



BOARD OF  
EDUCATION  
Portland Public Schools  
**Regular Meeting**  
March 9, 2021

VIRTUAL MEETING

*In light of current public health concerns related to COVID-19, this meeting will take place virtually.\**

Under the provision of ORS 192.670, the meeting will be streamed live:  
<https://www.youtube.com/user/ppscmms/live>

To request to sign-up for public comment please send an email with your first and last name, and topic to [PublicComment@pps.net](mailto:PublicComment@pps.net), or call Kara Bradshaw at 503-916-3906. Requests for Public Comment will be processed in the order that they are received, and should be received by 12:00 pm on the day of the meeting. Once your spot is confirmed, instructions for addressing the board will be sent to you via email.

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**

- I. 6:00 pm - Opening
- II. 6:05 pm - Resolution to Recognize March 8-12, 2021 as School Social Work Week
- III. 6:10 pm - Consent Agenda: Resolutions 6252 through 6264  
*Vote- Public Comment Accepted*
  1. Resolution 6252: Approval of the Index to the Minutes
  2. Resolution 6253: Expenditure Contracts
  3. Resolution 6254: Approval of Head Start Policy Council Recommendation
  4. Resolution 6255: Election of Second Year Probationary Teachers
  5. Resolution 6256: Election of Third Year Probationary Teachers
  6. Resolution 6257: Election of Contract Teachers
  7. Resolution 6258: Extension of Contract Teachers
  8. Resolution 6259: Election of Second Year Probationary Administrators
  9. Resolution 6260: Election of Third Year Probationary Administrators
  10. Resolution 6261: Election of Contract Administrators
  11. Resolution 6262: Extension of Contract Administrators
  12. Resolution 6263: Contract Extension for Administrators
  13. Resolution 6264: Approving a Recommendation for Non-extension of a Contract Teacher
- IV. 6:25 pm - Student and Public Comment
- V. 6:50 pm - Remarks from the Portland Association of Teachers
- VI. 6:55 pm - Student Representative's Report
- VII. 7:00 pm - Superintendent's Report
- VIII. 7:10 pm - Board Committee and Conference Reports
- IX. 7:30 pm - Charter School Renewals  
*Vote- Public Comment Accepted*
  1. Opal School
  2. Portland Arthur Academy
- X. 8:00 pm - Update: COVID, Hybrid and Limited In-person Instruction (LIPI)
- XI. 8:25 pm - 1st Reading of a Policy
  1. Comprehensive Health Education Policy
- XII. 8:35 pm - 2nd Reading of a Policy  
*Vote- Public Comment Accepted*
  1. 8.70.040-P Preservation, Maintenance, and Disposition of District Real Property
- XIII. 9:00 pm - Other Business / Committee Referrals
- XIV. 9:05 pm - Adjourn

**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.*

## **RESOLUTION No. 6268**

### Resolution to Recognize March 8-12, 2021 as School Social Work Week

#### **RECITALS**

- A. School social workers in Portland Public Schools serve as vital members of the educational team, playing a central role in creating a positive environment at schools;
- B. School social workers have a lens focusing on racial equity and social justice which includes uplifting student and family voice and identity and decreasing barriers to learning created as a result of systemic racism, poverty, inadequate health care, and violence perpetrated against historically marginalized communities.
- C. School districts and local educational agencies should continue to work with school social workers to address students' social, emotional, physical, mental health, and environmental needs so that-as the PPS vision identifies- students may be compassionate critical thinkers, collaborative problem solvers, and be prepared to lead a more socially just world.

#### **RESOLUTION**

The Board of Education of Portland Public Schools extends greetings and best wishes to all observing March 8-12,2021 as School Social Work Week

**RESOLUTION No. 6252**

The Following Index to Minutes are offered for Adoption:

- 02/23/2021 – Regular Meeting

**RESOLUTION No. 6253**Expenditure Contracts that Exceed \$150,000 for Delegation of Authority**RECITAL**

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

**RESOLUTION**

The Superintendent recommends that the Board approve these contracts. The Board accepts this recommendation and by this resolution authorizes the Deputy Clerk to enter into the following agreements.

**NEW CONTRACTS**

<b>Contractor</b>	<b>Contract Term</b>	<b>Contract Type</b>	<b>Description of Services</b>	<b>Contract Amount</b>	<b>Responsible Administrator, Funding Source</b>
Portland Mechanical Construction	3/10/21 through 3/9/24	Flexible Services Contractor Pool FSCP 89206	Flexible Services Contractor Pool – HVAC & control services as needed. Request for Proposals 2020-2847	Not to Exceed \$3,000,000	C. Hertz Funding Source Varies
River City NW Mechanical	3/10/21 through 3/9/24	Flexible Services Contractor Pool FSCP 89807	Flexible Services Contractor Pool – HVAC & control services as needed. Request for Proposals 2020-2847	Not to Exceed \$3,000,000	C. Hertz Funding Source Varies
Allied Systems Northwest, LLC	3/10/21 through 3/9/24	Flexible Services Contractor Pool FSCP 89766	Flexible Services Contractor Pool – Electrical services as needed. Request for Proposals 2020-2850	Not to Exceed \$3,000,000	C. Hertz Funding Source Varies
M2 Integration, LLC	3/10/21 through 3/9/24	Flexible Services Contractor Pool FSCP 89751	Flexible Services Contractor Pool – Electrical services as needed. Request for Proposals 2020-2850	Not to Exceed \$3,000,000	C. Hertz Funding Source Varies
Wirenut Enterprises, LLC dba MD Electrical Services	3/10/21 through 3/9/24	Flexible Services Contractor Pool FSCP 89750	Flexible Services Contractor Pool – Electrical services as needed. Request for Proposals 2020-2850	Not to Exceed \$3,000,000	C. Hertz Funding Source Varies
Consolidated Supply Company	3/10/21 through 2/24/23 Option to renew for up to one additional two-year term through 2/24/25	Material Requirements MR 89771	Purchase of Elkay drinking fountain and bottle filling stations. Invitation to Bid 2020-2905	\$516,566	C. Hertz Fund 456 Dept. 5511 Project DS008
Ednetics, Inc.*	TBD	Materials Requirements MR *****	Purchase of Ethernet switching devices. Invitation to Bid 2021-2944	\$5,121,362	C. Hertz Funding Source TBD
Ednetics, Inc.*	TBD	Materials Requirements MR *****	Purchase of wireless access points. Invitation to Bid 2021-2945	\$2,118,678	C. Hertz Funding Source TBD

\* Contracts are in negotiation and not finalized at this time. Staff seeks advanced authorization for these contracts pursuant to the Purchasing & Contracting Delegation of Authority Administrative Directive, 8.50.105-AD, Section X(4): “The District may seek an ‘advanced authorization’ from the PPS Board of Education for any contract upon the approval of the Director of Purchasing & Contracting. The cost of the

contract shall be a 'Not to Exceed' amount. Once the Board has approved it, no further authorization for the contract is required, providing the contract value remains at or below the 'Not to Exceed' amount."

**NEW INTERGOVERNMENTAL AGREEMENTS ("IGAs")**

No New IGAs

**AMENDMENTS TO EXISTING CONTRACTS**

No New Amendments



**PORTLAND PUBLIC SCHOOLS**  
**OFFICE OF PURCHASING & CONTRACTING**

501 North Dixon Street / Portland, OR 97227  
Telephone: (503) 916-3421 / Fax: (503) 916-3109  
Mailing Address: P. O. Box 3107 / 97208-3107

**Date:** March 6, 2021  
**To:** Board of Education  
**From:** Don Wolff, Chief Technology Officer Office of Technology and Information Services  
**Subject:** Advanced Authorization for Network Switches and Wireless Access Points (WAPs)

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The Purchasing and Contracting Delegation of Authority Administrative Directive, 8.50.105-AD, provides:

- All District Contracts exceeding \$150,000 shall be presented to the Board of Education on their consent agenda for approval.
- The District may seek “advanced authorization” from the PPS Board of Education for any contract, upon the approval of the Director of Purchasing & Contracting. The cost of the contract shall be a “Not to Exceed” amount. Once the Board has approved it, no further authorization for the contract is required, providing the contract value remains at or below the “Not to Exceed” amount.

When the Board provides advance authorization for a contract, it means that the contract can be signed by the Purchasing & Contracting Director as soon as it is fully negotiated and vetted by the Purchasing & Contracting department, without waiting for a subsequent Board meeting. Upon receipt of the fully negotiated contract, Purchasing & Contracting staff will undertake all steps of the standard contract review process. Contract work may begin only after the fully vetted contract is signed by authorized signers for both parties.

**Staff seek advanced authorization for the following contract:**

**Contractor Name:** Ednetics, Inc. - Lowest bidder on both contracts

**Contract Amount:** ITB #2021-2944 \$5,121,361.36 and #2021-2945 \$2,118,677.75

**Contract Term:** Two five year contracts

**Short Contract Description:** (1) Purchase of ethernet switching and (2) Purchase of replacement wireless access points.

**Solicitation Method:** Invitations to Bid

**Solicitation Issue Date:** February 3, 2021

**Contract Manager Name & Title:** Don Wolff, Chief Technology Officer, Office of Technology and Information Services

**Reason for advance authorization request:**

These contracts are supported by ERate Category 2 funding for network switches and wireless access points. ERate regulations stipulate that all contracts must be posted for 28 days for competitive bids and that all contracts must be posted for ERate approval between January 14, 2021 and March 25, 2021.

In order to meet the ERate deadlines we are seeking pre-authorization for these contracts not to exceed \$5,121,361.36 for ITB # 2021-2944 and \$2,118,677.75 for ITB #2021-2945. Meeting the ERate guidelines will make these contracts eligible to receive 60% reimbursement from ERate funds.

These solicitations closed at 2 PM on March 4, 2021 after the 28 days open period required by ERate. The Intent to Award notifications have been sent to Ednetics, Inc. but there was not sufficient time to get full contract packages together prior to this Board meeting.

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I understand that I am seeking the Board's advance approval only and that no work may begin until the proposed contract (with all attachments) is reviewed by Purchasing & Contracting and signed by authorized signers for both parties.

Contract Manager's signature:



Don Wolff, Chief Technology Officer

## **RESOLUTION No. 6254**

### Approval of Head Start Policy Council Recommendation

#### **RECITALS**

- A. Federal requirements call for the Governing Board of a Head Start program to approve recommendations for the program.
- B. The Board of Directors for Portland Public Schools serves as the Governing Board for the PPS Head Start Program.
- C. Portland Public Schools Policy Council recommends submitting the COVID Carryover Request of \$79,551 in grant funds for the grant period November 1, 2020 to September 30, 2021.

#### **RESOLUTION**

The Board of Directors for Portland Public Schools, School District No. 1J, Multnomah County, Oregon, approves the Head Start Policy Council recommendations as stated above.





## **PORTLAND PUBLIC SCHOOLS**

### **Office of Head Start/Early Learners**

501 North Dixon Street / Portland, OR 97227  
Telephone: (503) 916-5724

**Date:** February 19, 2021  
**To:** PPS School Board  
**From:** Emily Glasgow, Director of Early Learning  
Robert D. Cantwell, Head Start Director  
**Subject:** Board Resolution

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#### **BACKGROUND**

- A. Federal requirements call for the Governing Board of Head Starts to approve recommendations and reports for the program.
- B. The Board of Directors for Portland Public Schools serves as the Governing Board for PPS Head Start.
- C. PPS Head Start CARES Act/COVID-19 Relief Funds Carryover Request: Board Signature of Approval Needed. Federal funds were made available by Congress (CARES Act, 2020) through the Office of Head Start (OHS) in 2020. PPS Head Start received \$261,006 in CARES Act funding in 2020. On February 12, 2021, the PPS Head Start Parent Policy Council approved applying for carryover of the remaining \$79,551 to be used to prevent, prepare for, and respond to COVID-19. These funds must be spent by September 30, 2021. This timeline will be monitored by the Head Start Director and Business Operations Analyst as well as by PPS Grant Accounting.

#### **ANALYSIS OF SITUATION**

Items listed above support the high quality, comprehensive services provided to the children and families enrolled in PPS Head Start.

#### **FISCAL IMPACT**

CARES Act/COVID-19 Relief funds will continue to support PPS Head Start's efforts to prevent, prepare for, and respond to COVID-19 during comprehensive distance learning, limited in-person instruction, and potential re-opening of in-person instruction. In addition, PPS Head Start may offer and operate a supplemental summer program during summer 2021 if conditions permit. Expenses will include staff salaries, children's snacks, and costs for materials and supplies. Expenses will be covered by carryover funds.

#### **COMMUNITY ENGAGEMENT (IF APPLICABLE)**

PPS Head Start Parent Policy Council reviewed, provided input, and approved these actions/documents on February 12, 2021 as noted above.

#### **TIMELINE FOR IMPLEMENTATION / EVALUATION**

The timeline for implementation will be the 2020-2021 fiscal cycle with a deadline of September 30, 2021.

#### **BOARD OPTIONS WITH ANALYSIS**

Board approval needed.

Portland Public Schools is an equal opportunity educator and employer.

## **CONNECTION TO BOARD GOALS**

The goal of PPS Head Start is to prepare the city's most diverse young children for successful transitions to kindergarten and beyond by leveraging each child's strengths, building their social competence, and developing school readiness skills.

Portland Public Schools' vision is this: Every student, every teacher, and every school succeeding. The school district's mission is that every student by name is prepared for college, career, and participation as an active community member, regardless of race, income, or zip code. The Board adopted the following four priorities for the 2018-19 school year to move the school district toward the above aspirations:

- Set a clear vision and strategic plan.
- Create equitable opportunities and outcomes for all students.
- Build management accountability systems and structures.
- Allocate budget, funding, and resources focused on improving outcomes for students.

All of the above items support the district's and School Board's vision and priorities.

## **STAFF RECOMMENDATION**

Develop Board resolution and obtain signature approval from the Board Chair of the attached document.

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*As a member of the PPS Executive Leadership Team, I have reviewed this staff report.* *lv* (Initials)

## **ATTACHMENTS**

- A. 2020-21 COVID Carryover Request Letter Policy Council Signed
- B. Feb. 12, 2021 PPS Head Start Parent Policy Council Meeting Minutes
- C. 2020-21 COVID Carryover Request Letter PPS School Board
- D. PPS School Board Resolution for Carryover of CARES Act Funds



Kathy Schuknecht  
Regional Program Manager  
Office of Head Start

Subject: Federal COVID Carryover Request of \$79,551

Dear Ms. Kathy Schuknecht,


Portland Public Schools Head Start Policy Council has approved the program's request to apply for the above Federal COVID Carryover Request for Fiscal Year 2021, for the budget period November 1, 2020 through September 30, 2021.

Portland Public Schools Head Start Policy Council has approved Head Start's request to apply for the above Federal COVID Carryover Request in the amount of \$79,551.

The signature below is confirmation the Head Start Policy Council has approved this request.

Thank you,

*Robert D. Cantivell* Feb. 16, 2021  
Head Start Director

 Feb. 19, 2021  
Policy Council Chair



HEAD START PROGRAM

PORTLAND PUBLIC SCHOOLS  
Head Start Program  
4800 NE 74th Avenue  
Portland, OR 97218  
503-916-5724 • Fax: 503-916-2670

Kathy Schuknecht  
Regional Program Manager  
Office of Head Start

Subject: Federal COVID Carryover Request of \$79,551

Dear Ms. Kathy Schuknecht,

Portland Public Schools Head Start Governing Board has approved Head Start's request to apply for the above Federal COVID Carryover Request for Fiscal Year 2021, for the budget period November 1, 2020 through September 30, 2021.

Portland Public Schools Head Start Governing Board has approved Head Start's request to apply for the above Federal COVID Carryover Request in the amount of \$79,551.

The signature below is confirmation the Head Start Governing Board has approved this request.

Thank you.

*Robert D. Cantwell*

Feb. 17, 2021

Head Start Director

\_\_\_\_\_  
Governing Board Chair



# Parent Policy Council

## Minutes

Location: Zoom Call

Date and Time: 2-12-21, 5:30–7:00pm

Information	Welcome Opener Mtg: Who's here? Timekeeper: <b>Attendees:</b> Hawa L., Renee B., Nicole P., Robert O., Albion, Sherly, Christianne M., Kim R., Carol, Jean, Crystal, Amoy, Rhiannon, Christie, Robert C., Carol L., Rhiannon, Jean B., Amoy, Jon A.	Chair - Donald Jackson <b>Notes:</b> Donald was sick today, so Sherly Paul chaired today's meeting.
Information	Robert	Introduction of Crystal Ball as Family Outreach Coordinator
Action	Minutes: Review	Secretary - Christianne Moore <b>Notes:</b> Motion to approve Kim R., 2nd Robert O'B.. 6 Approve, 0 disapprove
Action	Treasurer's Report	Treasurer - Kim Richards <b>Notes:</b> Funds remaining quest. Funds remaining Yr over yr explained by Christie.  Motion to approve Nicole P., 2nd Kim R., 6 Approve, 0 disapprove
Action	Director's Report	Robert Cantwell <b>Notes:</b> Robert reviewed report for group. Budget meeting proposed for March 12th 4:30 prior to PPC @ 5:30 New IT Assistance introduced Brian Pemberton.  Motion to approve Robert O'B., 2nd Nicole P. 6 Approve, 0 disapprove
Action	Covid Relief Funds	<b>Robert Cantwell</b> <b>Notes:</b> Region 10 approval needed to carry over remaining funds \$79,550.74 Motion to Approve Kim R. 2nd Albion 6 approve, 0 disapprove

Information	Program Self-Assessment Team: would like to have at least 1 Policy Council member	Robert Cantwell <b>Notes:</b> 1 PPC member required. Robert will reach out to Donald.  Carol - parent survey review
Information	Recruitment Ideas for 2021-2022 school year (parent testimonials?)	Rhiannon/All <b>Notes:</b> Posters / flyers going to Community Partners, Businesses. FSW going locally with flyers.  Research All Born In, Fact Oregon, Mult. Cty Library, NextDoor. Send recruit info to Sherly
Action	Committee for Teacher Video Blurbs	Christianne/All <b>Notes:</b> Small team needed to head up. Crystal will head, Christianne and Kim  Who are your Policy Council videos for teachers.  Resources are Terry Proctor PPS, Rhiannon, Luis  Motion for committee Christianne, 2nd Kim 6 approve, 0 disapprove
Action	Committee for PC Fundraising	Christianne/Crystal/All <b>Notes:</b>
Information	New/Old/Center News	Chair - Donald Jackson <b>Notes:</b> Sherly on maternity in April
<b>Next Meeting March 12, 2021</b>		

**RESOLUTION No. 6255**

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 2021-2022 school year the following persons, subject to the employment terms and conditions contained in the standard form contract approved by the legal counsel for the District.

