	Sofia
Melling	Richard
Mention	Anita

Last Name	First Name
McCormick	Rosalind
McCoy	Caroline
McCrosen	Melinda
McCulloch	Caroline
McDonald	Natalia
McDowell	Laurie
McElroy	Richard
McEwan	Karen
McGlone-Shuell	Lorison
McGrady	Andrea
McGrady	Patrick
McGuinness	Maureen
McIntosh	Teresa
McIntyre	Laurie
McIntyre	Linda
McKee	Sarah
McKelvey	Terry
McKenzie	Carly
McKenzie	Valerie
McKibben	Darci
McLaughlin	John
McLaughlin	Shannon
McLean	Daisy
McLellan	Linda
McLellan	Palmyra
McLernon	Gayle
McLeron	Michael
McMahon	Jill
McMahon	Shawn
McMichael	Phillip
McNeely	James
McNulty	John
McNutt	Nicole
Meadows	Anneliese
Mears	John
Mease	Sara
Mecalis Jr	Robert
Mechling	Kevin
Medley	Ethan
Megivern	Mary
Meguire	Rian
Meier	Karen
Mishina	Aya

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Last Name	First Name
Mercer	Stacy
Merriman	Carol
Mesch	Anne
Meskimen	John
Metz	Kathleen
Metz	Michael
Meyer	Jennifer
Meyer	Katherine
Meyer	Mia
Meyer	Susan
Meyers	Thomas
Meza	Jorge
Mi	Wenrong
Michael	Janet
Michael	Mary
Michels	Rose
Middleton	Elizabeth
Mildenberger	Marjory
Miles	Anne
Miles	Darryl
Miles	Douglas
Milford	Kelly
Milich	Dena
Millar	Alain
Millar	Barton
Miller	Brandi
Miller	Christia
Miller	Dana
Miller	Deborah
Miller	Jamie
Miller	Jeffrey
Miller	John
Miller	Jolinda
Miller	Karen
Miller	Lynn
Miller	Marcia
Miller	Merrie
Miller	Susan
Minkin	Alla
Minzghor	Kehaulani
Mullaney	Bridget
Mullins	Molly
Mundai	Alan

Last Name	First Name
Mjelde	Tonya
Mode	Connie
Mogi	Eriko
Molina	Jose
Molloy	David
Monroe	Mary-Lynne
Monroe	Melanie
Montano	Irene
Montfort	Alex
Moon	Karen
Moon	Kristin
Moore	Darrell
Moore	Janice
Moore	Kathryn
Moore	Roland
Moore	Ruthann
Moren	Michael
Moreno	Aaron
Morgan	Darci
Morgan	Debra
Morgan	Jennifer
Morgan	Laura
Morgan	Linda
Morgan	Melissa
Morley	David
Morrell	Lisa
Morris	Carolyn
Morris	Jacy
Morris	Mary
Morris	Melanie
Morris	Rhonda
Morris	Shae
Morse	Cynthia
Mortimer	Kara
Moss	Marilyn
Moule	Matthew
Mowe	Kristi
Mower	Dawn
Moxley	Robert
Moyola	Adriana
Muchow-Martens	Julie
Muir	Kevin
Neufeld-Griffin	Teri



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Last Name	First Name
Munro	Avril
Murdock	Melinda
Murdock	Rose
Murer	Margaret
Murphy	Donna
Murphy	Stacy
Murphy-Hecht	Brooke
Murray	Catherine
Musaeus	Steven
Musashino	Keisuke
Mutnick	Barbara
Myers	David
Myers	Tonya
Nadel	Ariel
Naganuma	Kate
Naganuma	Steve
Nahurski	Andrea
Nally	David
Nam	Hyung
Nass	Deborah
Naze	Christopher
Naze	Craig
Neal	Carolyn
Neal	Heidi
Nee	William
Needham	Benton
Neeley	Lisa
Neff	Margrit
Neff	Suzanne
Nelson	Amanda Jane
Nelson	Bethany
Nelson	Dawn
Nelson	Heather
Nelson	Jeannette
Nelson	Susan
Nelson	Susan
Nelson-Cahill	Amy
Nelson-Owusu	Sandra
Nemeth	Zsuzsa
Nesbitt	Margaret
Olberding	Claire
Oleksak	Richard
Oleson	Matthew