Last	First
Adair	Donnell
Adams	Lisa
Alberti	Andre
Allen	Hanna
Altiero	Holly
Alvstad	Rebecca
Amor	Jose
Andrews	Athena
Anglada-Cordero	Pedro
Arce	Denley Michael
Ardila Vega	Maira Alejandra
Ashcraft	Chelsea
Aung	Myat
Baerg	Adrienne
Bakker	Zoe
Banks	William
Bartlett	Casey
Basques	Arick
Beanblossom	Alison
Benenati	Tom
Bennett	Katherine
Bennett	Kenneth
Bergman	Natalie
Bestor	Sarah
Biehl	Gina
Blair	Chelsea
Blume	Deborah
Boyd	Christine
Breaker	Jason
Brilman	Larissa
Brockbank	Brennan
Brosius	Melissa
Brown	Alec
Bryant-Capellas	Alexa
Buchanan	Kristin
Bund	Wayne
Burgess	Monnica

Last	First
Camelio	Natalie
Campos	Oscar
Carpenter	Brenda
Carter	Timothy
Chartier	Megan
Colard-Tyler	Isabelle
Combs	Seann
Conner	Emily
Cook	Susan
Cortinas	Leticia
Costello	Nicole
Crozier	Wendy
Cuda	Matthew
Dahl	Ingrid
Dai	Daniel
Daniels	Matthew
De La Cruz	Tina
DeGagne	Alivia
DeRocher	Shelby
Dempsey	Patrick
Desler	Kendra
Dewey	Sada
Dicker	Ryan
Doersam	Karen
Dominguez Lopez	Gabriel
Duff	Ryan
Elliott-MacFadden	Cameron
Fadel	Todd
Fealk	Rachel
Foxley	Shannon
Fritz	Julia
Gallagher	Devin
Garcia	Francisco
Garcia	Lesly
Gekov	Nicole
Georgilas	Nicole
Goad	Spencer

Last	First
Goldstein	Adam
Goldstein	David
Good	Kaitlin
Gorman	Bronwynn
Greenberg	Kelly
Griffin	Katelyn
Hacklander	Caitlyn
Hale	Phillip
Hamler	Adam
Hammond	Sydney
Hara	Sujata
Hardaway	Michelle
Harris	Rachel
Harrison	Daniel
Hawk	Rebecca
Hehn	Andrea
Hellman	Jennifer
Herbst	Sarah
Hillbeck	Alexis
Hills	Rhys
Hoang	Michael
Hoffenberg	Rebecca
Holmes	Kiante
Hood	Angeline
Hooper	Jennifer
Hunt	Melanie
Ibrahim	Bashar
Ingamells	Ellen
Ingram	Angela
Johnson	Rebecca
Johnson Campbell	Brett
Jordan	Erica
Kassouf	Suzanna
Kavehrad	Christina
Kennedy	Ana
Kincl	William
Kovacich Blackmore	Katherine
Kuhn	Jennifer
Kuznetsov	Michael
LaGrone	Ronald
Lamagna	Carlo
Laugenour	Jamie
Laws	Walker
Le Chevallier	Grace
Lefor	Bridget
Lenon	Alexander
Lewis	Jack
Light	Kristin
Lipziger	Lee

Last	First
Littrell	Tara
Liu	Ye
Locke	Britni
Loker	Troy
Loupe	Kristin
Lyon	Amanda
Mackaness	Kate
Madrid	Fernando
Manansala	Audrienne
Marantz-Herzberg	Judith
March	Ayako
Martin-Rosenthal	Leah
Mason	Kelly
Mate	Reka
Mathewson	Heather
Mayo	Alexander
Melson	Alexander
Minson	Jess
Morin	Emily
Mulligan-Brinson	Anne
Munoz	Myrna
Mykkanen	Sarah
Neu	Katherine
Nguyen	Kevin
Nguyen	Quan
Noble	Heather
O'Brien	Katherine
Oates	Marie
Ordway	Catherine
Oswald	Shoshana
Parker	Emily
Pena	Anthony
Pham	Hang
Phan Mende	Chau
Phillips	Jacob
Politte	Paula
Pope	Alexa
Ramos	Brenda
Randazzo	Jack
Redhead	Clare
Reid	Anne
Rey	Krista
Ricketson	Beth
Rissetto	Kristina
Rittman	Michael
Rizk	Gina
Robinson	Unique
Robison	Lisa
Rodriguez Salinas	Romina



Last	First
Romero	Yaneira
Roosevelt	Adam
Ross	Rivkah
Sakai	Yuki
Scher	Alexis
Scott	Stacee
Shemer	Noah
Shiryayev	David
Simmons	Emily
Smith	Hilary
Smith	Jhaizmine
Smith	Kimberly
Snyder	John
Socolofsky	Kristianna
Stanfield	Shirley
Stares	Arica
Starr	Leah
Sterling	Jessica
Sternberg	Ariella-Sophie
Stralek	Lynzi
Sutton	Jonathon

Last	First
Tapio	Katharine
Tiffany	Ethan
Toole	Joshua
Touney	Steven
Towne	Randall
Tran	Lien
Wallace	Candor
Wallau	Taylor
Waller	Michael
West	Kimberly
Whitt Smith	Wintry
Williams	Alexander
Williams	Dowell
Williams	Halla
Williams	Willie
Wilson	Caleb
Wilson	Clementine
Winkler	Amanda

**RESOLUTION No. 6256**

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 2021-2022 school year the following persons, subject to the employment terms and conditions contained in the standard form contract approved by the legal counsel for the District.

Last	First
Aaden	Fowzia
Adams	Ramey
Allison	Robin
Arias	Adora
Arney	Jessica
Arthur	Laura
Avila-Bander	Yudy
Bach	Robert
Banning-Shaughnessy	Deirdre
Barajas	Monica
Barber	Ricardo
Bardeschewski	Andrew
Barnes	McKenzie
Bassi	Yamille
Benson	Mikael
Bibb	Rumi
Bigham	Brett
Blackmon	Julianna
Bloemink	Bastiaan
Bokenyi	Brenda
Booth	Margaret
Borean	Jacqueline
Borns	Brooke
Bowen	Eric
Brennan	Rhonda
Brown	Christina
Brown	Claudia
Bruce	Khadija
Brunk	Ryan
Buckwald	Alex
Burbank	Samuel
Burchell	Cain
Busetto	Adith
Carabajal	Melina
Carmichael	Tara
Chambers	Louise
Chase	Richard

Last	First
Chirimwami	Vincent
Clark	Sarah
Close	Amy
Cohen	Bianca
Coia	Margaret
Commodore	Nathan
Cornett	Anna
Cunningham	Molly
Curl	Tricia
Cushman	Anna
Daviso	Gina
Delaney	Morgan
Denton	Charles
Devicq	Devon
Diaz Rios	Alexander
Dickerson	Aaron
Dickerson	Jeremy
Dilg	Kevin
Doyle	Jessica
Dulin	Heather
Engler	Amanda
Epifano	Lauren
Epp	Mackenzie
Escalada	Helena
Extine	Melissa
Fischer	Esther
Fisher	Hannah
Flores-Sanchez	Nancy
Fox	Ami
Fraser	Denholm
Gaiero	Meghan
Garciaguirre	Carolyn
Gassanova	Leila
Gilman	Cadie
Glasgow	Samuel
Glinert	Alden
Godoy	Robin
Gonzalez	Mario

Last	First
Goosen	Matthew
Goudiaby	Adama
Gretencort	Amy
Gunn	Sean
Guth	Jacob
Guthrie	Melanie
Gutierrez Valiente	Mario
Hallabrin	Morgan
Harris	Jason
Harris	Phyllis
Hawkins	Colin
Hayes	Jessica
Hedlund	Karin
Hellis	Jacqueline
Henning	Amy
Henrich	Shannon
Hogan	Matthew
Holt-Seavy	Grady
Holton	De'Andre
Horton	Kyle
Hughes	Elise
Hughes	Veronica
Irikawa	Michael
Jacobs	Daniel
Jacobson	Melanie
Jahn	Candace
Jardine	Dawn
Johnston	Colleen
Kidder	Maria
Kincl	Caitlin
Kinigopoulos	Maria
Kirkpatrick	Julia
Kunz	Pearson
Kurzer	Micah
LaCarrubba	Christopher
Lampus	John
Laurent	Stephen
LeCrone	Amanda
Leon Moreno	Karen
Lightbourne-	Susannah-
Maynard	Jean
Lillywhite	Emily
Lingenbrink	Hannah
Lodore	Christopher
Longo	Aaron
Lowes	Thomas
Lugg	Mary
MacDonald	Rachel
Manian	Mark

Last	First
Manley	Matthew
Marchello	Rustin
Martin	Sara
Martinez	Vanessa
Martinez Bustos	Juan
Mayo	Asia
McClanen	Meredith
McCleave	Bruce
McGettigan	Alexandra
McGrath	Hanna
McKay	Michelle
McLaren	Andrew
McNeff	Raquel
Medsker	Sarah
Mejia	Paul
Mello	Brittney
Mendiola	Madeline
Mico	Kristen
Minardi	Monica
Minkus	Jamie
Mohamed	Mohamed
Molina	Carlos
Monroy Benitez	Laurel
Moran	Margaret
Morano	Jenna
Morris	Hannah
Morrison	Tracy
Moser	Victor
Moyers	Sahnzi
Mulkey	Sydney
Munoz	Angelina
Natonick	Jessica
Ness	Sharon
Newhouse	Elise
Nguyen	Rich
Nielsen	Nancy
Nogueira	Julia
Noonan	Kristen
Nove	Robert
O'Doherty	Megan
O'Leary	Colleen
Orr	Sofia
Oser	Kayla
Pan	Andrew
Parish	Graham
Patterson	Miles
Patton	Andrea
Paulson	Alex
Payne	Jenny

Last	First
Pennington	Phillip
Pesicek	Mindy
Pill-Kahan	Sharon
Porter	Peter
Pothen	Salomi
Prahl	Isaac
Preble	Lynn
Ramos	Brigette
Rau	Elsbeth
Rawls	Brandon
Rayley	Danielle
Reese	William
Rockness	Karen
Rodriguez	Adrian
Rodriguez	Miriam
Rodriguez-Adair	Ermila
Roth	Alexandra
Ruhoff	Kathryn
Sabga	Melissa
Sanchez	Nancy
Schmidt	Gillian
Schmidt	Jeremy
Schweizer	Christopher
Sebert	Breanne
Sheean	Molly
Sides	Caprial
Simmons	Amy
Smetana	Shannon
Smith	Katherine
Smith	Melissa
Solitaria	Michael
Sooper	Justin
Spinelli	Danielle
Sponsler-Overby	Lurissa
St John	William
Stevens	James

Last	First
Stone	Zachary
Takacs	Brandy
Tello	Gabriela
Thayer	Marla
Thomas	Christopher
Toohey	Caitlin
Tovey	Griffith
Trapido	Sarah
Trask	Samantha
Troeschel	Marissa
Uhlemeyer	Paige
Vanden Berg	Tracy
Vang	Pao
Vavrusa	Alyssa
Verissimo	Britney
Vitellaro	Tracy
Vuong	Alisa
Walker	Emilie
Walsh	Bridget
Wardrop	Shannon
Warren	Allison
Wasserstrom	Pesha
Waters	Harold
Webb	Abigail
Wickstrom	Elin
Wilkinson	Marrla
Williams	Ciara
Williamson	Carlin
Willis	Emily
Wilson	Reuben
Wray	Jessica
Yoder	Nathan
Yost	Virginia
Zimmerman	Alexander
deVincenzi	Allison



## RESOLUTION No. 6257

### 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 2021-2022 school year the following persons, subject to the employment terms and conditions contained in the standard form contract approved by the legal counsel for the District.

Last	First
Aazzerah	Rachel
Abbott	Danielle
Abbott	Stephanie
Ady	Robert
Al-Aridh	Bradi
Alekel	Carly
Allen	Gregory
Allmer	Brian
Almazan-Lopez	Oscar
Altman	Christopher
Alvarez	Leticia
Amundson	David
Anderson	Haley
Anderson	Valerie
Angulo	Caitlyn
Aucutt	Christina
Ayala	Nicole
Balto	Samuel
Barrar	Christine
Barron	Emily
Barrow Strange	Kealy
Bartos	Kari
Bassett	Allison
Bean	Andrea
Beck	John
Beeler	Natasha
Benoit	Hilary
Bingham	Tracy
Bliss	Robert
Block	Abby
Bohart	Karen
Bolden	Kawanna
Bolich	Amanda
Bonhomme	Kendra
Breed	Rebekah
Brochin	Sean

Last	First
Broderick	Sarah
Buckner	Michael
Burke	Brandon
Cahill	Kelly
Calley	Katherine
Cameron	Karry
Cancro	Chad
Canedo-Sanchez	Hector
Canterberry	Sarah
Carpenter	Yvonne
Carter	Robert
Chapman	Katherine
Chavez	Yennifer
Chen	Yishan
Chenot	Anne
Chou	William
Cohen Glebe	Rose
Connelly	Kyle
Connolly	Wendy
Cook	Kellie
Cook	Leanne
Corpuel	Rebecca
Coste	Aurel
Cota	Danielle
Covington-Brehm	Jessica
Crews	Deborah
Criswell	Erinn
Cunningham	Jennifer
Curtis	Cami
Da Rosa	Jeremy
Darshay	Bryan
Davis	Stephanie
DeMonte	Scott
Del Buono	Mary Anne
Demma	Theresa
Derrickson	Sara

Last	First
Donoghue	Liam
Drake	Carolyn
Drescher	Michael
Drummond	Natalie
Duong	Don
Durham	Benjamin
Edenstrom	Alyssa
Edmunds	Nathaniel
Einarsson	Samantha
Eisenberg	Rebecca
Ekberg	Calley
Eller-Isaacs	Jessica
Ellsworth	Alison
Evola	Samantha
Fang	Dongxue
Farrell	Nathaniel
Fawk	Bree
Fenger	Nicholas
Ferrer Tamayo	Margarita
Fitzhenry Juarez	AnnMarie
Flores	Andrea
Floyd	Sherman
Foreman	Leesa
Foster	David
Freeman	Alexander
Freeman	Cheyenne
Fujiwara	Adelyn
Fuller	James
Gardner	Jesse
Gay	Christina
Gervais	Breanna
Godoy	Justin
Goldstone	Jeremy
Gomez	Virginia
Gonzalez	Ana
Goode	Matthew
Gordon	Dawn
Gordon	Heather
Green	Alisha
Griffin	Luke
Griffith	Margaret
Grigori	Cassandra
Halberg	Brian
Hall	Brandi
Hall	David
Hammericksen	Melanie
Hampton	Madelyn
Hanashian	Sophie
Harrelson	Evan

Last	First
Hartle	Jennifer
Haserot	Robert
Hazard	Paige
Heath	Derek
Heeney	Kevin
Heywood	Molly
Hill	Robert
Hill	Sierra
Hill	Zachary
Hilliard	Christopher
Holgate	Zachery
Hoshi	Keiko
Hudson	Miles
Huerta Murphy	Casandra
Huizar	Ginger
Hultgren	Kimberly
Humphreys	Megan
Hunter	Benjamin
Ifversen	Karen
Ingerson	Ilantha
Inman-Balanzar	Paula
Ivosevic	Chrisinna
Iwamoto	Keli
Jacobs	Kelly
Jahangir	Theresa
Jarvis-Pierson	Benjamin
Jeffery	Julie
Jett	Wilma
Johnson	Taryn
Juarez	Katarina
Kaleshnik	Kelly
Kaplin	Gwendolyn
Kelso	Shelah
Ketah	Dave
Knowlton	Aubin
Kobak	Jared
Koelbel	Jennifer
Korn Becerra	Karin
Krakow	David
Krebs	Amanda
Lam	Carol
Larkin Miller	Jennifer
Larsen	Shamai
Lee	Aaron
Lesniak	Melissa
Licitra	Katherine
Loiacono	Patrick
London	Marissa
Lorenzo Vento	Arien

Last	First
Love	Rachel
Luboff	Alexander
Lundgren	Nicole
Magee-Jenks	Patrick
Marrinan	Jennifer
Martin	Kara
McAdams	Amy
McCoy	Stephanie
McGlothlin	Ellen
McHugh	Anne
McInnis	Clair
Mehretab	Temerza
Melton	Julia
Michel-Midelfort	Siri
Miller	Nedra
Miller-Rider	Nathan
Millerman	Brandy
Mitchell	Timothy
Mohammed	Nabilah
Mohler	Kevin
Molony	Kathleen
Moore	Christopher
Muhs	Chelsea
Munoz-Rivas	Magdalena
Murray-Balto	Kayci
Nagisetty	Vytas
Nchekwube	Miranda
Nearing	Patrick
Nguyen	Alyssa
O'Loughlin	Emily
Olson-Mosby	Holly
Ortiz	David
Osuna-Mondragon	Jessie
Oviatt	Rose
Palmer	Ryan
Papacostas	Anne
Parker	Matthew
Payne	James
Payne	John
Pellegrin	Amy
Peters	Paul
Piet	Megan
Pinkston	Scott
Proctor	Michelle
Puderbaugh	Christina
Rabe	Rheta
Ransom	Christopher
Ravengael	Krista
Rebischke	Tammy

Last	First
Reed	Matthew
Reynolds	Laura
Richards	Laurel
Riggs	Tyler
Roberts	Kenneth
Robinson	Miles
Romero-Corral	Juan
Roosevelt	Kristen
Rosemus	Miranda
Rue	Margaret
Russell	Marie-Louise
Ryneal	Joshua
Salle	Nora
Salvador	Joseph
Sauer	Charles
Scherzinger	Jennifer
Schreib	Zachary
Schwartz	Alisha
Seekamp	Sarai
Shepard	Joanne
Sherwood	Patrick
Short	Andrea
Shull	Danielle
Shultz	Emily
Signorelli	Anthony
Smyth	Colleen
Spain	Madelyn
Stellpflug	Heather
Stevens	Julia
Stevens-Krogh	Mary
Stoffan	Jade
Stuhlmuller	Paige
Sullivan	Christine
Surits	Zoya
Swan	Melissa
Sylvester	Tara
Taylor	Alison
Taylor	Pamela
Toback	Rachel
Tobler	Kalin
Usselman	Nathan
Vance	Breana
Vandeventer	Simeon
Vaterlaus	Meredith
Veatch	Lisa
Velasquez	Erik
Villegas-Gutierrez	Martha
Vogel	Jonathan
Volponi	Catherine



Last	First
Vu	Rose
Walker	Kristin
Walsh	John
Ward	Jason
Wasiak	Meghan
Weber-Welch	Amanda
Welle	Alexa
Werschkul	Kelly
Williams	Nathaniel
Wolfstone	Anne
Wooley	Anna
Wright	Falisha
Wutzke	Karen
Yeager	Jesse
York	Taryn
Zeno Truscott	Natalie
Zhu	Yuan

**RESOLUTION No. 6258**

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 2023, subject to the employment terms and conditions contained in the standard form contract approved by the legal counsel for the District.