Last Name	First Name
Neun	Beverly
Newmark	Barbara
Ngai	Lillian
Nguyen	Hang
Nguyen	Nguyen
Nguyen	Thuy
Nichenko	Linda
Nicholi	Alicia
Nicholson	Deborah
Niebergall	Briggette
Niebergall	Christopher
Niebergall	Jeffrey
Niebergall	Marc
Niebergall	Matthew
Niebergall-Eitagonde	Christopher
Niedermeyer	Sally
Nims	Stephen
Nolan	Michael
Nomeland	Christine
Nordwall Keller	Genevieve
Nowakowski	Hanna
Noyer	Nanci
Nunn	Amy
Nussbaum	Elaine
Nutter	Jennifer
O'Brien	Jeanne
O'Brien	Lisa
O'Connell	Margo
O'Doherty	Mark
O'Donovan	Christine
O'Hanlon	Grace
O'Hara	Mary
O'Leary	Megan
O'Malley	Tamara
O'Neal	Sandra
O'Neill	Michael
O'Neill	Steven
O'Shea-Betker	Patricia
ONEILL	Jullana
Oesterle	Carla
Ogburn	Cheryl
Olavarrieta	Jose
Parrott	Craig

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Last Name	First Name
Olsen	Aaron
Olson	Kara
Oppedisano	John
Orcutt Kane	Lisa
Ordway	Kirk
Ormerod	Constance
Orndorff	Steven
Ortiz	Esteban
Osborne	Nancy
Oshea	Andrew
Otero	Mijail
Ott-Cooper	Ann
Outcalt	Sara
Owen-Cooper	Linda
Owens	Jason
Owens	Jennifer
Page	Barbara
Page	Kazuko
Page	Lauren
Pagenstecher	Aubrey
Pakseresht	Kaveh
Palici	Sirena
Pallier	Christine
Palmer	Brooke
Palmer	Julie
Palmer	Rosamma
Pankratova-Kniep	Yelena
Pao	Catherine
Pappas	Chrysiis
Parent	Thrina
Parente	Teri
Parker	Catherine
Parker	Robert
Parker	Robert
Parker	Susan
Parks	Danielle
Parks	Kylene
Parman	Kristan
Parr	Charlene
Parr	Gary
Piantes	Lisa
Pieren	Melisa
Pierson	Paul

Last Name	First Name
Parrott	Kirsten
Parshalle	Michiko
Patterson	Patricia
Pattiani	Colleen
Pauley	Janice
Paxton	Lisa
Peake	David
Peake	Mary
Peake	Michelle
Pearl	Stephanie
Pearson	Melissa
Peattie	Julia
Pechette	Teresa
Pedersen	Julie
Pederson	Ryan
Peek	Randee
Peeler	Jeffrey
Peerenboom	James
Peirce	Kenneth
Pellico	Matthew
Peloquin	Denise
Pelster	Jeanette
Penk	George
Penny	Shelley
Peoples	Margarett
Pepitone	Andrea
Perkins	Lisa
Perry	Heidi
Peterka	Sky
Peters	Diana
Petersen	Ingrid
Peterson	Lucinda
Peterson	Russell
Peterson	Stacy
Petrin	Kelly
Pettit	Cara
Peyton	Arlie
Pfeiffer	Neil
Pfohman	Susan
Pham	Michael
Phelps	Lynne
Phillips	Korey
Pruitt	Tami

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Last Name	First Name
Pinegar	Carol
Pinyoun	Baret
Pioli	John
Piper	Shyla
Pirruccello	Regina
Pita-Zanavich	Luz
Pitts	Teresa
Plank	Cynthia
Plato	Julie
Plaza	Linda
Plein	Michael
Pluymers	Rochelle
Podany	Zita
Podichetty	Jennifer
Polachek	Julie
Polis	Karen
Polizos	Katherine
Polkow	Laura
Polson	Kenneth
Poole	Lydia
Pope	Darlene
Porter	Joshua
Porter	Kristina
Porter	Patrisha
Porter	Rachel
Portillo	Margarita
Post	Brian
Postema	Anastacia
Potegal	Jennifer
Potestio	Michael
Potestio	Michele
Powell	Charity
Powell	Ina
Powell	Thom
Prakken	Jennifer
Pressman-Olson	Beth
Price	Robert
Pringle	Stephanie
Provost	Alicia
Pruitt	Marsha
Reynolds	Donald
Rhiger	Barbara
Rhone	Tracy

Last Name	First Name
Prusynski	Brian
Pryor	Melanie
Puckett	Kimberly
Puhvel	Peter
Purpura	Teresa
Putney	Julie
Qualey	Greg
Qualls	Julenne
Quan	Alexander
Quinn	Bernard
Quinn	Brian
Quinton	Erin
Rabchuk Jr	Alexander
Raczek	Margaret
Rader	Jessica
Railey	Eddie
Raisman	Elizabeth
Ramirez	Guiza
Ramsey	Jeffrey
Ramsey	Melanie
Raspberry	Mr
Rataj	Meredith
Rattelman	Tracy
Raujol	Chris
Ray	Rachel
Read	Lois
Reardon	Stephen
Reavis	Susan
Rebholz	Jill
Redd	Bonnie
Reddekopp	Julianne
Reed	Joshua
Rees	Trudy
Reetz	Paul
Reeves	Gage
Rehm	Thomas
Reif	Burton
Reimuller	Mirabai
Reisman	Deanna
Reiter	Bruce
Repollet	Marta
Retherford	Chris
Rojas	Agaryvette

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Last Name	First Name
Richards	Louise
Richardson	Susan
Richman	Christian
Richman	Geoffrey
Richter	John
Ridabock	Amy
Riechers	Francine
Riehl	June
Rier	Richard
Rierson	Julie
Rinehart	Paul
Rinier	Kim
Rischiotto	Jean
Riscol	Nichole
Ritter	Melissa
Rivera	Anibal
Rizzo	Leslie
Robb	Bonnie
Robbins	Amy
Robert	Rodney
Roberts	Dawn
Roberts	Teresa
Robertson	Blake
Robertson	Christina
Robertson	Elisabeth
Robertson	Heather
Robertson	Nora
Robertson	Patricia
Robertson	Shelley
Robertson	Stori
Robinson	Drew
Robinson	John
Rockness	Tor
Rockwell	Melody
Roddis	Aaron
Rodeback	Mary
Rodhe	Casey
Rodriguez	James
Rodriguez	Marisol
Rogers	Laura
Ryer	Rachel
Sackrider	Regina
Sage	Jacquelyn

Last Name	First Name
Rolfe	Robin
Rollins	Thomas
Romanaggi	Joanne
Romanaggi	Mike
Rood	Jeffrey
Root	David
Rose	Abigail
Rose	Donald
Rose	Judith
Roser	Jennifer
Roska	Jane
Rosman	Sarah
Rosoff	Stacy
Ross	Carmel
Ross	Dawn
Ross	Laurie
Ross	Laurie
Ross	Sarah
Rossitto	Kathleen
Rossmann	Cathy
Rosson	Kathryn
Rost	James
Roth	Abigail
Roth	Harriet
Rothery	Rebecca
Rothwell	Kristina
Roumpf	Judith
Rouse	Karen
Rowell	Michael
Rowey	Diana
Rowland-Horrigan	Gretchen
Rozell	Scott
Rozewski	Joseph
Runion	Stephen
Running	Erik
Russell	Pamela
Russell	Tracy
Rutherford	Jody
Ryan	Michael
Ryan-Dolan	Catherine
Ryckebosch	Kari
Ryczek	John
Schmidt	Rachel

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Last Name	First Name
Sahler	Brian
Said-Hall	Tai
Salley	Shirley
Salmon	Michael
Sammons	Douglas
Sammons	Kimberly
Sancomb	Mathew
Sander	Leanne
Sandhorst	Barbara
Sandri	Shannon
Sands	Amy
Sandvold	Steven
Sanford	Joan
Sansom	Merritt
Santana	Maria
Santangelo	Scott
Sapienza	Anna
Saporito	Luke
Sarlos	Lillian
Sato	Joseph
Saulter	Douglas
Savage	Erin
Savage	Stephanie
Scevola	Nancy
Schachner	Melissa
Schacker	Sarah
Schafrath	Jennifer
Schalk	Bryan
Schar Becker	Angela
Schardt	E
Scherlie	Karen
Schertzer	Marjorie
Schiada	Stephanie
Schiavo	Stephanie
Schlegel	Dawn
Schlesinger	Fern
Schlichting	Robert
Schlosser	Jessica
Schmidt	Andrea
Schmidt	Jerod
Shaw	Clifford
Shaw	Vangie
Shay	Karen