<b>Last</b>	<b>First</b>
Aaker	Daniel
Aalto	Johanna
Abel	Tivon
Accuardi	Nicole
Acevedo	Jody
Aceves	Lisa
Ackerman-Harvie	Adrian
Ackron	Michelle
Acquino	Amy
Acuna	Miguel
Acuna-Lujan	Richard
Adam-Howard	Edith
Adams	Melodie
Adams	Sadie
Adams Gaudreau	Susan
Adams-Brown	Christina
Adamski	Debra
Adana	Camille
Adkisson	Daniel
Afryl	Marni
Agre	Ashley
Aguirre	Rodrigo
Ahern	Sean
Ahmann	Tiana
Ajjarapu	Elijah
Akhavein	Rana
Aksay	Evin
Al Faiz	Miriam
Alabarca	Erika
Alderman	Amy
Aley	Robert
Allen	Maleka
Allen	Noelle
Allen	Quiana
Allen	Thomas
Almeida	Richard
Alongi-Hernandez	Aleta
Alonso	Amanda
Alonso	Ricardo
Alvarez	Francisca

<b>Last</b>	<b>First</b>
Alvarez	Vanessa
Amaya-Gonzalez	Berenice
Ambrosio	Amy
Andanen	Graham
Anderson	Brett
Anderson	Caitlin
Anderson	Caryn
Anderson	Jeffrey
Anderson	Katherine
Anderson	Kathryn
Anderson	Kent
Anderson	Kimberly
Anderson-Rubin	Heidi
Andres	Jennifer
Andrews	Shannon
Andrews Denney	Kelly
Anello	Heather
Angell	Amy
Anglada Bartley	Susan
Annen	Megan
Ansara-Henderson	Nicole
Ansell	Aram
Appel	Margaret
Appell	Marc
Aquino	Emmanuel
Arafat	Muna
Archer	Keri
Archer	Megan
Archer	Michael
Arellano	Rosario
Arellano Almaguer	Celina
Arias	Bianca
Arias	Erin
Arias	Laura
Armendariz	Febe
Armgardt	Emily
Armitage	Kawaji
Aronson	Scott
Arras	Katrina
Arteaga	Nancy

Last	First
Arthurs	Erica
Arze Torres Goitia	Camila
Asay	Kiera
Askari-Tamu	Malaika
Astvaldsson	Haukur
Atagabe	Beth
Aubrecht	William
Aubry	Dominique
Auda-Capel	Laurel
Audel	Steffanie
Augustine	David
Austin	Meghan
Avila	Obdulia
Avison	James
Axon	Laura
Azzaro-Budak	Gina
Baber	Marla Ann
Baca	Carlos
Backer	Ella
Backner	William
Bacon	Annette
Bacon-Brenes	Matthew
Bagg	Barbara
Baier	Kellie
Bailey	Kathryn
Bailey	Nancy
Bailey	Torrey
Baker	Courtney
Baker	Katherine
Baker	Kimberly
Baker	Rebekka
Baldauf-Wilcox	Suzanna
Baley	Tatiana
Ball	Joseph
Ballman	Joseph
Bancroft	Cinnamon
Bander	Adam
Bangura	Carrie
Bannon	Kelly
Barlow	Rebecca
Barnes	Brian
Barnes	Dereck
Barnes	Julie
Barnes	Sharon
Barnett	Lisa
Barnhardt	Alana
Barr-Hertel	Everett
Barrentine	Scott
Barrett	Neil

Last	First
Barry	Patricia
Barry	Sean
Barten	Sarah
Bartlo	Christopher
Bass	Kori
Bassaloff	Kristin
Batliner	Derrick
Batsch	Jennifer
Batten	Sarah
Battle	Lynda
Batty	Jessica
Bauer	Michael
Bauer	Suzanne
Bayne	Kerry
Beadle	Brian
Beaird	Susan
Becic	Susan
Beck	Aisha
Beck	Laresa
Beck	Nathan
Beck	Sara
Becker	Julie
Beckler	David
Bedi	Sanjay
Beebe	Allen
Belcher	Rachel
Bellavia	Marie
Beltz	Lillian
BenAziz	Randa
Bengtson	Erik
Bennett	Emilie
Bennett	Jennifer
Bennett	Neressa
Bennett	Remy
Bennon	Brady
Berg	Marta
Bergren-Dizon	Greta
Beris	Cristina
Berkowitz	Marcy
Bernardo	Anna
Bernat	Allison
Berning	Carolyn
Bernt	Michelle
Bertelsen	Kimberly
Berten	Anne
Bertolone-Logan	Carla
Berton	Ann
Bessas	Soumountha
Best	May

Last	First
Bettinger	Cory
Betz	Melanie
Beutler	Shawna
Bevan	Ashley
Biagini	Beth
Biamont	Timothy
Bickett	Carla
Bidney	Jacqueline
Biello	Gena
Bielman	Candice
Billedeaux	Chuck
Bilster	Marika
Biornstad	Kaoru
Bird	Jenifer
Birt	Laura
Bish	Maranda
Bishop	Bella
Bishop	George
Bitzer	Mary
Blackford	Elicia
Blackford	Eric
Blackman	Adriane
Blair	Jai
Blakemore	Amanda
Blanton	Kristina
Blattner	Julia
Blekhman	Irina
Blevins	Scott
Bloch	Andrea
Block	Kelsey
Bloom	Lisa
Blount	Melissa
Blum	Carolyn
Blumhardt-Braga	Tammy
Bobenrieth	Rafael
Bockelman	Samara
Boehm	Andrew
Bogdanoff	Rachel
Bokoske	Mary
Boldman	Emily
Bolger	Elizabeth
Bolgioni	Dawn
Bonilla	Angela
Bordioug	Olessia
Borosky	Alison
Borst	Cheri
Bossard	Maureen
Bostick	Jessica
Bostwick	Lindsey

Last	First
Bottman	Tereza
Boubel	Lauren
Boudreaux	Aurelian
Bovee	Jaclyn
Bowe	Elizabeth
Bowers	Kelsey
Boyd	Heather
Boyea	Kathryn
Boyeas	Megan
Boyer	Matthew
Braaten	Leslie
Brachman	Srulle
Bradach	Daniel
Bradley	Amber
Bradley	Elise
Braia	Anne
Brandt-Lazar	Matthew
Branham	Tara
Braun	Christina
Bredehoeft	Van
Breen	Samantha
Brenan	Jill
Brennan	Julia
Brennan	Maureen
Brenner	Conni
Brewer	Brittanie
Brighthouse	Susan
Brinks-Detzer	Harmony
Brinton-Anderson	Kristina
Briones	Adrienne
Brislin	Alicia
Brislin	Jeffrey
Brockmann	Jennifer
Brod	Beth
Brooks	Ashlee
Brooks	Ashley
Brooks	Nora
Brooks	Yulia
Brown	Amber
Brown	Barbara
Brown	Carrie
Brown	Hillary
Brown	Julie
Brown	Keith
Brown	Kristin
Brown	Leslie
Brown	ReShawn
Brown	Sahjo
Brown	Susan

Last	First
Brown	Tara
Brown	Tracey
Brucato	Kurt
Bruce	Tina
Bruer	Ilsa
Brunak	Eugene
Bryan	Martha
Bryson	Ronette
Bubl	Paul
Buchanan	Jennifer
Bucknam	Jessica
Buckowski	Kristie
Buehler	Christopher
Buell	Alexis
Buelow	Elizabeth
Buhler	Kristen
Buker	Francine
Bullard	Laura
Bullock	Laura
Bullock	Treoth
Bulow	Annelies
Bundy	Elizabeth
Burgess	Jill
Burke	Erin
Burke	Rosario
Burkhead	Gregory
Burks	Nathan
Burmester	David
Burny	Alana
Bush	Elsa
Bush	Kevin
Bussey	Dana
Butcher	Bryan
Butenhoff	Trevor
Butler	Grace
Butterfield	Andrew
Button	Ann
Buvinger-Wild	Gabrielle
Byer	Aaron
Byerly	Catherine
Byrkit	Margaret
Cady Russell	Michael
Caldwell	Benjamin
Caldwell	Meredith
Caldwell	Nicholas
Calkins	Amy
Calvillo	Patricia
Cameron	Scott
Camp	Ian

Last	First
Campanella	Christine
Campbell	Gwen
Campeau	Matthew
Canales	Cassandra
Canales Reyes	Andres
Cannon	Elizabeth
Cantwell	Sarah
Cappella	Kate
Capps	Kali
Caraboa	Brittney
Carchedi	Adam
Cardenas	Kali
Carline	Denetia
Carlson	Matthew
Carlson	Sarah
Carolan	John
Caron	Ceyriss
Carr	Jaimie
Carr	Jonathan
Carranza	Duncan
Carranza	Samara
Carrera-Padilla	Maricruz
Carrigg	Amanda
Cartagena	Max
Carter-Widyaratne	Lisabeth
Cary	Susan
Casciato	Heather
Casey	Allyson
Cash	Colleen
Casillas	Omar
Castillo	Martin
Castillo-Harden	Jenica
Catabay	Monty
Cates	Kathryn
Caton	Christine
Causey	Jayne
Centerwall	Sarah
Cervantes-Campbell	Lucila
Cha	Mary
Cha	Richard
Chaikittirattana	Amy
Challender	Matthew
Chaney	Heather
Chaplin	Nicole
Chapman	Gaye
Charlston	Katie
Chasse	Loren
Chavez	Alisha
Chavez	Xavier

Last	First
Chedester	Shannon
Chee	Amanda
Cheek	Thomas
Childress	Richard
Choate	Jennifer
Chorlton	Jessica
Christensen	Tracy
Christy	Ross
Chu	Bryan
Clark	Alfred
Clark	Andrew
Clark	Kristen
Clark	Lisa
Clawson	Frances
Cleary	Jennifer
Clegg	Lionel
Clem	Megan
Cleveland	Heather
Clyde	Chelsea
Coffey	Daniel
Coffman	Lisa
Cohen	Rebecca
Cohen	Suzanne
Coholan	Caroline
Colby	Trask
Coleman	JoAnna
Collazo-Santiago	Pilar
Collins	Diana
Collins	Julia
Colon	Elizabeth
Colon	Yesenia
Conable	Victoria
Condron	Kimberly
Cone	Christina
Connelly	Elisabeth
Connolly	Kelly
Connors	Anna
Conroy	Kevin
Constantinescu	Andrew
Cook	Allison
Cook	Nancy
Cooke	Kyle
Coomes	Jennifer
Cooper	Robin
Cooper	Suzanne
Copacino	Allyson
Cornet	Lindsay
Cornett	E
Coronado	Nadia

Last	First
Corwin	Caryn
Costa	Susan
Cowley	Leslie
Cox	Stephanie
Coyne	Jennifer
Craig	Sheila
Craig-McFarland	Amy
Cranley	Stephanie
Crawford	Debra
Crawford	Jacqueline
Crock	Vanessa
Cronen	Susanna
Crosby	Valerie
Crosman	Nathaniel
Croteau	Shawn
Crouser	Julie
Crouser	Martin
Crow	Elizabeth
Crum	Spencer
Cuatt	Susanne
Cudjoe	Jessica
Cunningham	Kevin
Cunningham-Parmeter	Kendall
Curley	Stephen
Curtis	Marissa
Cusack	Carly
Cvitanich	Michelle
D'Agostino	Julia
D'Aurora	Shannon
D'Cruz	Stephanie
Da Rosa	Gladis
Dagostino	Joseph
Dahinden	Susan
Daigle	Paul
Daley	Alexis
Daley	Cadie
Daley	Sara
Dalla Corte	Nancy
Dalton	Nicole
Damon	Alan
Dang	Tina
Daniels	Darlene
Daniels	Jacquelyn
Daniels	Julie
Danielson	Andre
Danielson	Teri
Danon	Eva
Danzer	Kellie
Darling	Jessica

Last	First
Darling-Budner	Rebecca
Date	Brooke
Davidson	Amy
Davidson	Elizabeth
Davidson	Lisa
Davidson	Roxanne
Davila-Marquez	Anna
Davis	Anna
Davis	Megan
Dawson	Alexander
Dawson	Elizabeth
Day	Lorelle
Day	Myriah
Day	Sean
De Lagrave	Nicole
DeGroot	Cheryl
DeNiro	Meghan
DeVille	Anna
Deacon	Lindsay
Decker	Joshua
Decklar	Kelly
Deede	Sara
Dekker	Betsy
Deland	Anthony
Delgado	Deanna
Dell	Jeremy
Delmatoff	Elizabeth
Delwisch	Meghan
Denison	Emily
Deniston	Nicole
Denney	Alicia
Denney	Kevin
Dennis	Paula
Dennison	Franki
Dennison	Thaddeus
DesCamp	Margaret
Devore	Jenna
Dewson	Nichole
Deych	Yulia
DiPasquale	Angela
Diamond	Kathleen
Diaz	Jessica
Dickinson	Heather
Dickstein	Galen
Dillavou	Leslie
Diller	Lynnette
Dillingham	Angela
Dillon	Melinda
Diltz	Michael

Last	First
Dilworth	Kate
Dinsmore	Christine
Dipascuale	Pablo
Dischner	Karen
Dixon	Jacqueline
Dixon	Maggie
Do	Janet
Docken	Elizabeth
Dodson	Kirk
Doern	Margie
Doherty	Christopher
Doht-Barron	Karlyn
Doler	Nicole
Dolson	Marie
Dombrowski	Deborah
Donahoe	Patrick
Doni	Lilia
Donin	Stacy
Donkers	Paul
Donohoe	Susan
Dorn-Medeiros	Rebecca
Dorobek	Leslie
Dorresteyn	Ian
Doughty	Marlene
Douglass	Martin
Douglass	Susan
Dowden	Jessica
Downs	Hannah
Draper	Rachel
Drew	Amy
Drexler	Judith
DuBois	Elizabeth
Duckwell	James
Dudareva	Elena
Duffy Govea	Kaitlyn
Dugan	Christine
Duggan	Andrew
Duggan	Lori Ann
Dugo	David
Dulcich	Sarah
Duncan	Hannelore
Duncan	Nicole
Dunn	Marie
Dunn	Melissa
Duran-Martinez	Josefina
Durant	Erika
Durham	Amy
Durocher	Anna
Dwan	Elizabeth

Last	First
Dwight	Kelly
Dwyer Young	Henry
Dyer	Brian
Dyer	Casey
Dykman	Bryan
Dyste	Sarah
Eames	Carlyn
Earle	Heidi
Early	Elisabeth
Eastman	Catherine
Eaton	Gerald
Echenique Arduz	Lily
Edelson	Jennifer
Edgar	Mehera-Rosa
Edington	Linda
Edler	Jennifer
Edwards	Mila
Edwards	Tamara
Egan	Theresa
Eichman	Katharine
Eigo	Meghan
Eisemann	John
Ekelof	Ingela
Eldredge-Burns	Ann
Ellenwood	Benjamin
Elliott	Amanda Jane
Ellis	Elizabeth
Ellis	Micaela
Eltagonde	Peaches
Elwell	Donald
Elwer	Aarika
Elwood	Stacey
Engeldorf	Blake
English	Kelly
Engstrom	Kristina
Enyeart	Jason
Epstein	Sarah
Ereckson	Ezra
Erickson	David
Erickson	Kristian
Erwin	Jesse
Esbensen	Thor-Aage
Escovedo	LaPrincea
Espinosa	Bianca
Espinoza	Renee
Essex	Elizabeth
Estassi	Samia
Esteve	Ann
Estrada-Meza	Monica

Last	First
Evans	Linda
Evans	Morgan
Evans	Nancy
Evers	Joseph
Everton	Adrienne
Ewers	Cindy
Ewing	Shauna
Fagan	Alexandra
Fain	Brian
Fale	Kelly
Fantz	Travis
Farnand	Rochella
Farrell	Miki
Fass	Eric
Fast	Jennifer
Fedorenko	Anna
Feitelberg	Matthew
Feldman	Felissa
Fell	Erin
Fennema	Brian
Ferguson	Joseph
Ferguson	Joseph
Ferguson	Leesa
Fernandez	Lourdes
Fernandez	Rebecca
Fessant	John
Feutrier	Meggie
Feuz	Lisa
Fields	Frank
Fig	Nicole
Files	Lauryn
Finamori	Melody
Finch	Thomas
Fink	Kathleen
Finke	Jennifer
Finley	Aaron
Finnigan	Ruth
Firestone	Jessica
Fischer	Jonathon
Fisher	Carolyn
Fisher	Laura
Fisher	Samuel
Fitzwater	Bryan
Flagel	Eric
Fleischman	Katia
Fleming	Julie
Flenniken	Gregory
Fletcher	Donna
Flores	Melody



Last	First
Flores	Moises
Flores	Sarah
Flowerday	Chadrick
Floyd	Jessica
Flye	Travis
Fogg	Julia
Foley-Weintraub	Maia
Foltz	Emily
Forbes	Colleen
Ford	Connie
Ford	Jaclyn
Ford	Joel
Ford	Windy
Forrest	Sharon
Forsberg	LeAnne
Forst	Mellissa
Forstag	Michael
Forsythe	Joshua
Fosik	Kristina
Fossen	Garth
Foster	Emily
Fournier	Ann
Fox	Maura
Frager	Ariel
Francis	Brad
Francis	Katie
Franklin	Krista
Franks	Chase
Frankunas	David
Fransen	Jacqueline
Fraser	Eva
Frazee	Ayn
Fredericks	Sarah
Fredgant	Daniel
Freeman	Allanah
Freeman	Maria Roma
Freeman	Sierra
Freeman	Stacey
Fretel	Pamela
Friedman	Levia
Friend	Adrienne
Frisby	Barry
Frisby	Susan
Frisch	Molly
Frisina	Salvatore
Fuentes	Lauren
Fujiwara	Ritsuko
Fuller	Sara
Fulton	Richard

Last	First
Furtado	Nicolas
Gabriel	Leanne
Gadbow	Kenneth
Gaede	Adam
Gallusser	Megan
Ganey	Gretchen
Gao	Ruiyuan
Gapp	Jenny
Garcia	Gabriela
Garcia	Greg
Garcia	Merri
Garcia Arriola	Alfonso
Garcia-Velasco	Elena
Garcie	Fabiola
Garcie	Michael
Gardiner	Stephen
Gardner	Alyssa
Gardner	Elizabeth
Gardner	Kendra
Gardner	Natalie
Gardner	Sara
Garrett	Pamela
Garvey	Molly
Gary	Jocelyn
Garza-Cano	Adolfo
Gascoyne	Maya
Gassner	Sarah
Gavitte	Donald
Gawronski	Peter
Gayler	Holly
Gaynor	Sarah
Gebbie	Lindsay
Geiger-Baker	Alicia
Geiszler	Steve
Geller	Kasey
Gelrod	Lia
Gentile	Jeff
Georgetta	Emma
Gerber	Brian
Gerlach	Jennifer
Germaneri-Clarkson	Suzanne
Germundson	Susan
Gernhart	Brett
Gerolami	Mark
Gershuny	Jason
Gervais	Amy
Gervich	Asa
Gevurtz	Tom
Ghan	Ryan