Last Name	First Name
Schmidtke	Elizabeth
Schneider	Erika
Schneider-Barne	Diana
Schoettle	Peggy
Schopmeyer	Eric
Schouten	Sally
Schraer	Mona
Schreckenberger	Thomas
Schrepping	Jane
Schulte	Tessalie
Schultz	Kristine
Schultz	Sylvia
Schulz	Karin
Schumacher	Terri
Schumann	Julie
Schwartzkoph	Terry
Sciaccotti	Teresa
Scott	Linda
Scott	Michael
Scott	Norman
Scottel	Dina
Scotto	Angela
Scoville	Steven
Scribner	Anthony
Seeley	Theresa
Segovia	Nancy
Seidel	Teresa
Seifert	David
Sele	Karen
Self	Christina
Seligman	Leslie
Semlick	Jill
Senaga-Freauff	Nina
Sesar	Pamela
Setterholm	Suzanne
Shanahan	Mike
Shapiro	Joel
Sharifi-Tehrani	Mehrnaz
Sharp	Gwendolyn
Sharp	Mary
Shatz	Andrea
Shaughnessy	Elizabeth
Slaughter	Amy

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Last Name	First Name
Shea	Cheri
Shea	Susan
Sheckels	Polly
Sheldan	Loral
Sheldon	Suzanne
Shelton	Katherine
Shelton	Wendy
Shen	Yin
Shenker	Rosalyn
Sherden	David
Shetler	Jeremy
Shonkwiler	Laurie
Shore	Alla
Short	Richard
Shriki	Rina
Shrum	Cara
Shue	Robin
Shultz	Margaret
Shumway	Lori
Siam	Jose
Siebold	Kent
Siegel	Jennifer
Siegfried	Heather
Siegfried	Helene
Silberberg	Jennifer
Silver	Kate
Simmons	Michael
Simon	Paul
Simonsen	Shelley
Simpson	Catherine
Simpson	Crystal
Singingbird-Grant	Linda
Siprian	Daniel
Siri	Wendy
Sisk	Brian
Siu	Caroline
Skach	Catherine
Skelly	Claire
Skybak	Leslie
Skye	Lauren
Standley	Melissa
Stanich	Patricia
Stapp	Joline

Last Name	First Name
Sletmoe	Gary
Slusher	Charles
Smith	Alicia
Smith	Amy
Smith	Bridget
Smith	Bryan
Smith	Bryan
Smith	Jason
Smith	Judith
Smith	Julie
Smith	Julie
Smith	Kathryn
Smith	Nancy
Smith	Vanessa
Smith-Wallis	Tija
Snodgrass	Christine
Snowadski	Andrea
Snyder	Susan
SnyderBrown	Christopher
Soderquist	Dawn
Soliz	Ronald
Sorensen	Andrew
Sorg	Kelly
Sorric	Carrie
Sossel	Richard
Soto	Jacob
Sours	James
Souther	Lisa
Sparling	Julie
Spears	Stephen
Spector	Lesley
Speerstra	Jane
Spella	Sarah
Spencer-Mylet	David
Spring	Tanya
Springgate	Liza
Spunaugle	Amy
St Clair	Melissa
Staab	Matthew
Staley	Lynn
Stalnaker	Maryanne
Standlea	Janet
Stubenrauch	Cynthia

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Last Name	First Name
Stark	Anita
Stark	Lindsay
Starr	Loran
Starr	Mollie
Steagall	Daniel
Stearns-Gannett	Janet
Steinberg	Andrea
Steiner	Sarah
Steinhoff	Jonathan
Stelter	Amanda
Stember	Samuel
Sten	Matthew
Stephens	Karen
Stephens	Megan
Stephenson	Sally
Stern	Virginia
Stevens	George
Stevens	Heather
Stewart	Robert
Stewart-Rinier	Todd
Stiles	Sara
Stoeger	Martha
Stolyar	Larisa
Stone	Susan
Stone Jr	Lindell
Stonecipher	Geoff
Stonecypher	Barbara
Straub	Mary
Straube	Renee
Streano	Anna
Streckert	Thomas
Street Jr	Richard
Stride	Janet
Strobel	Michelle
Strom	Alison
Strong	Karen
Stronko	Anne
Struble	Laura
Stuart	Alma
Stubbs	Roberta
Terrones	Louis
Terry	James
Tetzloff	Sandra