Last	First
Giackino-Baisch	Tiffany
Giarelli	Kimberley
Gibson	Neil
Gibson-Cairns	Robert
Giffert	Kathryn
Gifford	Christopher
Gilbertson	Amelia
Gilbertz	Nancy
Giles	Jason
Gilkey	Nancy
Gill	Darshanpreet
Gilley	Kerry
Gilley	Matthew
Gilson	Kirey
Gilson	Maria
Ginger	Jennifer
Gintz	Makenzie
Glover	John
Godfrey	Joanne
Goertzen	Heide
Goetz	Susan
Goff	Diane
Goldbloom	Stefanie
Golden	John
Golden	Kathryn
Goldhammer	Timothy
Goldman	Lilia
Goldstein	Howard
Goldstein	Meagan
Gollhofer	Dianne
Gomes	Kelly
Gonzales	John
Gonzales	Steve
Gonzalez	Marisel
Gonzalez	Sarah
Good	Melinda
Goodman	Bich
Goodman	Kala
Goodrich	Saima
Goodwin	Ria
Gooselaw	Ann
Gordon	Brenda
Gordon	John
Gothard	Margarita
Gove	Rachel
Graham	Amanda
Graham	Timothy
Graham	Todd
Graiziger	Mary

Last	First
Grant	Sally
Grass	Alyssa
Gray	Gina
Gray	Rhonda
Green	Amber
Green	Margaret
Greenberg	Liliana
Greenfield	Katherine
Gregerson	Elena
Gregoire	Susan
Gregory	Garin
Gretzinger	Jessica
Griffin	Antoinia
Griffith	Jessica
Griffon	Cora
Grigg	Christopher
Grillo	Carolyn
Grillo	Megan
Grimm	Gillian
Grivel	Julien
Grobey	Tod
Grohn	Michela
Gromko	Emily
Groom	Grace
Groom	Roger
Groseclose Lobb	Alicia
Gross	Martha
Grosscup	Benjamin
Gruber	Robert
Grunseth	Katharine
Guin	Margaret
Guitron	Edith
Gunderson	Mark
Gunther	Natalia
Gunvalson	Stephen
Gustafson	Maalaea
Gustin	Mitchell
Guthrie	Andrea
Guthrie	Laura
Guthrie	Scott
Gutierrez	Brenda
Gutierrez	Kathleen
Gutlerner	Jordan
Guzman	Arlene
Guzman	Malaina
Guzman	Marquita
Gwaltney	Karen
Haber	Rachel
Hackman	Marion

Last	First
Haddon	Blair
Haddox	Maria
Hagen	Alexandra
Hagen	Destini
Haight	Allison
Hakam	David
Halbig	Rebecca
Hale	Erica
Hale	Erin
Hales	Charlotte
Hall	Ellen
Hall	Rachael
Hall	Ronda
Hall Rockne	Portia
Hallinan	Sheila
Hallman	Craig
Halpern	Mark
Halvorson	Betsy
Hambelton	Kaley
Hammel	Marcelle
Hammett	LeeAnn
Hanawa	Emi
Hanawalt	Joel
Hanawalt	Oona
Hanes	Rachel
Hanlon	Kathryn
Hanna	Skye
Hansen	Amy
Hansen	Audrey
Hansen	Mark
Hansen	Tammy
Hanson	Ann
Hanson	James
Harbolt	Mary
Harding	Karen
Harding	Tara
Hardy	Ashley
Hardy	Sarah
Hargrave	Amy
Harkness	Devin
Harkness	Edward
Harmon	Michael
Harold-Golden	Stacey
Harper	Anne
Harper	Norelle
Harpster	Clinton
Harrah	Lindsey
Harris	Gaelle
Harris-Wastradowski	Donna

Last	First
Harrold	Elysia
Hartel	Nicholas
Hartmann	Eric
Harvey	Elizabeth
Hascall	Norman
Hashimoto	James
Haskell	April
Hatzipavlou	Athanasia
Havens	Aimee
Havermann	Kristin
Havner	Keira
Havran	Joanne
Hawking	Christopher
Hawkins	Andre
Hawksford	Anjanette
Hay	Susan
Haywood	Todd
Hazen	Alicia
Hazzard	Laurel
Headley	Alice
Heard	Martha
Heath	James
Heaton	Jennifer
Hedine	Samuel
Heggem	Deborah
Heinrich	Tracy
Heins	Marion
Heisler	Mike
Held	Laureen
Heller	Martha
Helmsworth	Nancy
Henderson	Kathryn
Henderson	Kristen
Henderson	Kristina
Hendrickson	James
Hennessy	Blair
Henry	Amy
Hensley	Emily
Herbage	Jennifer
Herkert	Jocelyn
Herman	Matthew
Hermansen	Rachel
Hermes	Leah
Hernandez	Cesar
Hernandez	Maria
Hernandez-Solis	Janeth
Herrera	Molly
Herrmann	Lauren
Herron	Alison

Last	First
Heuberger	Leeanne
Hewett	Jered
Heyerly	Logan
Hibbert	Lisa
Hickey	Jessica
Hieggelke	Jason
Higbee	Keith
Hilbers	Mikalene
Hilbourne	Amber
Hildebrant	Alison
Hildner	Benjamin
Hill	Mary
Hill	Susan
Hillenberg	Jamie
Hilsen	Rachel
Hilton	Kimberly
Hilyard	Kevin
Himmelstein	Julia
Hinatsu	Melia
Hirahara	Michiko
Hirata	Marisa
Hiser	Melody
Hjorth	Mercedes
Hoang	Cuong
Hoback	Dixie
Hobby	Holly
Hockett	Jacob
Hoerauf	Jason
Hoffelt	Andrea
Holben	Melinda
Holden	Nicole
Holden-Williams	Demetria
Holdren	Caitlin
Hollands	Walter
Hollingshed	Odie
Holloway	Danielle
Hollyfield-Melz	Jessica
Holsclaw	Dina
Holstine	Janice
Holte	Rickey
Holton	Lashell
Hom	Ming
Homberg	Jamie
Honeyman-Colvin	Katherine
Hook	Ryan
Hooper	Henry
Hopkins	Jennifer
Hopson	Anyika
Hopson-Willis	Chanell

Last	First
Horner	Jamie
Horner	Martha
Horrigan	Michael
Horton	Elizabeth
Horvat	Jason
Hotchkiss	Luke
Houghton	Mary
House	Suzanne
Howard	Adrienne
Howard	Branic
Howard	Kimberly
Howard	Ruth
Howdysshell	Jill
Huang	Nuan
Huber	Erica
Huckaba	Dave
Hudson	Christopher
Hudson	Karla
Huerta	Javier
Huff	Ronald
Hugel	Liduan
Hughes	Keri
Hughes	Vanessa
Hughes-Bond	Kasey
Hull	Megan
Huls	Jessica
Humphrey	Laura
Hunt	Kathryn
Hunt-Warren	Nicole
Hunter	Jesse
Hunter	Kyle
Huntington	Gregory
Huntley	Ian
Hurner	Rose
Hutchinson	Carrie
Hutchinson	Janelle
Hutchison	Jess
Hutsell	Kennedy
Hyde	Lisa
Immesoete	Melissa
Incorvia	Jamie
Ingraham	Jessica
Interian	Michele
Interian Ucan	Mario
Ionescu	Marinela
Irons	Michelle
Irwin	Kristin
Irwin Acosta	Alicia
Iser	Jessica

Last	First
Israel-Davis	Elizabeth
Iverson	Jill
Iverson	Lindsay
Ivester	Elizabeth
Iwersen	Deidre
Jablecki	Abbie
Jablon	Joel
Jablonski	Anna
Jackson	Megan
Jacobs	Tina
Jamesbarry	Anthony
Jamesbarry	Sarah
Jamieson	Robert
Janega	Katelyn
Jangula-McNabb	Jennifer
Jansa	Michael
Jaquiss	Andrew
Jarad	Ruqayya
Jardine	Tara
Jarvis	Kimberly
Jaynes	David
Jeffrey-West	James
Jendrzejek	Jessica
Jenkins	Brittney
Jenness	Laura
Jensen	Eleanor
Jensen	Rachell
Jensen	Sonya
Jeppesen	Paula
Judy	Melanie
Jewel	Sharese
Johansson	Eric
Johnson	Alexis
Johnson	Bradley
Johnson	Daniel
Johnson	Emily
Johnson	Erika
Johnson	Gina
Johnson	Jeffrey
Johnson	Jeffrey
Johnson	Jeremy
Johnson	Justin
Johnson	Kara
Johnson	Katharine
Johnson	Leah
Johnson	Melissa
Johnson	Melissa
Johnson	Nicholas
Johnson	Sean

Last	First
Johnson	Thomas
Johnson-Greenough	Noah
Johnson-Smith	Carole
Johnston	Scott
Johnstone	Ian
Jonas-Closs	Jacob
Jones	Jessica
Jones	Keith
Jones	Kelli
Jones	Kira
Jones	Mitchell
Jones Bohara	Carrie
Jordan	Amanda
Joseph	Chelyn
Joseph	Teri
Joshi	Gillian
Joy	Kelli
Joyalle	Jennifer
Jue	Meredith
Jugel	Lynn
Kabza	Matthew
Kahn	Meghan
Kaiser	Jeramie
Kaller	Susan
Kamata	Yoshiko
Kangas	Molly
Kanof	Kimberly
Kanz	Holly
Kaplan	Alexandra
Kaplan	David
Kapranos	Jaina
Kapranos	Nicholas
Karki	Dana
Karpouzes	Stephanie
Kaufman	Michael
Kauth	Cecelia
Kavanaugh	John
Kawasaki	Osamu
Kays	David
Keefer	Debbie
Keeler	Tara
Keene	Carson
Keil	Virginia
Keith	Althea
Keith	Lesley
Kellar	Michele
Kelleher	Tyler
Keller	Damon
Kellermann	Sonia

Last	First
Kelley	Robert
Kelley	Stephanie
Kelly	David
Kelly	Terese
Kemp	James
Kemper	Keska
Kempster	Karen
Kendall	Megan
Kendall	Sheila
Kennedy	Christopher
Kennedy	David
Kennedy	Kristin
Kennedy	Pamela
Kennison	Lyn
Kenny	Maureen
Kennybrew	Melissa
Kenyon	Kimberly
Keo	Kelly
Kerr	Shawn
Kerrissey	Carissa
Kertay	Kyle
Kertesz	Matthew
Kessler	Addy
Ketel	Faith
Khalsa	Nam Kirn
Khrustalyov	Andriy
Kidd	Karina
Kiernan	Elizabeth
Kilpatrick-White	David
Kim	ReCher
Kimlinger	Lauren
Kincaid	Diana
Kincaid	Matt
Kindred	Megan
King	Andrew
Kinney	Emily
Kino Harris	Mariko
Kirk	Alexa
Kirk	Karey
Kirkelie	Maia
Kirkpatrick	Melissa
Kirsch	Elizabeth
Kirsch-McMaster	Megan
Kittrick	Shannon
Kjome	Kristin
Klee	Tim
Klein	Shara
Klein-Wolf	Lisa
Kleiner	Maria

Last	First
Klosterman	Tracy
Kluss	Susan
Knauss	Ian
Kniser	Timothy
Knoblich	Jeffrey
Knochel	Kate
Knoerzer	Catrina
Knutsen	Kristin
Kobs	Lisbeth
Koenig	Misty
Kohn	Erika
Kohn	Sarah
Kolb	Melissa
Kolesar	Jaclyn
Kondylis	Katherine
Kong	Lisa
Koning	Jill
Koping	Danielle
Kordahl	Elin
Koshy	Elizabeth
Kosmas	Pantelis
Kowalski	Amy
Kozil	Andrea
Kramer	Meghan
Kray	Shelby
Kreuz	Cameron
Kreuzer	Sara
Krill	Robin
Krom	Julie
Kroswek	Paul
Kuhlman	Joseph
Kuhlman	Lih
Kulak	Andrew
Kunda	Natalya
Kuzmickas	Daina
Kyler-Yano	Amy
Kyriss	Rachel
Lageson	Tina
Laguardia	Carlos
Lahey	Sheryl
Lamanna	Tina
Lambert	Stephen
Lamkins	Judy
Lammert	Lisa
Lamoreaux	Michelle
Lancaster	Steven
Lancaster	Valoree
Lanctot	Michele
Lane	Chris

Last	First
Lane	Jeffrey
Lane	Jo
Lane	Tiffany
Laney	Joel
Laney	Renee
Lang	Melody
Langton	Bradley
Lanigan	Alison
Lanners	Eric
Lannigan	Elizabeth
Lannom	Samantha
Lanzas	Cassandre
Largo	Abby
Larriva	Amanda
Larsen	Anne
Larsen	Penelope
Larson	Carl
Larson	Jamie
Lasley	John
Lathrop	Fei
Laufe	Anne
Laurence	Drew
Lauretti	Leslie
Law	Iris
Lawhon	Kevin
Lawler	Beth
Lawler	Margaret
Layman	Mildred
Le	Thuy-Linh
Le Fave	Dominic
LeDoux-Leos	Sheree
LeMay	Adrienne
LeMeune	Kieran
LeMier	Sarah
LeVan	Angela
Leahy	Dianne
Lee	Jamie
Lee	Jennifer
Lee	Min
Lee	Sarah
Lee	Sitti
LeeWehage	Elizabeth
Leech	Andrea
Leeman	Dylan
Lefere	Karen
Lefevre	Michelle
Leitch	Sarabeth
Leivant	Natalie
Lemen	Elizabeth

Last	First
Lemma	Laura
Lenc-Westfall	Annie
Lennox	Gayle
Leong	Verna
Lepley	Jodene
Lesher	Deborah
Leslie	Natalie
Levine	Eric
Levine	Joshua
Levine	Nina
Levison	Rebecca
Lewis	Kari
Lewis	Matthew
Liao	Karen
Lichtinger	Robert
Lickey	David
Licurse	Anne
Lieberman	Lori
Lile	Amy
Limb	Daniel
Lin	Yuzhen
Lincoln	Christina
Lind	Patrick
Lindsay	Pamela
Lindstrom	Kari
Lingenfelter	Jessica
Lingo	Rosalie
Lipson	Andrew
Lipson	Dana
Lisensky	Laura
Littledyke	Richard
Livesay	Kimberly
Llewellyn	David
Lloyd-Knox McDonald	Kendra
Locarno	Jenny
Lockamy-Emmons	Heather
Lockett	Christina
Lockett	Mary
Loewen	Katherine
Lofquist	Eric
Logan	Cheri
Lommen	Hannah
London Tinsel	Jamin
Longfellow	Jay
Longstreet	Cori
Longstreth	Katharine
Looney	Liberty
Loosemore	Monica
Lopez	Alodie

Last	First
Loret de Mola	Ursula
Losoya	Jose
Lossner	Christi
Loveland	Jennifer
Loveless	Timothy
Lowe	Chrysann
Lowery	Anthony
Lowery	Jennifer
Lowery	Marianne
Lozano	Mehira
Lumbreras	Amy
Lunde	Heidi
Lurch	Jacqueline
Luria	Alexandra
Luther	Erika
Lyerla	Jessica
Mac	Frank
MacDicken	Derek
MacKinnon	Amy
MacNeill	Marla
Macdonald	Stephanie
Maceo	Jorge
Machuca	Eliana
Mack	Catherine
Macklin	William
Macon	Barbara
Macy-Gustafson	Ericka
Madden	Peter
Maddocks	Joseph
Maddy	Courtney
Maestas	Marlena
Mafara	Kathleen
Mafchir	Anna
Mahaney	Kelsey
Maher	Daniel
Mahony	Erin
Mahurin	Michael
Maier	Christine
Maier	Elizabeth
Mak	Korey
Makara	Jamie
Malbin	Benjamin
Mallare-Best	Jessica
Mandell	Doug
Mankowski	Heather
Mann	Kathrine
Mann	Robyn
Marchyok	Matthew
Margolis	Jason

Last	First
Mariano	Krystal
Marienburg	Nicole
Markewitz	Emily
Markovich	Elizabeth
Marquardt	Christopher
Marquardt	Kevin
Marquardt	Serena
Marquez	Jerardo
Marquez	Kenya
Marquis	Carissa
Marron	Deanna
Marsh	David
Marshall	Arlene
Martin	Andrea
Martin	Joseph
Martin	Joshua
Martin	Rebekah
Martine	Emily
Martinez	Matilde
Martins	Sara
Marx	Kara
Mashia	Jeanetta
Massey	George
Masters	Nicole
Matano	Sara
Mathews	Frank
Matsen	Jeremy
Matteri	Dominic
Matthews-Fisher	Naomi
Matyiko	Geri
Mauldin	Robin
Maurer	Hannah
Maurer	Ian
Maves	Randall
May	Kellie
Mayer	Elizabeth
Mayer	Keelin
Mayik	James
Maynard	Allyson
Maynard	Jamie
Mayo	Jennifer
McArthur	Martha
McBride	Amy
McBride	Haylee
McCann	Luke
McCants	Ryan
McCarter	Andrea
McCarthy	Elizabeth
McCarthy	Ellen



Last	First
McCarthy	Nicholas
McCartney	Kathryn
McCartney	Layne
McCarty	Christine
McCarty	Scott
McClain	Brandan
McClain	Stephanie
McClay	Mauria
McClellan	Jedidiah
McCollister	Wakana
McConney	Taylor
McCormack	Marieta
McCormick	Glenn
McCormick	Mary
McCormick	Michelle
McCoy	Caroline
McCracken Ferro	Erin
McCulloch	Caroline
McCutchenne	Emmett
McDaid	Heather
McDermott	Ryan
McDowell	Elizabeth
McEwan	Karen
McFadden	Brian
McFadden	Morgan
McFaul-Amadoro	Sunshine
McGee	John
McGhee	Shalonda
McGlotten	James
McGowan	John
McGowan	Maya
McHaley Foley	Saneun
McIntyre	Brian
McIvor-Baker	Ellery
McKay	Diana
McKee	Sarah
McKelvey	Da'Anyel
McKenzie	Sharitha
McKibben	Darci
McKie	Donald
McKie	Jessica
McKinney	Yolanda
McKinney-Heiney	Hilary
McKinstry	Samuel
McLaughlin	John
McLaughlin	Shannon
McLawhorn	Susan
McLean	Oksana
McMahon	Jill

Last	First
McMaster	Ian
McMaster	Matthew
McMillan	Julie
McNairy	Michaela
McNeal	Jeffrey
McNeely	James
McNulty	Erin
McNulty	Teri
McNutt	Nicole
McQueen	Adam
McShane	Joyce
Mead	Christopher
Meade	Christopher
Meadows	Anneliese
Mease	Sara
Medley	Ethan
Meeker	Christopher
Mejias Dominguez	Letisia
Melcher	Katie
Mella	Douglas
Mellgren	Erik
Melling	Richard
Mendels	Sharon
Mendez-Rodriguez	Demetrio
Mendola	Adam
Mendro	Jacqueline
Menke-Thielman	Forest
Merrill	Gracia
Merrill	Kelly
Meskimen	John
Meskin	Brielle
Metcalf	Megan
Metz	John
Mew	Natalie
Meyer	Brian
Meyer	Jennifer
Meyer	Marie
Meyers	Craig
Micheletti	Kesia
Michels	Rose
Mick	Elizabeth
Middleton	Elizabeth
Mihelic	Benjamin
Miles	Anne
Miles-Gonzales	Jenny
Milford	Kelly
Millar	Alain
Miller	Brandi
Miller	Christia