Last Name	First Name
Stultz	James
Sturges	Jeffrey
Su	Jianying
Suckow	RaeAnn
Suh	Bernadette
Sullivan	Gwendolyn
Sullivan	Kathleen
Sullivan	Nancy
Sumner	Vickie
Sunshine	Richard
Sussman	Gabrielle
Sutton	Amy
Sutton	Jacqueline
Swan	Brian
Swan	Deborah
Swanson-Wright	Gail
Sweeney	Lisa
Swehla	Eric
Swinehart	Timothy
Switalla	Craig
Szenasy	Radha
Taber	Phyllis
Taber	Timothy
Tabor	Kathleen
Talent	Lynn
Tamlyn	Deidre
Tanaka	Yuki
Tanaka-Nagae	Merianne
Tanner	Gabrielle
Taramasso	Amy
Tarnowski	Ivan
Tate	Raymond
Tatum	Sherree
Tautfest	Claudia
Taylor	Ginger
Taylor	Ginger
Taylor	Lorie
Taylor	Marie
Taylor	Mary
Telles-Ferreira	Henise
Tellis	Jackie
Temple	Tracy
Truong	Yen

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Last Name	First Name
Tews	Nicole
Theriault	Catherine
Thiel	Elizabeth
Thomas	Cynthia
Thomas	Jeremy
Thomas	Molly
Thomason	Marcia
Thompson	David
Thompson	Elsie
Thompson	Jeffrey
Thompson	Laura
Thompson	Raeann
Thompson	William
Thygeson	Caralee
Tibbetts	Daniel
Tierney	Erin
Tillery	Mary
Tims	Margaret
Tims	Susan
Tison	Mary
Tobey	Jill
Todd	Rachel
Todd	Trisha
Tofel	Anna
Tolentino	Heidi
Toll	Emily
Tomblin	Ana
Toren Hrin	Melissa
Trad	Kristin
Tran	Allien
Tran	Hoang
Trinchero	Nadine
Trinh	Hung
Triplett	Tara
Triplett	Tearale
Troehler	Keri
Trosko	Thomas
Trotter	David
Trump	Patricia
Truong	Veronique-Thu
Ventura	Mary
Vercher	Jonalee
Verhaeghe	Margaret

Last Name	First Name
Tsohonis	Joann
Tucker	Mark
Tucker	Roslyn
Tucker	Ruth
Tucker II	James
Tuggle	Brooke
Turley	Danielle
Turner	Martha
Turner	Maryanne
Turner	Theresa
Turner	Valerie
Tursi	Eunice
Tuttle	Denise
Tyeskey	Phoebe
Uchida	Sumiko
Ugarte	Eduardo
Underhill	Rebecca
Underwood	Barbara
Uppendahl	Jennifer
Urke	Eric
Ustach	Thomas
Vala	Kristine
Valenti	Michael
Valeske	Juli
Valley	Brian
Van Clock	Lisa
Van Dam	Jane
Van Farowe	Vonda
Van Kopp	Jennifer
Van Witzenburg	Melanie
VanEngel	Elizabeth
VanLehman	Gayle
VanMarter-Sanders	Richard
Vancleve	Madonna
Vandervelde	D
Vann-Tessmer	Jonquil
Vargas	Tara
Vasquez	Luis
Vasquez	Martha
Vaughn	Peter
Vaughn-Edmonds	Holly
Veen	Isobel
Ward	Julie



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Last Name	First Name
Verheyleweghen	Susan
Vestal	Zachary
Vigna	Debra
Vinal	Heather
Vineyard Stahl	Renee
Vinger	Dana
Vo	Patricia
Vogel	Michael
Vogl	Clifton
Vorasai	Kim
Vossen	Michael
Wade	David
Wadkins	JoAnn
Wager	Wendy
Wagner-Matsunaga	Robyn
Wagner-West	Kathryn
Waldorf	Jennifer
Waldron	Teresa
Walenza	Susan
Walker	Jerrine
Walker	Joseph
Walker	Lisa
Walker	Molly
Walker	Phillip
Walker-Byrne	Margaret
Wall	Gregory
Wall	Helen
Wall	Linda
Wall	Scott
Wallace	Kristin
Wallace Sosa	Jacquelyn
Waller	Sean
Walmer	Steven
Walrod	John
Walrod	Julianne
Walsh	Annie
Walsh	Nicole
Walterbach	Sandra
Walters	Douglas
Walters	Rhonda
Wick	Amy
Wickham	Jennifer
Wieneke	Marilynn