Last	First
Miller	Dana
Miller	Deborah
Miller	Jamie
Miller	Jason
Miller	John
Miller	Julie
Miller	Julie
Miller	Seth
Millis	Stephanie
Millon	Claire
Minato	Joseph
Miner	Amy
Miranda	Tracy
Mirsepassi	Eric
Misumi	Angela
Mitchell	Jill
Mitchell	Kelli
Mitchell McVay	Angela
Mogi	Eriko
Mohamed	Nasteha
Moist	Dennis
Molina	Lisa
Moller	Erika
Molloy	David
Montalbano	Marie
Montalbin	Cheyenne
Montanaro	Scott
Montfort	Alex
Moog	Leah
Moore	Darrell
Moore	Kathryn
Moore	Kathryn
Moore	Michael
Morales	Victor
Morales-Galicia	Brenda
Morales-Vazquez	Karina
Morden	Donna
Morehouse	Brandon
Morell-Hart	Daniel
Moren	Michael
Morgan	Debra
Morgan	Jennifer
Morgan	Melissa
Morgan	Robert
Morgan	Ronald
Morioka	Hannah
Morley	David
Morlock	Leigh
Morrell	Lisa

Last	First
Morris	Amanda
Morris	Jacy
Morris	Melanie
Morris	Shae
Morse	Cynthia
Mosqueda	Martha
Moule	Matthew
Mowe	Jackson
Moxley	Robert
Moyer	Megan
Muir	Kevin
Mulvihill	Michele
Mumford	Andrea
Munana	Anabel
Muncie-Jarvis	Ashley
Munoz	Deborah
Munoz	Mercedes
Munteanu	Crina
Muraoka	Kenneth
Murchison	Jessica
Murdock	Melinda
Murer	Margaret
Murphy	Brooke
Murphy-Cairns	Daniel
Murr	Gillian
Murray	Jessica
Musashino	Keisuke
Musgnung	Noel
Mussio	Sarah
Myers	Carolyn
Myers	Thomas
Nagarajan	Surya
Nagle	David
Nahurski	Andrea
Nally	David
Nam	Hyung
Napoli	Michael
Nations	Katherine
Nava-Replogle	Alejandra
Navarro	Neomi
Naze	Christopher
Naze	Craig
Neff	Suzanne
Nelsen	Laura
Nelson	Craig
Nelson	Heather
Nelson	Janelle
Nelson	Kasey
Nelson	Susan

Last	First
Nemesi	Emily
Nemeth	Zsuzsa
Ness	Diane
Neufeld-Griffin	Teri
Newton	Allison
Ngai	Lillian
Nguyen	Catherine
Nguyen	Nguyen
Nguyen	Thuy
Nichenko	Linda
Nicholas	Timothy
Nicholl	Alicia
Nichols	Derek
Nichols	Katherine
Nichols	Kelly
Nicholson	Deborah
Nicola	Jill
Nicola	Michelle
Nicolas	Shannon
Niebergall-Eltagonde	Christopher
Niebergall-Eltagonde	Keala
Nims	Stephen
Noakes	Kianne
Nohner	Nicholas
Nolan	Michael
Nordstrom	Elizabeth
Nordwall Keller	Genevieve
Norgaard	Kasandra
Norman	Rebecca
Norquist	Melissa
Nossaman	Cali
Notebaart	Jessica
Nowland	Sean
Nunn	Amy
Nutter	Jennifer
O'Barrow	Salaad
O'Brien	Jeanne
O'Connor	Jessica
O'Connor	Matthew
O'Hagan	Brigid
O'Hara	Mary
O'Leary	Alicia
O'Leary	Elizabeth
O'Leary	Megan
O'Malley	Tamara
O'Neill	Michael
O'Neill	Steven
O'Shanecy	Emelia
O'Toole	Carrie

Last	First
ONeill	Juliana
Oeding	Emory
Oesterle	Carla
Okazaki	Jessica
Olavarrieta	Jose
Oleson	Matthew
Olivas	Ambar
Olivera	Christine
Olsen	Aaron
Olsen	Martin
Olson	William
Olsson	Janet
Omey	Denise
Onnis	Nicola
Opiela	Elizabeth
Oppedisano	John
Orchard	Janell
Orcutt Kane	Lisa
Ordaz	Maggie
Ordway	Kirk
Oriard	Colin
Ortega	Fanny
Ortiz	Esteban
Ortiz	Gloria
Ortiz	Melissa
Oster	Cameron
Otero	Mijail
Otten	Michal
Outcalt	Sara
Overvold	Elena
Owens	Jason
Owens	Jennifer
Pack	Daniel
Padua	Irynne
Page	Kazuko
Pagenstecher	Aubrey
Palici	Sirena
Palmer	Brooke
Palmer	Courtney
Palmer	Julie
Palmer	Megan
Palmer	Rosamma
Panagopoulos	Raymond
Parada	Renato
Parker	Catherine
Parker	Kira
Parker	Sarah
Parker	Shoko
Parker	Trevor

Last	First
Parks	Kylene
Parks	Laura
Parrott	Kirsten
Parsons-Akinjiola	Oluyinka
Patterson	Audrey
Patterson	Daniel
Patterson de Tarr	Gavriel
Pattiani	Colleen
Pawol	Shannon
Paxton-Williams	Katherine
Peacock	Valerie
Peake	Mary
Peake	Michelle
Pearl	Stephanie
Pearson	Marie
Pearson	Melissa
Pease	Ariel
Pedersen	Julie
Pederson	Ryan
Peerenboom	James
Peloquin	Sara
Penix	Alexandra
Penoncello	Nicole
Peoples	Margarett
Pepperwood	Paige
Perdue	Michaelyn
Perez	Nahir
Perez Vargas	Celene
Perez-Rodriguez	Francisco
Perry	Ronald
Peterka	Sky
Peters	Diana
Petersen	Ingrid
Petersen	Irene
Petersen	Maya
Peterson	Anna-Kate
Peterson	Gabrielle
Peterson	Lucinda
Peterson	Russell
Peterson	Stacy
Petraglia	Anthony
Petrin	Kelly
Pettit	Cara
Pfenning	Jaclyn
Phan	Cristal
Phillips	Christopher
Phillips	Maurice
Pier	Nathan
Pierce	David

Last	First
Pierce	Nancy
Pierre	Patrice
Piff	Alexandra
Pila Beltran	Wesme
Pinder	Gabriela
Pine	Michael
Pineo	Angie
Pinney	Suzanne
Piper	Shyla
Pires	Wendy
Pixley	Emily
Plank	Cynthia
Plaza	Linda
Plein	Michael
Pluymers	Rochelle
Podichetty	Jennifer
Polis	Karen
Pollock	Sean
Polychronis	Thomas
Polzin	Amy
Polzin	Daniel
Ponz	Ana
Porras	Angela
Porter	Kelsey
Porter	Kristina
Porter	Patrishia
Post	Brian
Postema	Anastacia
Potestio	Michele
Potter	Michael
Powell	Charity
Powell	Iris
Prahl	Alexandria
Prakken	Jennifer
Pratt	Emily
Prelosky	Madeline
Price	Evan
Price	Kayla
Price	Robert
Priddy	Sarah
Pryor	Melanie
Puhvel	Peter
Putnam-Almaguer	Saaron
Qian	Kun
Qualey	Greg
Quigley	Julieanne
Quinn	Caitlin
Quintana	Gabrielle
Quiros	Yailine

Last	First
Raczek	Margaret
Rader	Jessica
Radler-Okby	Cynthia
Raffaele	Michael
Rafferty	Philip
Raisman	Elizabeth
Ramirez	Daniel
Ramirez	Guiza
Ramirez	Luis
Ramirez Velazquez	Stefania
Ramsey	Melanie
Rangel	Gregorio
Rangel	Natalie
Ranjani	Krishnan
Raspone	Sara
Rau	Coren
Ray	Dawn
Ray	Rachel
Reardon	Michael
Rebholz	Jill
Rechner	Mary
Recht	Isabel
Recker	Laura
Redd	Bonnie
Reddekopp	Julianne
Redding	Tawnya
Redmond	Cynthia
Redmond-Davenport	Kathleen
Reed	Nicole
Reeser	Ellen
Reeves	Gage
Reeves	Jennifer
Refvem	Emilee
Rege	Stephanie
Rehm	Thomas
Reich	Rachel
Reid	Anne-Marie
Reinholt	Jeremy
Relaford	Rosemary
Remington	Erewyn
Renauer	Molly
Rendon Navas	Silvia
Rentz	Gina
Retherford	Chris
Retherford	Chrishana
Revay	Akiko
Reynolds	Alix
Reynolds	Koll
Reynolds	Mark

Last	First
Reynolds	Ordella
Rhoades	Trisha
Richards	Michelle
Richardson	Kevin
Richman	Christian
Richman	Melissa
Riedel	Gavin
Riffel	Lisa
Riler	Gary
Rinehart	Paul
Rintoul	Richard
Rischiotto	Jean
Riscol	Nichole
Riser	Christopher
Rishel	Jay
Ritzinger	Karen
Rivera	Toshiko
Rivera Coca	Evelyn
Robayo Trujillo	Gloria
Robb	Bonnie
Robbins	Amy
Robblee	Lindsay
Robert	Rodney
Roberts	Dawn
Roberts	Ryan
Robertson	Elisabeth
Robertson	Heather
Robertson	Susan
Robins	Emily
Rocha	Michael
Rockness	Tor
Rockwell	Melody
Roddis	Aaron
Roddis	JoAnna
Rodeback	Mary
Rodecap	Zachary
Rodgers	Grace
Rodgers	Victoria
Rodhe	Casey
Rodriguez	Ana
Rodriguez	David
Rodriguez	James
Rodriguez	Kate
Rodriguez	Marisol
Rodriguez Marin	Cecilia
Roix	Clair
Rolfe	Robin
Rolfe-Redding	Ian
Roll	Liza

Last	First
Rollins	Ashley
Romanaggi	Joanne
Ronyak	Jennifer
Rood	Jeffrey
Rook	Cody
Rooklyn	Miles
Root	Joy
Rosales	Laura
Rosario	Eduardo
Rose	Donald
Roser	Jennifer
Roska	Jane
Rosman	Sarah
Rosoff	Stacy
Ross	Carmel
Ross	Laura
Rossington	Donald
Rossitto	Kathleen
Rossman	Cathy
Rosteck	Darlene
Rothery	Rebecca
Rothwell	Kristina
Rouse	Karen
Routtenberg	Yael
Rowan	Christine
Rowe	Joseph
Rowey	Diana
Roy	Rosalyn
Rozell	Scott
Rozewski	Joseph
Rozman	Linda
Ruberte	Karina
Rubrecht	Michele
Rudnick	Darcy
Rudolph	Benjamin
Ruhlman	Margaret
Ruiz Riehl	June
Rulon	Kelly
Rumann	Meredith
Rundle	Kelly
Running	Erik
Russell	Jessica
Russell	Shannon
Russell	Susan
Rutherford	Cara
Ryan	Lori
Rybak	Anne
Ryczek	John
Rydberg	Rebecca

Last	First
Ryland	Justin
Rymer	Brandon
Safranek	Nicole
Sahler	Brian
Salmon	Michael
Salvatore	Holly
Sammons	Douglas
Sammons	Kimberly
Sams	Marci
Sams	Markelle
Sanborn	Emily
Sancomb	Matthew
Sanders	Gretchen
Sandri	Shannon
Sanford	Quinn
Sankovitz	Debra
Sansom	Merritt
Santangelo	Scott
Sapienza	Anna
Satoorian	Stephanie
Satter	Rachel
Saunders	Melanie
Savage	Magdalene
Sawyer	Jessica
Saxe	Katharine
Sayler	Laura
Scantling	Jeanette
Schacker	Sarah
Schaedig	Liesl
Schaffer	Jane
Schalk	Bryan
Schaper	Catherine
Schar Becker	Angela
Schardt	E
Scheiman	Anne
Scheller Fronk	Mackinsey
Schiada	Stephanie
Schiavo	Stephanie
Schlosser	Jessica
Schlottmann	Kelly
Schmidt	Andrea
Schmidtke	Elizabeth
Schmuck	Kate
Schnebeck	Thomas
Schneider	Erika
Schoettle	Peggy
Scholten	David
Schopmeyer	Eric
Schrepping	Jane

Last	First
Schroth	Andrew
Schulte	Tessalie
Schultz	Kristine
Schulze	Timothy
Schwing	Emilia
Scott	Josephine
Scott	Linda
Scott	Randy
Scott	Sylvia
Scoville	Steven
Scrutchions	Gerald
Seavey	Erik
Segraves	Jessica
Segurola	Sofia
Seifert	David
Sele	Karen
Selivanova	Anna
Sellers	Andrew
Selter	Sherron
Semeria	Monica
Sesar	Pamela
Setterholm	Suzanne
Sexton	Merry
Shalman	Seamus
Shanley	Kaeli
Sharp	Gwendolyn
Shaw	Cameron
Shaw	Clifford
Shaw	Sandra
Shay	Karen
Shea	Cheri
Shea	Susan
Sheckels	Polly
Shelton	Sarah
Shelton	Wendy
Sherden	David
Sheridan	Brenna
Sheridan	Katherine
Sherk	Hannah
Sherman	Courtney
Sherman	Mark
Sherman	Martha
Shetler	Jeremy
Shinagawa	Donna
Shipe	Ryan
Shippy	Lori
Shoemaker	Amy
Shoemaker	Kathryn
Shore	Alla

Last	First
Short	Richard
Shue	Robin
Shutt	Allison
Sichel	Kumar
Siebold	Kent
Siegel	Douglas
Siegel	Jennifer
Siegfried	Heather
Sievers	Allyson
Silenzi	Vicki
Sill-Turner	Brittany
Silvernail	Daniel
Simonetti	Leslie
Simonsen	Shelley
Simpson	Crystal
Singer	Sylvia
Sipes	Emily
Siprian	Daniel
Siri	Wendy
Sisk	Brian
Siu	Caroline
Skorohodov	Elizabeth
Skrapits	Christopher
Sky	Anna
Skybak	Leslie
Skye	Lauren
Slater	Rachel
Sletmoe	Gary
Sloan	Shawn
Slusher	Charles
Smith	Allison
Smith	Amy
Smith	Bridget
Smith	Bryan
Smith	Bryan
Smith	Christopher
Smith	Heather
Smith	Jason
Smith	Jennifer
Smith	Julie
Smith	Katherine
Smith	Steven
Smith	Suzanne
Smith	Vanessa
Smythe	Shelby
Sneed	Joseph
Snowadski	Andrea
Snyderbrown	Christopher
Soderquist	Dawn

Last	First
Soell	Leo
Sogo	Wakako
Sollman	Jennifer
Sorcinelli	Jennifer
Sorensen	Andrew
Sorensen	Dena
Sorg	Kelly
Sossel	Richard
Soto	Jacob
Soto-Dairy	Angelina
Soulas	Kara
South	Marie
Souther	Lisa
Souza	Adam
Souza	Jordan
Spann	Bobby
Spector	Lesley
Speer	Matthew
Speer	Natalie
Spella	Sarah
Spieler Compton	Connie
Spiers	Elizabeth
Spohn	Michelle
Spring	Tanya
Springfield	Suella
Springgate	Liza
St Amant	Anne
Staab	Matthew
Stafford	Dylan
Stahlecker	Michele
Standish	Cortney
Standley	Melissa
Stanfield	Heathrina
Staples	Ashley
Stark	Anita
Startin-Hall	Randee
Stearns	Heather
Stearns-Gannett	Janet
Steel	Amy
Steeves	Amy
Stegner	Alexander
Steinbach	Sonja
Steinke	Aron
Stelter	Amanda
Sten	Matthew
Stenger	Patrick
Stephens	Ellen
Steranko	James
Sterry	Claudia

Last	First
Stevens	Christopher
Stevens	Heather
Stevens	Julianne
Stewart	Matt
Stinson	Christine
Stockstad	Kimberly
Stohl	Joshua
Stolte	Kayla
Stone	Carolyn
Stone	Jillian
Stone	Lindell
Stone	Stephen
Stone	Susan
Stonecipher	Geoff
Storm van Leeuwen	Janine
Stovall	Gloria
Strange	Julie
Straub	Mary
Streano	Anna
Street	Treasa
Stremming	Norman
Strickler	Michelle
Strobel	Michelle
Strode	Blanca
Stroman	Kara
Stroup	David
Strube	Matthew
Studt	Ryan
Stultz	James
Sturges	Jeffrey
Sturges	Maren
Stutzman	Thomas
Su	Jianying
Suckow	RaeAnn
Sudermann	Richard
Suehiro	Jamie
Sullivan	Gwendolyn
Sullivan	Kathleen
Sullivan	Lindsey
Sullivan	Nancy
Sumiya	Naomi
Sundberg	Kylea
Sussman	Gabrielle
Sutter	Jeremy
Sutton	Hannah
Sutton	Jacqueline
Swagerty	Julia
Swake	Joseph
Swan	Brian



Last	First
Swanson	Shawn
Swanson-Wright	Gail
Swapp	Claudia
Sweeney	Lisa
Sweeney	Michelle
Swehla	Eric
Swerdlik	Anthony
Swinehart	Timothy
Switalla	Craig
Sykes	Carolyn
Szabo	Heather
Szok	Ann Marie
Tabshy	Joshua
Talerico	Frank
Talerico	Tracie
Tamez	Noel
Tanaka	Yuki
Tanner	Gabrielle
Tapfer	Caley
Taramasso	Amy
Tarnowski	Ivan
Tate	Raymond
Tatone	Jennifer
Taya	Minori
Taylor	Adam
Taylor	Ginger
Taylor	Kari
Taylor	Marie
Taylor	Mary
Tegethoff	Lisa
Tellez-Gomez	Elsa
Tessema	Ruth
Tetrick	Allison
Tew	Stacie
Tews	Nicole
Tharp	Jonathan
Thayer	Natalie
Thiel	Elizabeth
Thomas	Brenda
Thomas	Christina
Thomas	Erin
Thomas	Jennifer
Thomas	Jeremy
Thomas	Paige
Thomason	Marcia
Thomer	Megan
Thompson	Christina
Thompson	Haley
Thompson	Jeffrey

Last	First
Thompson	Nicholas
Thompson	Raeann
Thompson	William
Thomsen	Dardn
Tighe	Betsy
Tillery	Mary
Tilt	Amy
Timmerman	Christian
Timmons	Peter
Tims	Margaret
Tischleder	Bree
Todd	Rachel
Todd	Trevor
Todd	Trisha
Tofanelli-Dougherty	Moira
Tofel	Anna
Tolentino	Heidi
Torain	Heather
Toren Hrin	Melissa
Torres	Samantha
Tosh	Cynthia
Tovar Valdes	Nayibe
Tracy	Elizabeth
Tran	Ailien
Tran	Connie
Tran	LeDung
Travers	Carolyn
Trezise	Maxwell
Trincherro	Nadine
Trinh	Hung
Triplett	Tara
Triplett	Tearale
Troehler	Keri
Trovillion	Noelle
True	Jason
True	Michael
Truhlar	April
Truman	Kirsten
Trump	Patricia
Truong	Veronique-Thu
Truong	Yen
Tucker	Catherine
Tuggle	Brooke
Turley	Danielle
Turley	Janine
Turner	Theresa
Turner	Valerie
Twiss	Daniel
Twiss	Ian

Last	First
Tyler	Sid
Uchida	Sumiko
Underwood	Barbara
Urban	Anne
Urbano-Neilson	Diane
Urbina	Lonzo
Ustach	Thomas
Valdes	Adriana
Valent	Laura
Valenti	Michael
Valenzuela	Zulema
Van Clock	Lisa
Van Dam	Jane
Van Egeren	Sara
Van Kopp	Jennifer
Van Lehman	Gayle
Van Patten	Kelda
Van Witzenburg	Melanie
Van de Water	Allen
VanMarter-Sanders	Richard
Vancleve	Madonna
Vann	Jonquil
Vasey	Vicky
Vasquez	Luis
Vaughan	Amy
Vaughn-Edmonds	Holly
Vausberg	Joanna
Vega	Jaeger
Velez	Ana
Ventura	Mary
Verbon	Nicholas
Vercher	Jonalee
Viajar	Rosheil
Vieira	Esther
Vigna	Debra
Vinger	Dana
Virlouvet	Ellie
Vogel	Monica
Vogl	Clifton
Volnycheva	Olga
Volsky	Lyubov
Von Ahn	Rochelle
Vorasai	Kim
Wacker	Eric
Wade	David
Wadnizak	Mark
Wager	Wendy
Wages	David
Wagner	Rebecca

Last	First
Wagner	Sarah
Wahl-Stephens	Jeremy
Wahl-Stephens	Lauren
Waiwaiole	Poeko
Walden	Sarah
Walker	Coral
Walker	Derrell
Walker	Jennifer
Walker	Jerrine
Walker	John
Walker	Joseph
Walker	Lisa
Walker	Molly
Walker	Phillip
Walker	Susanna
Walker-Byrne	Margaret
Wall	Helen
Wall	Sarah
Wallace	Kristin
Wallace Sosa	Jacquelyn
Walmer	Steven
Walrod	John
Walrod	Julianne
Walter-Young	Rayne
Walterbach	Sandra
Walters	Rhonda
Wang	Mo
Ward	James
Warfield	Virginia
Warner	Mark
Warren	Erica
Washington	Andre
Washington	Kenneth
Wasinger	Nettajane
Wasson	Shannon
Waters	Bradley
Waterworth	Tammy
Watkins	Mary
Watson	Christopher
Watson	Kayla
Watson	Nathan
Waugh	Ronald
Waymire	Kerrie
Weatherill	Megan
Weaver	Erin
Weaver	Miranda
Weber	Chris
Webster	Randall
Weesner	Lurena

Last	First
Weidner	Paula
Weigandt	Elise
Weih	Charise
Weimer	Laurie
Weinberg	Kenneth
Weiner	Joshua
Weir-Mayorga	Willow
Weitman	Tina
Weller	Stephen
Wellington	Cory
Wendel	Kara
Wenger	Melissa
Werts	Kristin
Wessinger	Anna
West	Kerri
West	S
West	Tara
Whatmore	Ellen
Wheeler	Christen
Wheeler	Rhonda
Wheeler	Shawna
Whisler	Casey
Whisnand	Megan
Whitaker	Jennifer
Whitaker	Julie
Whitaker	Liza
White	Amy
White	Benjamin
White	Laura
White	Linda
White	Stephen
Whitewolff	Steven
Whitmore	Carole
Whitney	Morgan
Wich	Katherine
Wiencke	Susan
Wierth	Dorothy
Wiesner	William
Wilde	Rose
Wilebski	Katy
Wilken	Huck
Wilkins	Jayne
Wilkins	Laurel
Wilkinson	Jack
Williams	Diane
Williams	Erin
Williams	Jamie
Williams	Jane
Williams	Lori

Last	First
Williams	Michael
Williams	Takiyah
Williams	Todd
Williamson	Anne
Willis	Kernan
Wilson	Brittany
Wilson	Courtney
Wilson	Daniel
Wilson	Gina
Wilson	Holly
Wilson	John
Wilson	Kimberlee
Wilson	Samuel
Wilson	William
Windle	Lilly F
Winicki	Frank
Winkler	James
Winn	Elaine
Winokur	Emily
Winterbower	Ryan
Winterspring	Zachariah
Wirtheim	Taylor
Wisely	Kendra
Wisher	Tracy
Wixon	Benjamin
Wolfe	Catherine
Wolfe	Joshua
Wolfe-Perez	Anna
Wolfer	MaLynda
Wolfer	Stephanie
Wolff-Myren	Desiree
Wong	Elisa
Woodhouse	Leslie
Woods	Cari
Woods	Tanan
Wortham	Cecile
Wright	Emily
Wright	Julie
Wulferdingen	Christine
Yago	Ernest
Yagolnikov	Reyanna
Yang	Xiaonan
Yao	Kendra
Yarlott	Katherine
Yarne	Lynn
Yenni	Christine
Yin	Aiyun
Yocum	Katherine
Yoder	Nicholas

Last	First
Yonamine	Moe
York	Anna-Sophia
York	Michelle
Yoshida	Lainie
Yoshida	Reiko
Yoshiwara	Mariko
Young	Gerald
Young	Megan
Younie	Gail
Yovu	Christine
Yu	Beyoung
Yu	Chiung-Chen
Zadoff	Dina
Zambrano	Kerry
Zapeta	Kedin
Zartler	James
Zelazek	Daniel
Zeller	Christopher
Zeller-Williams	Lavonna
Zena	Mx
Zepeda Martinez	Heidi
Zerba	Jeffrey
Zhang	Xiaolan
Ziady	Joshua
Zibelman	Michael
Ziehl	Loan
Zimmer	Sarah
Zimtbaum	Mark
Zipp	Kathleen
Zivkovic	Marcela
Zizzo	Charles
Zook	Daren
Zuniga	Adriana
de Boer	Jennifer
de Boer	Katrina
dela Houssaye	Philip

**RESOLUTION No. 6259**

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 2021-2022 school year the following persons, according to the employment terms and conditions set out in the standard District contract.

<b>Last</b>	<b>First</b>
Gale	Melinda
Callies	Sara
Marquardt	Amy
Allen	Madeleine
Garcia-Yurchenco	Amparo
Townsend	Jerome
Malone	Sheryl
Higgins	Mariam
Mair	Louis
Coleman	Sherree
Letofsky	Kirsten
Griffiths	Robyn
Murray	Sean
Staley	Kendra
Velasquez	Cynthia
Martini	Aaron
Krauel	Evening
Lierheimer	Kristin
Alberg	Ari

**RESOLUTION No. 6260**

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 2021-2022 school year the following persons, according to the employment terms and conditions set out in the standard District contract.

Last	First
Fontana	Jennifer
Freese	Caitlan
Granby	Kristina
Woods	Patrice
Johnson	Niki
Gassert	Crystal
Naegele	Zulema
Altman	Jill
Covey	Brian
Wilebski	Jeffrey
Anderson	Jennifer
Martinez	David
Kieffer	Cynthia
Petersen	Christie
Amor	Olgamar
Kitchens	Suezann
Valenzuela	David
Huggins	Elise
Hernandez	Jennifer
Murer	Michelle
Brant	Alyson
Love	Khandice
Alexander-Shea	Aimee
Nusom	Angela
Liddle	Jill
Roosevelt	Scott
Klenz	Caitlin
Bourland	Tara
Galloway	Kathryn
Brida	Christopher
Shriki	Rina
Martin	Elizabeth
Lathan	Chrysanthius
Berrios-Brown	Margaret
Murdock	Stephanie
Whitehouse	Maxwell
Breeden	Brandon
Corona	Gabriel

Last	First
Johns	Kimberly
Nelson	Bethany
Waters	Jeffrey
Turner	Tina
Horn	John
Wilson	Curtis
Lefferts	Karly



**RESOLUTION No. 6261**

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 2023, subject, according to the employment terms and conditions set out in the standard District contract.

<b>Last</b>	<b>First</b>
Marchyok	Terry
Brayson	Kristen
Curley	Patricia
Burns	Scott
Wadkins	JoAnn
Murray	Catherine
Conn	Michael
Patterson	Mary
Velazquez	Alma
Santiago De Vasquez	Keyla
Allen	Lauraine
Yoder-Corvi	Stephanie
Kappes-Levine	Nicole
Arnold	Tonya
Cogan	Daniel
Fish	Sarah
Mize	Kristeen
Bustamante-Jenkins	Angela
Moore-Coon	Emily
Kramer	Ethan
Stavis	Erica
Mitacek	Joseph
Pickett	Alix
McGee	James
McCarter	Megan
Waltrip	Sarah
Melvin	John
Howard	Kristina
Montelongo	Naomi
Withycombe	Jenny
Mateja	Alayna
Cruz	Angelica
Erdman	Jeffrey
Smith	Linda
Smith	Richard
Green-Mitchell	Aaron
Schlag	Gretchen

<b>Last</b>	<b>First</b>
Holveck	Susan
Lo	Jeremy
Bryant	Anjene





**RESOLUTION No. 6262**

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 2023, subject to the employment terms and conditions contained in the standard form contract approved by the legal counsel for the District.

Last	First
Quintero	Alfredo
Plotzke	Meisha
Cohen	William
Nerenberg	Dana
Gandarilla	Maria
Johnson	William
Berthoin-Hernandez	Diane
Lamont	Maude
Dauch	Andrew
Cantwell	Robert
Coning	Ayesha
Nguyen-Johnson	Anh
Kuether	Britt
Frazier	Christopher
Van Hoomissen	Mark
Allen	Ricky
Hendershott	Bradley
Whitney	Amy
Poole	Lydia
Blount	Lisa
Hendershott	Bradley
Williams	Jonathan
Bertram	Serene
Gaitan	Kathleen

Last	First
Taylor	Ginger
Rierson	Julie
Sage	Jill
Phillips	Barry
Clark	Lori
Galindo	Carlos
Polizos	Katherine
Ferraro	John
Chapman	Peyton
Magallanes	Veronica
Brown	Jeffrey
Rowell	Michael
Porter-Lopez	Andrea
Lurie	Radislav
Dickey	Leah
Wilson	Curtis
Haupu	Kehaulani
Sasaki	Katherine

**RESOLUTION No. 6263**

Contract Extension for Administrators

**RECITAL**

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

**RESOLUTION**

The Board of Education accepts the Superintendent's recommendation and by this resolution hereby extends the employment contract of the following person until June 30, 2023, pursuant to ORS 342.845(5)(c)(C), subject to the employment terms and conditions contained in the standard form contract approved by the legal counsel for the District.

**Employee ID**

002436

**RESOLUTION No. 6264**

Approving a Recommendation for Non-extension of a Contract Teacher

**RECITALS**

- A. In accordance with ORS 342.895 the Board may non-extend the employment contract of a contract teacher for the grounds specified in ORS 342.865.
- B. The Board has reviewed the Superintendent's recommendation for non-extension. This document is confidential and will be kept in the employee's personnel file.
- C. The Board will notify the employee in writing of the outcome of the Board's decision.

**RESOLUTION**

The Board of Education affirms the Superintendent's recommendation to non-extend the employee's contract of employment.

<b>Employee ID</b>
008491

## **RESOLUTION No. 6267**

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

#### **RECITALS**

- A. In January 2001, Portland Public Schools (District) Board of Education (Board) passed Resolution 1713 approving Opal Charter School's original charter application to the District and instructed staff to negotiate a five-year charter contract.
- B. On March 13, 2006, the Portland Public School Board ("Board") approved Resolution 3469 to renew the contract with Opal Charter School ("Opal") for five years.
- C. On March 28, 2011, the Portland Public School Board ("Board") approved Resolution 4436 to renew the contract with Opal Charter School ("Opal") under a "flexible five-to-ten-year" agreement.
- D. On January 2, 2021, Opal Charter School delivered its application for renewal of its charter agreement consistent with ORS 338.065.
- E. The process and criteria for considering the renewal of a charter are described in ORS 338.065, including 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.
- F. The District Charter School Program Director reviewed Opal'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 Opal Charter School;
  - 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 11, 2021, the Board Charter Schools and Alternative Programs Committee held a public hearing to hear Opal Charter School's charter renewal request.
- H. On March 9, 2021, after reviewing the information presented by Opal Charter School in support of its renewal request, including information from the public hearing and the staff report, Superintendent Guerrero recommended that the District renew the charter agreement with Opal Charter School. A copy of the Superintendent's recommendation is on file at the District Board office.

#### **RESOLUTIONS**

- 1. The Board of Education for Portland Public Schools has determined that Opal Charter School'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 ten-year charter agreement between the District and Opal Charter School 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 Opal Charter School shall be for a maximum enrollment of 250 students in grades K-5.
  - b. Opal Charter School will receive pass-through of State School Funds (SSF) equivalent to at least the statutory minimum rate for K-8 of 80% of the Charter School Rate. PPS charter schools serving student populations of 50% or greater historically underserved by

race/ethnicity currently receive pass-through of 95% of the Charter School Rate for K-8 students.

- c. Opal Charter School 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 as necessary;
    - ii. Opal Charter School 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. Opal Charter School 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.
  - e. Opal Charter School will work with District staff to formulate a plan to increase dissemination of best educational 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 Opal Charter School's compliance with the terms of the charter agreement. This report may be part of an overall report for all District-sponsored charter schools.



## PORTLAND PUBLIC SCHOOLS

### OFFICE OF SCHOOL PERFORMANCE

501 North Dixon Street / Portland, OR 97227

Telephone: (503) 916-5437

**Date:** March 9, 2021

**To:** School Board

**From:** Korinna Wolfe, Area Senior Director, Multiple Pathways to Graduation  
Tara O'Neil, Director, Charter Schools

**Subject:** Charter School Renewal Recommendation for Opal Charter School

---

### **BACKGROUND**

Opal Charter School opened in 2001 as the first charter school in Portland Public Schools. Opal School operates as a program of the Portland Children's Museum, currently serving 89 students in grades K-5. The school's instructional program is guided by the work of early childhood educators in Reggio Emilia, Italy, neuroscience research, and constructivist practices. The Opal School, through its association with the Museum Center for Learning, operates as a research lab and professional development hub for educators worldwide, who take part in Opal's Summer Symposium and Visitation Days during the school year.

Opal Charter School is in its 20<sup>th</sup> year of operation, having successfully applied for charter renewals in 2006 and 2011. The school is currently operating under a five-to-ten-year "flexible" agreement which has been extended annually to reach the statutory 10<sup>th</sup> year limit, and will terminate on June 30, 2021.

Opal Charter School formally submitted an Application for Renewal of its charter with the District on January 2, 2021 per ORS 338.065(5)(b). On February 13, 2021, the Board Charter Schools and Alternative Programs Committee held a public hearing in consideration of Opal's renewal request, as per ORS 338.065(5)(c). Per ORS 338.065(4)(c), this renewal term "shall be for a minimum of five years but may not exceed 10 years." Opal has requested a ten-year renewal of its charter.

The staff recommendation is based on information gathered from annual site visits, the renewal hearing, Opal's Annual Performance Framework and Report, and other information obtained during the renewal period.

### **RELATED POLICIES/BEST PRACTICES**

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 good faith review of 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 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. Opal Charter School has not been out of compliance with ORS 338 or any other applicable state or federal laws during the current charter term.

**B. Is in compliance with the charter of the public charter school.** The criteria are met. Opal 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. Opal has met or is working toward meeting the student performance goals during the term of its current charter.

**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. The school has received clean audits every year of the current charter term, is timely with financial deliverables, and has maintained financial stability through the current contract term.

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

## **ANALYSIS OF SITUATION**

**Implications of approving recommendation to renew charter school:** Staff will begin negotiating new contract per Board Resolution instructions.

**Implications of declining recommendation to renew charter school:** The charter with Opal School will expire on June 30, 2021, and barring further action, the school will close. The charter school may appeal the PPS Board decision to the State Board of Education for review (ORS 338.065(6)(a)).

## **FISCAL IMPACT**

As per ORS 338.155(2)(a), charter schools serving grades K-8 receive a minimum of 80% of the 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 School's financial stability is due in part to its relationship with the Portland Children's Museum, which leases its building at essentially no cost, allowing Opal School to operate with very low facilities costs. That lease will expire during the term of the next charter, and Opal has requested an enrollment capacity increase from 92 to 250 to allow the school an economy of scale and flexibility to search for a new facility. This increase, if approved, is planned to be phased in over the span of the new charter contract. Opal is projected to enroll 92 students in grades K-5 in the 2021-22 school year, and is projected to receive \$642,804 in State School Funds at current enrollment (assuming 80% of current Charter Schools Rate per-student allocation of \$8,734). See table below for possible scenarios for a phased-in increased enrollment and the associated yearly fiscal impact.



Phase in 2022-23	2021-22		2022-23		2023-24		2024-25		2025-26		2026-27		2027-28		2028-29		2029-30		2030-31	
	Enr #	\$\$*	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$
Increase to 250	92	\$642,804	100	\$698,700	150	\$1,048,050	180	\$1,257,660	200	\$1,397,400	220	\$1,537,140	240	\$1,676,880	250	\$1,746,750	250	\$1,746,750	250	\$1,746,750
Remain at 92	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804
Total Difference		\$0		\$55,896		\$405,246		\$614,856		\$754,596		\$894,336		\$1,034,076		\$1,103,946		\$1,103,946		\$1,103,946
Phase in 2025-26	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$	Enr #	\$\$
Increase to 250	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804	150	\$1,048,050	180	\$1,257,660	200	\$1,397,400	220	\$1,537,140	240	\$1,676,880	250	\$1,746,750
Remain at 92	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804	92	\$642,804
Total Difference		\$0		\$0		\$0		\$0		\$405,246		\$614,856		\$754,596		\$894,336		\$1,034,076		\$1,103,946
*per-student funds calculated at 80% of current charter schools rate of \$8734 (\$6987/student)																				

The chart shows fiscal impacts of two example scenarios under which Opal Charter School may choose to increase enrollment; there are many other options, including not growing to the full 250 enrollment if the school decides is not needed. The first scenario in the chart shows enrollment increases beginning in 2022-23 with gradual increases yearly until 2028-29, when full enrollment is reached; the second is beginning in 2025-26 with sharper increases until full enrollment in 2030-31 (the final year of the new charter contract). Opal Charter School reports that full enrollment of 250 may not be required, depending on size and cost of a new location. The flexibility to increase enrollment *up to 250* as needed to meet financial obligations of a new facility, if and when one is found, is essential for Opal School’s continued planning for fiscal sustainability. In any and all scenarios Opal School is required to continue to work closely with the Charter Office and Multiple Pathways to Graduation leadership, who will continue to update the Superintendent and Charter Schools and Alternative Programs Board Committee as plans for enrollment increases develop.

### **COMMUNITY ENGAGEMENT (IF APPLICABLE)**

Opal Charter School submitted its renewal application according to statutory timelines. District staff completed an annual performance review, and submitted this to Opal for input and response. District staff has performed multiple school site visits, including meetings with school staff, students, and parents. On February 11, 2021, the Board Charter Schools Committee held the required public hearing where public comment was submitted in support of renewal.