Last Name	First Name
Ward-McCurdy	Susan
Warden	Jenna
Warfield	Virginia
Washington	Kenneth
Wasserman	Debra
Wasson	Shannon
Waters	Bradley
Watkins	Lily
Watkins	Mary
Watkins	Terresa
Watros	Chrystal
Weatheroy	Lisa
Webb	Susan
Weber	Richard
Webster	Clark
Webster	Randall
Weesner	Lurena
Weidner	Paula
Weil	Toni
Weimer	Laurie
Weinberg	Kenneth
Weiner	Joshua
Weinstein	Alice
Weis-Swanson	Ann
Weitman	Tina
Wellington	Cory
Wells	Patricia
Wenger	Melissa
Werner	Ellen
Wessinger	Anna
West	Kerri
West	Tammy
Westfall	Annie
Wetherbee	Gail
Wethington	Amy
Wheeler	Christen
Whisnand	Megan
White	Rosa
Whitehurst	Mitchell
Whitmore	Carole
Whitmore	Gwendolyn
Whitney	Amy
Winn	Elaine

RESOLUTION No. 4562

Last Name	First Name
Wierth	David
Wiesner	William
Wigmore	William
Wilcox	Sheila
Wilcox	Susan
Wilde	Rose
Wilhelm	Mary-Hope
Wilke	Joan
Wilkins	Laurel
Wilkins	Lisa
Willard	Irene
Willeman	Ann
Williams	Anne
Williams	Diane
Williams	Jane
Williams	Joan
Williams	Kathleen
Williams	Kathryn
Williams	Lori
Williams	Michael
Williams	Tabitha
Williams	Takiyah
Williamson	Anne
Williamson	Beth
Williamson	Carla
Wilson	Amanda
Wilson	Cassandra
Wilson	Courtney
Wilson	Daniel
Wilson	Holly
Wilson	John
Wilson	Jon
Wilson	Kimberlee
Wilson	Laura
Wilson	Lisa
Wilson	William
Wilson III	Curtis
Winder	Julianne
Windham	Stephanie
Windle	Lilly F
Yoshiwara	Theresa
Young	Gerald
Young	Megan

Last Name	First Name
Wirsig	Marcia
Wisdom	Larisa
Wixon	Benjamin
Wojack	Cynthia
Wolf	James
Wolf	Margarita
Wolfe	Marsha
Wolfer	Stephanie
Wolff	Kathryn
Wolff-Myren	Desiree
Wong	Elisa
Wong	Frederick
Wood	Amy
Wood	Cynthia
Wood	Daphne
Woodhouse	Leslie
Woodruff	Bree
Woods	Kenneth
Woodsworth	David
Wooten	Lauren
Wortham	Cecile
Wren	Steven
Wrenn	Theodore
Wright	Deborah
Wright	Emily
Wright	Robert
Wyatt	Tracey
Wyman	Jean
Wynne	Greg
Yago	Ernest
Yampolsky	Amanda
Yan	Winnie
Yarlott	Katherine
Yarne	Cathlyn
Yates	Nancy
Yoder	Nicholas
Yoder-Corvi	Stephanie
York	Anna-Sophia
York	Michelle
York	Sydney
Yoshida	Lainie
Yoshida	Reiko

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Last Name	First Name
Young	Richard
Yu	Chiung-Chen
Zabo	Christina
Zadoff	Dina
Zakharchenko	Yuliya
Zakoura	Kent
Zartler	James
Zelazek	Daniel
Zeller	Joshua
Zerba	Jeffrey
Ziady	Joshua
Zimmer	Sarah
Zimtbaum	Mark
Zipp	Kathleen
Zogas	Brianne
Zook	Jonathan
Zrinyi	Cynthia
Zuckerman	Jan

Last Name	First Name
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March 5, 2012

RESOLUTION No. 4563

Election of Probationary Administrators  
(Second Year)

RESOLUTION

Based on the recommendation of the Interim Executive Director of Human Resources and accepted by the Superintendent of Portland Public Schools, the following persons serving in administrative positions are elected as second year probationary administrators upon the terms and conditions of employment set out in the standard District contract at the applicable salary guide adopted by the Board of Directors.