Opal Charter School has been reviewed on an annual basis by staff in three major areas: academic, organizational, and financial. Staff has determined that Opal is meeting statutory and contractual requirements.

### **TIMELINE FOR IMPLEMENTATION / EVALUATION**

The Board is scheduled to discuss Opal’s renewal at its meeting on March 9, 2021, with a vote scheduled at the same meeting.

If the renewal request is approved, staff will begin negotiating the new contract with Opal per instructions of the Board Resolution. The current contract expires on June 30, 2021.

## **BOARD OPTIONS WITH ANALYSIS**

**Results of a yes vote:** the Board will direct staff to negotiate a ten-year charter agreement per the terms of the Resolution.

**Results of a no vote:** the charter contract will expire effective June 30, 2021, and barring further action the school will close. The charter school may appeal the decision of the PPS Board to the State Board of Education for review (ORS 338.065(6)(a)).

## **CONNECTION TO BOARD GOALS**

Board goals for Third Grade Reading growth and Fifth Grade Mathematics growth are connected to achievement standards for K-5 charter schools. Charter schools must meet District average achievement for the same populations, as reported on the Oregon Report Card and the Charter Schools Annual Performance Framework and Report.

## **STAFF RECOMMENDATION**

Staff recommends that the contract with Opal Charter School be renewed for a ten-year term, to expire on June 30, 2031.

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*As a member of the PPS Executive Leadership Team, I have reviewed this staff report.*

    KC     (Initials)

## **ATTACHMENTS**

- A. Resolution to Renew Charter Agreement with Opal Charter School
- B. Opal School 2019-20 Annual Performance Framework and Report
- C. Opal School 2019-20 Oregon School Profile
- D. Opal School Charter Renewal Application

## **RESOLUTION No. 6265**

### Resolution Approving Renewal of the Charter Agreement with Portland Arthur Academy

#### **RECITALS**

- A. On January 26, 2004, Portland Public Schools (District) Board of Education (Board) passed Resolution 2891 in approval of Portland Arthur Academy's original charter application to the District and instructed staff to negotiate a three-year charter contract.
- B. On February 25, 2008, the Portland Public School Board ("Board") approved Resolution 3852 to renew the contract with The Portland Arthur Academy Public Charter School ("Portland Arthur Academy") for three years.
- C. On March 28, 2011, the Portland Public School Board ("Board") approved Resolution 4437 to renew the contract with The Portland Arthur Academy Public Charter School ("Portland Arthur Academy") under a "flexible five-to-ten-year" agreement.
- D. On January 2, 2021, Portland Arthur Academy delivered its application for renewal of its charter agreement consistent with ORS 338.065.
- E. The process and criteria for considering the renewal of a charter are described in ORS 338.065, including 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.
- F. The District Charter School Program Director reviewed Portland Arthur Academy'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 Portland Arthur Academy;
  - 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 11, 2021, the Board Charter Schools and Alternative Programs Committee held a public hearing to hear Portland Arthur Academy's charter renewal request.
- H. On March 9, 2021, after reviewing the information presented by Portland Arthur Academy in support of its renewal request, including information from the public hearing and the staff report, Superintendent Guerrero recommended that the District renew the charter agreement with Portland Arthur Academy. A copy of the Superintendent's recommendation is on file at the District Board office.

#### **RESOLUTIONS**

- 1. The Board of Education for Portland Public Schools has determined that Portland Arthur Academy'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 ten-year charter agreement between the District and Portland Arthur Academy 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 Portland Arthur Academy shall be for a maximum enrollment of 180 students in grades K-5.

- b. Portland Arthur Academy will receive pass-through of State School Funds (SSF) equivalent to at least the statutory minimum rate for K-8 of 80% of the Charter School Rate. PPS charter schools serving student populations of 50% or greater historically underserved by race/ethnicity currently receive pass-through of 95% of the Charter School Rate for K-8 students.
  - c. Portland Arthur Academy 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 as necessary;
    - ii. Portland Arthur Academy 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. Portland Arthur Academy 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.
  - e. Portland Arthur Academy will work with District staff to formulate a plan to increase dissemination of best educational 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 Portland Arthur Academy's compliance with the terms of the charter agreement. This report may be part of an overall report for all District-sponsored charter schools.



## PORTLAND PUBLIC SCHOOLS

### OFFICE OF SCHOOL PERFORMANCE

501 North Dixon Street / Portland, OR 97227

Telephone: (503) 916-5437

**Date:** March 9, 2021

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

**From:** Korinna Wolfe, Area Senior Director, Multiple Pathways to Graduation  
Tara O'Neil, Program Director, Charter Schools

**Subject:** Charter School Renewal Recommendation for Portland Arthur Academy

---

### **BACKGROUND**

Portland Arthur Academy Charter School is a k-5 charter school in SE Portland, housed on the Ascension Catholic Church campus, enrolling 175 students. The school uses a research-based, Direct Instruction model that focuses students through a highly organized, incremental curriculum and ensures they master each skill before moving on to the next. Portland Arthur Academy is one of six Arthur Academies in the greater Portland area, which share a common curriculum, a single board of directors, and a central administrative office.

Portland Arthur Academy opened in 2005, and is in its 16<sup>th</sup> year of operation. It successfully applied for charter renewal in 2008 and 2011. The school is currently operating under a five-to-ten-year "flexible" agreement which has been extended annually to reach the statutory 10<sup>th</sup> year limit, and will terminate on June 30, 2021.

Portland Arthur Academy formally submitted an Application for Renewal of its charter with the District on January 2, 2021 per ORS 338.065(5)(b). On February 13, 2021, the Board Charter Schools and Alternative Programs Committee held a public hearing in consideration of Portland Arthur Academy's renewal request, as per ORS 338.065(5)(c). Per ORS 338.065(4)(c), this renewal term "shall be for a minimum of five years but may not exceed 10 years." Portland Arthur Academy has requested a ten-year renewal of its charter.

The staff recommendation is based on information gathered from the annual site visits, the renewal hearing, Portland Arthur Academy's Annual Performance Framework and Report, and other information obtained during the renewal period.

### **RELATED POLICIES/BEST PRACTICES**

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 good faith review of 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 are listed in ORS 338.065(8)(a-e) 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. Portland Arthur Academy Charter School has not been out of compliance with ORS 338 or any other applicable state or federal laws during the current charter term.

**B. Is in compliance with the charter of the public charter school.** The criteria are met. Portland Arthur Academy 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. Portland Arthur Academy has met or is working toward meeting the student performance goals during the term of its current charter.

**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. The school has received clean audits every year of the current charter term, is timely with financial deliverables, and has maintained financial stability through the current contract term.

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

## **ANALYSIS OF SITUATION**

**Implications of approving recommendation to renew charter school:** Staff will begin negotiating new contract per Board Resolution instructions.

**Implications of declining recommendation to renew charter school:** The charter with Portland Arthur Academy will expire on June 30, 2021, and barring further action, the school will close. The charter school may appeal the PPS Board decision to the State Board of Education for review (ORS 338.065(6)(a)).

## **FISCAL IMPACT**

As per ORS 338.155(2)(a), charter schools serving grades K-8 receive a minimum of 80% of the 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 2021-22 school year, and is projected to receive \$1,257,660 in State School Funds at current enrollment (assuming statutory minimum 80% pass through amount of current Charter School Rate per-student allocation of \$8,734).

Portland Arthur Academy has requested within their renewal application that the Board of Education consider increasing the pass-through rate from the statutory minimum of 80% to 90% of per-student allocation. Staff recommends that consideration of an increase in the

pass-through rate to charter schools be separated from the decision about charter renewal, which is determined by consideration of statutory criteria in ORS 338.065(8).

### **COMMUNITY ENGAGEMENT (IF APPLICABLE)**

Portland Arthur Academy Charter School submitted its renewal application according to statutory timelines. District staff completed an annual performance review, and submitted this to Portland Arthur Academy for input and response. District staff has performed multiple school site visits, including meetings with school staff, students, and parents. On February 11, 2021, the Board Charter Schools Committee held the required public hearing where public comment was submitted in support of renewal.

Portland Arthur Academy has been reviewed on an annual basis by staff in three major areas: academic, organizational, and financial. Staff has determined that Portland Arthur Academy is meeting statutory and contractual requirements.

### **TIMELINE FOR IMPLEMENTATION / EVALUATION**

The Board is scheduled to discuss Portland Arthur Academy's renewal at its meeting on March 9, 2021, with a vote scheduled at the same meeting.

If the renewal request is approved, staff will begin negotiating the new contract with Portland Arthur Academy per instructions of the Board Resolution. The current contract expires on June 30, 2021.

### **BOARD OPTIONS WITH ANALYSIS**

**Results of a yes vote:** the Board will direct staff to negotiate a ten-year charter agreement per the terms of the Resolution.

**Results of a no vote:** the charter contract will expire effective June 30, 2021, and barring further action the school will close. The charter school may appeal the decision of the PPS Board to the State Board of Education for review (ORS 338.065(6)(a)).

### **CONNECTION TO BOARD GOALS**

Board goals for Third Grade Reading growth and Fifth Grade Mathematics growth are connected to achievement standards for K-5 charter schools. Charter schools must meet District average achievement for the same populations, as reported on the Oregon Report Card and the Charter Schools Annual Performance Framework and Report.

### **STAFF RECOMMENDATION**

Staff recommends that the contract with Portland Arthur Academy Charter School be renewed for a ten-year term, to expire on June 30, 2031.

*As a member of the PPS Executive Leadership Team, I have reviewed this staff report.*

    *KC*     (*Initials*)

ATTACHMENTS

- A. Resolution to Renew Charter Agreement with Portland Arthur Academy Charter School
- B. Portland Arthur Academy 2019-20 Annual Performance Framework and Report
- C. Portland Arthur Academy 2019-20 Oregon School Profile
- D. Portland Arthur Academy Charter Renewal Application





## **PORTLAND PUBLIC SCHOOLS**

### **OFFICE OF STEAM-H-A/PE**

501 North Dixon Street / Portland, OR 97227  
Telephone: (503) 916-3615

**Date:** March 09, 2021

**To:** School Board

**From:** Dr. Sarah Davis, Senior Director of STEAM/HPE  
Dr. Jenny Withycombe, Program Administrator for Health, PE and APE

**Subject:** Comprehensive Health Education Policy

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### **BACKGROUND**

Originally presented and approved in 2018 as the Comprehensive Sexuality Education Policy (CSEP) with a statute stating that it would be reviewed every 2 years. Based on current best practices it was recommended that the CSEP be embedded in a larger policy around Comprehensive Health Education.

Portland Public School District (PPS) is committed to creating safe and healthy learning environments to support the growth and development of every student. The development of health literacy, the ability to access, understand, appraise, apply and advocate for health information and services in order to maintain or enhance one's own health and the health of others, is necessary for students to be healthy throughout their lives.

Health education is an integral component of quality school programming. Schools have direct contact with a significant number of Portland's youth for about 6 hours a day and for the critical years of students' social, psychological, physical and intellectual development. As a result, schools play an important role in improving students' health and social outcomes as well as promoting academic success (CDC Healthy Schools). Healthy students are more ready and able to learn and are less likely to experience negative academic impact (e.g. academic failure, lower test scores, truancy, absenteeism) than students who engage in risky health behaviors. According to the CDC, schools cannot achieve their primary mission of education if students are not healthy, and schools can address the health needs of students in part through effective health education. Research supports that school health programs and policies may be one of the most efficient ways to reduce risky behaviors in students, prevent health problems and address the achievement gap. Portland Public Schools believe that in accordance with the National Health Education Standards, "health education should contribute directly to a student's ability to successfully practice behaviors that protect and promote health and avoid or reduce health risks". We also recognize that skills are the foundation of effective health education instruction and that comprehensive school health education assists students in living healthier lives. The policy presented here explains how we, in Portland Public Schools, will create effective health education programming.

### **RELATED POLICIES/BEST PRACTICES**

- 1.80.020-P: Non-discrimination/Anti-Harassment
- 2.10.010-P: Racial Educational Equity Policy
- 3.30.062-AD: Student Wellness through Nutrition and Physical Activity
- 4.30.050-P: Student Suicide Prevention
- 4.30.060-P: Anti-Harassment
- 3.30.021-PS: Tobacco Possession & Use
- 4.30.061-AD: Transgender, Nonbinary and Gender Diverse Students
- 4.30.071-AD: Harassment, Sexual Violence, and Teen Dating Violence
- 4.30.072-AD: Title IX Student to Student Sex-Based Discrimination and Harrassment

## **LEGAL REFERENCES**

### **Comprehensive Health Education (General)**

- OAR 581-022-2000: Diploma Requirements
- OAR 581-022-2030: District Curriculum
- OAR 581-022-2310: Equal Educational Opportunities
- OAR 581-022-2312: All Students Belong
- OAR 581-029-0001: School Safety and Prevention System

### **Wellness**

- ORS 336.472 (SB 79): Cardiopulmonary Resuscitation

### **Mental and Emotional Health**

- OAR 581-022-2060: Comprehensive Guidance and Counseling
- OAR 581-022-2510 (Adi's Act, SB 52): Suicide Prevention
- ORS 339.351-364: Harassment, Bullying, Cyber-bullying, and Intimidation

### **Alcohol, Tobacco and Other Drugs**

- OAR 581-022-2045: Prevention Education in Drugs and Alcohol
- ORS 336.222: Alcohol Tobacco and Other Drugs
- ORS 336.241: Cannabis Abuse Prevention

### **Growth and Development/Violence Prevention**

- Title IX: Title IX of the Education Amendments Act
- OAR 581-022-2050: Human Sexuality Education
- ORS 174.1: Oregon Equality Act
- ORS 336.035: Required Courses of Study
- ORS 336.059 (Erin's Law, SB 856): Child Sexual Abuse Prevention Instruction
- ORS 336.455: Human Sexuality Education, K-12
- ORS 336.465: Examination of Instructional Materials
- ORS 339.366 (Healthy Teens Relationship Act, HB 4077, SB 790): Teen Dating Violence and Domestic Violence

## **ANALYSIS OF SITUATION**

Our goal is to revise the current Comprehensive Sexuality Education Policy to be inclusive of the many laws, mandates, and policies that support Comprehensive Health Education. We propose transitioning from a stand alone CSEP to a Comprehensive Health Education policy which includes a section specific to comprehensive sexuality education. According to Oregon statute, comprehensive sexuality education policies must be reviewed every 2 years which is written into the current policy revision. This shift was presented to the board policy sub-committee who agreed with this approach.

## **FISCAL IMPACT**

All related fiscal impacts are embedded in the current budget. Part of the original policy included a corresponding professional development implication, which is now embedded in the Health and Physical Education budget.

### **COMMUNITY ENGAGEMENT (IF APPLICABLE)**

Through grant dollars from Advocates for Youth, the District involved community organizations and students through several processes. State, county, and community-based organizations focused on youth sexual health and healthy relationships provided guidance and feedback on the draft Comprehensive Sexuality Education Policy in two facilitated meetings. In the first meeting (February 2018), partners were provided with contextual information on the statutory requirements of the policy, and provided comment and direct feedback to the draft policy. In the second meeting (March 2018) partners confirmed the edits, discussed the implications for the administrative directive, and need for professional development systems. PPS students were engaged through the development of the student “Bill of Rights” document. Two listening sessions were held with middle and high school students at the PPS GSA Summit in April. Additionally, an online survey was available for two weeks in April and was distributed through student health center youth action councils, school counselors across the District and marketed during the GSA summit. A total of 90 students participated in the online survey. After online and in-person data collection commenced at the end of April, Planned Parenthood of the Columbia Willamette’s Teen Council was engaged to identify common themes and develop the final statements that make up the “Youth Bill of Rights”.

### **TIMELINE FOR IMPLEMENTATION / EVALUATION**

Completed.

### **BOARD OPTIONS WITH ANALYSIS**

Accept the comprehensive approach articulated in this proposed policy.

Reject and return to a stand alone policy of comprehensive sexuality education.

### **CONNECTION TO BOARD GOALS**

In Board Goals 3 and 4 we see our vision for how students can thrive and experience success related to this Policy. Goal three focuses on the skills and knowledge students should have by the end of middle school. Specifically called out in the Goal is **“a particular focus on students’ socio-emotional development and health”** In Board Goal 4, which focuses on the skills and knowledge we want students to have by graduation it **“identifies those skills and dispositions that we collectively believe every PPS student graduate should possess. We also believe that every student needs to have the core academic knowledge and opportunity of experience that will prepare them for post-secondary success.”** Health Education is a core graduation requirement, but more importantly, it helps students realize aspects of the PPS Graduate Portrait.

In PPS, our vision for our graduates is that they be **Positive, Confident, and Connected** with positive feelings about their personal and cultural identities and a healthy sense of confidence and self-worth. Sense of Self-Cultural sensitivity and inclusivity are a major component of the Health Standards and are core to this policy. Youth of color and LGBTQ+ youth were integral to

the creation of the Student Bill of Rights. Additionally, racial, ethnic, and LGBTQ+ diverse community groups were pivotal to the creation of the original Policy.

**STAFF RECOMMENDATION**

Staff recommends that you approve this policy.

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*As a member of the PPS Executive Leadership Team, I have reviewed this staff report.*

\_\_\_\_\_ *(Initials)*

ATTACHMENTS

- A. Comprehensive Sexuality Education Policy [6.40.013-P](#)
- B. Comprehensive Health Education Policy [6.40.XXX-P](#)



# Comprehensive Health Education Policy

Portland Public School District (PPS) is committed to creating safe and healthy learning environments to support the growth and development of every student. The development of health literacy, *the ability to access, understand, appraise, apply and advocate for health information and services in order to maintain or enhance one's own health and the health of others*, is necessary for students to be healthy throughout their lives.

Health education is an integral component of quality school programming. Schools have direct contact with a significant number of Portland's youth for about 6 hours a day and for the critical years of students' social, psychological, physical and intellectual development. As a result, schools play an important role in improving students' health and social outcomes as well as promoting academic success (CDC Healthy Schools). Healthy students are more ready and able to learn and are less likely to experience negative academic impact (e.g. academic failure, lower test scores, truancy, absenteeism) than students who engage in risky health behaviors. According to the CDC, schools cannot achieve their primary mission of education if students are not healthy, and schools can address the health needs of students in part through effective health education. Research supports that school health programs and policies may be one of the most efficient ways to reduce risky behaviors in students, prevent health problems and address the achievement gap. Portland Public Schools believe that in accordance with the National Health Education Standards, "health education should contribute directly to a student's ability to successfully practice behaviors that protect and promote health and avoid or reduce health risks". We also recognize that skills are the foundation of effective health education instruction and that comprehensive school health education assists students in living healthier lives. The policy presented here explains how we, in Portland Public Schools, will create effective health education programming.

PPS requires students in grades K through 12 be taught Comprehensive Health Education that is medically-accurate, age and developmentally appropriate, culturally and linguistically sustaining, and implemented in safe and supportive learning environments where all students feel valued. All Portland Public Schools shall take a skills-based approach<sup>1</sup> to teach comprehensive health education that addresses a variety of topics, such as tobacco, alcohol, and other drug use/abuse, healthy eating/nutrition, mental and emotional health, personal health and wellness, physical

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<sup>1</sup> Skills-based health education is "an approach to creating or maintaining healthy lifestyles and conditions through the development of knowledge, attitudes, and especially skills, using a variety of learning experiences, with an emphasis on participatory methods" (World Health Organization, 2003, p. 3).