Last Name	First Name
Asson	Silvia
Bailey	Karen
Campbell	Carol
Chomka-Campbell	Ewa
Ellwood	Kathleen
Flowers	Evelyn
Ford	Robert
Gilson	Oscar
Herms	Nalota
Hristic	Fillip
Jackson	Tammy
Jones	Sarah
Kim	Ji
Kinnersley	Cherie
Kosmala	Susan
Martinez	Vanessa
Ndubisi	Sandra
Rager	Nilka
Roletto	Gina Elisa
Taylor	Kevin
Van Der Wolf	Pamela
Wagner	Rebecca
Westphal	Kristyn
Williams	Joy

M. Riddell

March 5, 2012

RESOLUTION No. 4564

Election of Probationary Administrators  
(Third Year)

**RESOLUTION**

Based on the recommendation of the Interim Executive Director of Human Resources and accepted by the Superintendent of Portland Public Schools, the following individuals serving in administrative positions are elected as third year probationary administrators upon the terms and conditions of employment set out in the standard District contract at the applicable salary guide adopted by the Board of Directors.

Last Name	First Name
Bagby	Eryn
Brawley	Ewan
Brown	Koreen
Diaz	Martha
Fuller	Edmund
Garrido	Celina
Gay	Carla
Goldstein	Matthew
Guerra	Ivonne
Hahn	Sara
John	Marylyn
Orien	Vivian
Osterhagen Brock	Traci
Pearson	Bradley
Thomas-Kersting	Corinne
Torres-Wilhelm	Rebecca

*M. Riddell*

March 5, 2012

RESOLUTION No. 4665

Election of Contract Administrators

RESOLUTION

Based on the recommendation of the Interim Executive Director of Human Resources and accepted by the Superintendent of Portland Public Schools, the following probationary administrators who have been employed as regularly appointed administrators for three successive school years are hereby elected as contract administrators of the District.

Last Name	First Name
Armendariz	Debora
Carbone	Jeandre
Garnett	Shawn
Jeans	Jonathan
Sandino	Angela
Schorr	Élisa
Tourtillott	Robert
Williams	Charlene
Wilson	Elizabeth

*M. Riddell*

Three-Year Contract Extension for Administrators

**RESOLUTION**

Based on the recommendation of the Interim Executive Director of Human Resources and accepted by the Superintendent of Portland Public Schools, the Board of Education extends the contracts of the following supervisors, administrative personnel and building administrators through June 30, 2015.

Last Name	First Name
Acker	Tina
Allen	Ricky
Allen	Sharon
Anderson	Brian
Bergstrom-Ford	Gretchen
Bivens	Donald
Blount	Lisa
Boyce	Catherine
Breaker	Jason
Brown	Jeffrey
Buedefeldt	Lori
Callin	Petra
Calvert	Margaret
Chapman	Peyton
Chun	Molly
Clark	Lori
Cook	Paul
Crotchett	Kevin
Dauch	Andrew
Dragich	Melissa
Ferraro	John
Fielding	B
Foxman	Susan
Galindo Jr	Carlos
Geist	Teri
Ghattas	Tanya
Haskins	Marshall
Hobson	Bonita
Hurdle	F
Isham	Eileen
Jackson	Jennifer
James	Shwayla
Joyner	Pamela
Lamont	Maude

Last Name	First Name
Lewins	Sarah
Locke Jr	Frederic
Lurie	Radislav
Madison	Elizabeth
Magallanes	Veronica
Manning	Lauretta
Marshall	Vern
McCall	Lisa
McConachie	Lisa
McElroy	Susan
Meyer	Kristen
Moon	Linda
Morrison	Ava
Neal	Cameron
Newsome	Karl
Newsome	Tamala
O'Dell	Leslie
Patterson	Mary
Pearson	Mary
Penley	Lana
Phillips	Barry
Porter	Andrea
Powell	Stephen
Pruitt	Beverly
Rhodes	Ladrena
Roby	Cynthia
Ross	Gregory
Sage	Jill
Shelby	Beth
Sing	Teresa
Snyder	David
Tabshy	Ann
Traynham	Macarre
Truong	Thu

March 5, 2012

Last Name	First Name
Van Hoomlissen	Mark
Walden	John

Last Name	First Name
Williams	Jonathan
Wilson Jr	Curtis

*M. Riddell*