## Board Policy

6.40.013-P

### Comprehensive Health Education Policy

activity, safety and injury prevention, violence prevention, and comprehensive sexual health education that is LGBTQ inclusive.

Comprehensive health education curriculum shall be modified as needed for students with disabilities and students who are English Language Learners. It shall promote healthy lifestyle habits, healthy relationships and health literacy for all students. Health education curricula will align with the PPS scope and sequence, which integrates Oregon Laws and Health Education Standards. Qualified and trained teachers will implement curricula.

#### **Review of Policy and Comprehensive Sexuality Education Plan (CSEP)**

District will utilize relevant district staff, local, state and national data, emerging best practices, new scientific information, and effective education strategies to review and update the comprehensive sexuality education plan of instruction and this policy every two years as prescribed by OAR 581-022-2050.

Legal references: **Comprehensive Health Education (General)** OAR 581-022-2000: Diploma Requirements; OAR 581-022-2030: District Curriculum; OAR 581-022-2310: Equal Educational Opportunities; OAR 581-022-2312: All Students Belong; OAR 581-029-0001: School Safety and Prevention System; **Wellness** ORS 336.472 (SB 79): Cardiopulmonary Resuscitation; **Mental and Emotional Health** OAR 581-022-2060: Comprehensive Guidance and Counseling; OAR 581-022-2510 (Adi's Act, SB 52): Suicide Prevention; ORS 339.351-364: Harassment, Bullying, Cyberbullying, and Intimidation; **Alcohol, Tobacco and Other Drugs** OAR 581-022-2045: Prevention Education in Drugs and Alcohol; ORS 336.222: Alcohol Tobacco and Other Drugs; ORS 336.241: Cannabis Abuse Prevention; **Growth and Development/Violence Prevention** Title IX: Title IX of the Education Amendments Act; OAR 581-022-2050: Human Sexuality Education; ORS 174.1: Oregon Equality Act; ORS 336.035: Required Courses of Study; ORS 336.059 (Erin's Law, SB 856): Child Sexual Abuse Prevention Instruction; ORS 336.455: Human Sexuality Education, K-12; ORS 336.465: Examination of Instructional Materials; ORS 339.366 (Healthy Teens Relationship Act, HB 4077, SB 790): Teen Dating Violence and Domestic Violence

#### Related Policies:

- 1.80.020-P: Non-discrimination/Anti-Harassment
- 2.10.010-P: Racial Educational Equity Policy



## Board Policy

6.40.013-P

### Comprehensive Health Education Policy

- 3.30.062-AD: Student Wellness through Nutrition and Physical Activity
- 4.30.050-P: Student Suicide Prevention
- 4.30.060-P: Anti-Harassment
- 3.30.021-PS: Tobacco Possession & Use
- 4.30.061-AD: Transgender, Nonbinary and Gender Diverse Students
- 4.30.071-AD: Harassment, Sexual Violence, and Teen Dating Violence
- 4.30.072-AD: Title IX Student to Student Sex-Based Discrimination and Harassment

History: Adopted 6/4/18; Amended 3/2021

## ~~6.40.013-P~~ Comprehensive Sexuality Education Policy

Portland Public School District (PPS) is committed to creating safe and healthy learning environments to support the growth and development of every student. [The development of health](#) ~~Health~~ literacy, *the ability to access, understand, appraise, apply and advocate for health information and services in order to maintain or enhance one's own health and the health of others*, is ~~a critical component of education in PPS; one that is necessary to build skills and provide functional knowledge~~ for students to be healthy throughout their lives. ~~PPS also recognizes the role of inclusive and comprehensive sexuality education in promoting health equity, supporting healthy development, and preventing violence.~~

~~Oregon's Human Sexuality Law (ORS 336.455, 2009), the Healthy Teen Relationship Act (ORS 339.366, 2013), and Child Sexual Abuse Prevention Law (ORS 336.059, 2015) collectively contribute to the Oregon Department of Education's (ODE) Human Sexuality Administrative Rule (OAR 581-022-2050) and health education content standards and performance indicators. Under these laws, school districts are required to provide "a comprehensive plan of instruction focusing on human sexuality education" which is "complete, balanced, and medically accurate". Aligned to national standards, Oregon's performance indicators are additionally aimed at preventing sexual violence and promoting student safety. For example, the law requires that instruction recognize a diversity of sexual orientations, gender identities, and gender expressions, as well as focus on affirmative consent. The Oregon health education content standards ensure that comprehensive sexuality education teaches students positive attitudes and behaviors related to healthy relationships and sexuality, by using age-appropriate, and culturally inclusive materials, language, and methods.~~

~~The Portland Public Schools Comprehensive Sexuality Education Policy and the Portland Public Schools Comprehensive Sexuality Education Plan were developed by teachers, school administrators, local and state health departments, staff and other professionals from the medical community knowledgeable of the latest scientific information and effective education strategies and in accordance with federal, state, and district laws, policies, health education standards, local and district data sources, and current best practices.~~

- ~~• [ORS 336.059/SB 856](#) (Child Sexual Abuse Prevention Instruction)~~
- ~~• [SB 790](#) (Domestic Violence Education)~~
- ~~• [ORS 339.366/HB 4077](#) (Healthy Teens Relationship Act)~~
- ~~• [ORS 336.455](#) (Human Sexuality Education, K-12)~~
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- Intimidation)
- ~~ORS 339.366 Teen Dating Violence and Domestic Violence~~
- ~~OAR 581-022-2030 (District Curriculum)~~
- ~~OAR 581-022-2045 (Prevention Education in Drugs and Alcohol)~~
- ~~OAR 581-022-2050 (Human Sexuality Education)~~
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- ~~OAR 581-022-2310 (Equal Educational Opportunities)~~
- ~~Title IX of the Educational Amendments Act~~
- ~~ORS 174-100 (Oregon Equality Act)~~
- ~~PPS Board Policy 1.80.020-P (Non-Discrimination/Anti-Harassment)~~
- ~~PPS Board Policy 2.10.010-P (Racial Educational Equity Policy)~~
- ~~PPS Board Policy 4.30.060-P Anti-Harassment~~
- ~~PPS Administrative Directive 4.30.061-AD (Transgender and GenderNon-Conforming Students)~~
- ~~PPS Board Policy 4.30.070-P (Teen Dating Violence/Domestic Violence)~~

Health education is an integral component of quality school programming. Schools have direct contact with a ~~can contribute to significant improvements in students' lives. Specifically, research shows that effective comprehensive sexuality education leads to a delay in the initiation and frequency of sex, reduce the number of~~ Portland's new partners, and increases the correct use of barrier and contraception methods. Highly effective sex education and STI prevention education programs:

- ~~Recognize the harm caused to sexual health by racism, homophobia, transphobia and other forms of oppression;~~
- ~~Offer developmentally and culturally appropriate sexual health information in a safe and inclusive environment;~~
- ~~Are developed in cooperation with members of the community, especially a diverse representation of young people;~~
- ~~Use language and activities that are inclusive of LGBTQ+ students;~~
- ~~Respect community values and assist youth for to clarify their individual, family, and community values;~~
- ~~Assist youth in developing skills in identifying healthy boundaries and communicating boundaries, refusal, and negotiation;~~
- ~~Provide medically accurate information about 6 hours a day and for the critical years of students' abstinence and available contraception options including barrier methods (i.e. dental dams, external and internal condoms);~~
- ~~Include clear goals for preventing STIs and/or unplanned pregnancy;~~
- ~~Focus on specific health behaviors related to the goals, with clear messages about these behaviors;~~
- Develop social, psychological, physical and intellectual development. As a result, schools play an important role in improving students' health and - emotional learning skills: self awareness, social outcomes as well as promoting academic success (CDC Healthy Schools). awareness, self-management, healthy relationships and decisionmaking;

Healthy students are more ready and able to learn and are less likely to experience negative academic impact (e.g. academic failure, lower test scores, truancy, absenteeism) than students who engage in risky health behaviors. According to the CDC, schools cannot achieve their primary mission of education if students are not healthy, and schools can address the health needs of students in part through effective health education. Research supports that school health programs and policies may be one of the most efficient ways to reduce risky behaviors in students, prevent health problems and address the achievement gap. Portland Public Schools believe that in accordance with the National Health Education Standards, “health education should contribute directly to a student’s ability to successfully practice behaviors that protect and promote health and avoid or reduce health risks”. We also recognize that skills are the foundation of effective health education instruction and that comprehensive school health education assists students in living healthier lives. The policy presented here explains how we, in Portland Public Schools, will create effective health education programming.

- ~~PPS requires students in grades~~ Engage families and promote family communication around sexual health;
- ~~Rely on participatory teaching methods, are implemented by trained educators and teaches the State and District approved scope and sequence for health education to fidelity.~~

~~Beginning the 2018-19 academic year, each school shall provide comprehensive K through -12~~ be taught Comprehensive Health Education that is medically-accurate, age and developmentally appropriate, culturally and linguistically sustaining, and inclusive, medically accurate and evidence-informed comprehensive sexuality education. This curriculum shall be implemented in safe and supportive learning environments where all **ALL** students feel valued. All Portland Public Schools shall take a skills-based approach to teach comprehensive health ~~sexuality~~ education that addresses a variety of topics, such as tobacco, alcohol, and other drug use/abuse, healthy eating/nutrition, mental ~~and unhealthy relationships, consent, abstinence and emotional health, personal health and wellness, physical~~

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activity, safety and injury prevention, violence, and HIV/STI prevention, and comprehensive sexualhealth education that is LGBTQ inclusive.

Comprehensive health education curriculum shall be modified as needed for students with disabilities and students who are English Language Learners. It shall promote healthy lifestyle habits, healthy relationships and health literacy for all students. Health education curricula will align with the PPS scope and sequence, ~~Comprehensive Sexuality Education Plan (CSEP)~~ which integrates the Oregon Laws and Health Education Content Standards. ~~Qualified and all Federal, State, and District laws and policies. It will be implemented by qualified and trained teachers will implement curricula as outlined in the CSEP.~~

~~All schools will follow relevant promotion and graduation requirements that include: comprehensive sexuality education (CSE) annually in grades K-5, inclusive of HIV education starting in grade 4; a minimum of three quarters of health education (inclusive of CSE) in total in grades 6 to 8 taught by a qualified health educator; two semesters of health education (inclusive of CSE) in total in grades 9 to 12 taught by a certified health teacher. Additionally, all students in grades K-12 **must** receive at least 4 lessons in child sexual abuse prevention (ORS 336.059/SB 856) **each** year. These are the minimum requirements for health education programming, which **must** include comprehensive sexuality education. In addition, health education (inclusive of CSE) will be integrated into the Common Core curricula where possible.~~

~~The District recognizes the critical role families play in education and will encourage family communication and involvement. Parents shall be notified in advance of any human sexuality or AIDS/HIV instruction. When practicable, any curriculum and/or materials will be made available for parent preview. Any parent may request that his/her child be excused from that portion of the instructional program under the procedures set forth in ORS 336.035 (2).~~

### **Review of Policy and Comprehensive Sexuality Education Plan (CSEP)** ~~CSEP~~

District will utilize relevant district staff, local, state and national data, emerging best practices, new scientific information, and effective education strategies to review and update the comprehensive sexuality education plan (~~CSEP~~) of instruction and this policy every two years as prescribed by OAR 581-022-2050.

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History: Adopted 6/4/18; Amended 3/2021

## 6.40.013-P Comprehensive Sexuality Education Policy

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- Recognize the harm caused to sexual health by racism, homophobia, transphobia and other forms of oppression;
- Offer developmentally- and culturally appropriate sexual health information in a safe and inclusive environment;
- Are developed in cooperation with members of the community, especially a diverse representation of young people;
- Use language and activities that are inclusive of LGBTQ+ students;
- Respect community values and assist youth to clarify their individual, family, and community values;
- Assist youth in developing skills in identifying healthy boundaries and communicating boundaries, refusal, and negotiation;
- Provide medically accurate information about abstinence and available contraception options including barrier methods (i.e. dental dams, external and internal condoms);
- Include clear goals for preventing STIs and/or unplanned pregnancy;
- Focus on specific health behaviors related to the goals, with clear messages about these behaviors;
- Develop social-emotional learning skills: self awareness, social awareness, self-management, healthy relationships and decision making;
- Engage families and promote family communication around sexual health;

- Rely on participatory teaching methods, are implemented by trained educators and teaches the State and District approved scope and sequence for health education to fidelity.

Beginning the 2018-19 academic year, each school shall provide comprehensive K-12, age and developmentally appropriate, culturally inclusive, medically accurate and evidence-informed comprehensive sexuality education. This curriculum shall be implemented in safe and supportive learning environments where **ALL** students feel valued. All Portland Public Schools shall take a skills-based approach to teach comprehensive sexuality education that addresses a variety of topics, such as healthy and unhealthy relationships, consent, abstinence **and** protection methods, and HIV/STI prevention. Health education curricula will align with the PPS Comprehensive Sexuality Education Plan (CSEP) which integrates the Oregon Health Education Content Standards and all Federal, State, and District laws and policies. It will be implemented by qualified and trained teachers as outlined in the CSEP.

All schools will follow relevant promotion and graduation requirements that include: comprehensive sexuality education (CSE) annually in grades K-5, inclusive of HIV education starting in grade 4; a minimum of three quarters of health education (inclusive of CSE) in total in grades 6 to 8 taught by a qualified health educator; two semesters of health education (inclusive of CSE) in total in grades 9 to 12 taught by a certified health teacher. Additionally, all students in grades K-12 **must** receive at least **4** lessons in child sexual abuse prevention (ORS 336.059/SB 856) **each** year. These are the minimum requirements for health education programming, which **must** include comprehensive sexuality education. In addition, health education (inclusive of CSE) will be integrated into the Common Core curricula where possible.

The District recognizes the critical role families play in education and will encourage family communication and involvement. Parents shall be notified in advance of any human sexuality or AIDS/HIV instruction. When practicable, any curriculum and/or materials will be made available for parent preview. Any parent may request that his/her child be excused from that portion of the instructional program under the procedures set forth in ORS 336.035 (2).

**Review of Policy and CSEP**

District will utilize relevant district staff, local, state and national data, emerging best practices, new scientific information, and effective education strategies to review and update the comprehensive sexuality education plan (CSEP) of instruction and this policy every two years as prescribed by OAR 581-022-2050.





**PORTLAND PUBLIC SCHOOLS  
OFFICE OF SCHOOL MODERNIZATION**

501 North Dixon Street / Portland, OR 97227  
Telephone: (503) 916-2222

**Date:** March 9, 2021  
**To:** School Board  
**From:** Dan Jung, Chief Operating Officer  
Dana White, Director of Planning & Real Estate Management  
**Subject:** 1st Reading of Policy 8.70.040-P Preservation, Maintenance, and Disposition of District Real Property

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**BACKGROUND**

In 1971 the Board adopted a policy for the Disposition of Surplus Real Property that outlines the procedure for the preservation and rare disposal of any real property that is not essential to the District's mission now or ever. The policy has been amended seven times since 1971, most recently in November of 2018.

The current policy requires real estate transactions be presented to the Board for approval, but does provide the Superintendent or his/her designee authority to sign real estate transactions in which the total value of the transaction is at or below applicable delegation thresholds for District expenditure and revenue contracts, as set forth in PPS Public Contracting Rule 45-0200 (Authority to Approve and Execute District Contracts) and contains a clause that provides the District the right to terminate the contract with thirty days (30) days' notice without cause.

As proposed, the amended policy is substantially enhanced and outlines the Board's intent more clearly. It also provides criteria for justifying less than market terms under extraordinary economic circumstances. More specific changes are as follows:

- Acknowledges that the District's real property assets are on the traditional land of the Chinook, Clackamas, Kalapuya, Multnomah, Wasco, Kathlamet, Tualatin, and Molalla tribes;
- Acknowledges that Portland institutions and citizens participated in redlining and structurally organized policies, zoning, and planning that restricted or prevented Black, Indigenous, and communities of color from land ownership and led to their disproportionate displacement through "urban renewal" or gentrification;
- Aligns the policy more closely with the District's Racial Equity and Social Justice goals;
- Strongly affirms that only on rare occasions will the District sell a real property without replacing that property with an equivalent or better property;



- Provides additional guidance and clarity around the preservation and disposition of District real property and specific evaluation criteria to guide decisions that may deviate from current market terms;
- Allows staff to efficiently convey real property rights-of-way or easements that are imposed as a condition of approval of District development and maintenance projects; and
- Allows staff to negotiate contracts, without Board approval, at or below applicable delegation thresholds for District expenditure and revenue contracts if they provide a termination right with ninety (90) days' or less notice.

On March 8, 2021, the Board Policy Committee will consider a proposed amendment to the policy which was first read by the Board on February 9, 2021, which:

- Expressly connects our Racial Equity and Social Justice goals to sales and leases of our properties and makes proof of financial need under extraordinary circumstances one of several factors to consider.

## **RELATED POLICIES/BEST PRACTICES**

### **8.70.043-AD Process for Disposing of Surplus Real Property**

### **8.70.044-P Capital Asset Renewal Funds and Plans**

It is best practice for public educational institutions to retain its real estate assets for both foreseeable and unforeseeable changes in space demands and enrollment. Favorable tax structure and various lease opportunities can also provide a favorable income stream on idle assets.

## **ANALYSIS OF SITUATION**

Operationally, the proposed changes to the Policy 8.70.040-P Preservation, Maintenance, and Disposition of District Real Property provide a clear direction that the sale of a District property is an unlikely event and will require a thorough analysis of the implications on fulfillment of the District's educational mission over the next 100 years. It also directs a strong preference that any long-term disposition of District property be in the form of a long-term lease rather than a sale, and that, in the rare event of a sale, the District should replace the sold property with an equivalent or better property.

The proposed policy changes also provide specific evaluation criteria that the Board must consider if deviating from current market lease terms.

## **FISCAL IMPACT**

Adoption and implementation of this policy may result in lost revenues, but may also provide direct benefit both monetary and otherwise to the District. Development of the Administrative Directive will codify the process that staff should follow in the consideration of transactions involving District real estate. All real estate transactions valued at \$150,000 or greater or that have termination clauses greater than ninety (90) days will be submitted to the Board for

approval, except in the instance where a transaction is imposed as a condition (*i.e.*, a utility or right-of-way easement) of approval of District development and maintenance projects.

### **COMMUNITY ENGAGEMENT**

The policy was amended over several months and in public meetings under the direction of the Board Policy Committee that includes two student representatives. PPS Senior Director of Racial Equity & Social Justice provided useful input on different approaches to land policy from tribal representatives at other public entities.

The proposed policy was unanimously approved to move forward to the first reading at the February 9 Board Meeting. At the February 17 Board Policy Committee meeting Director Brim-Edwards indicated that she would be bringing forward an amendment that would be shared with the Committee Chair and the rest of the committee prior to the March 9 Board Policy Committee meeting and discussed the nature of the amendment. If approved by the Board Policy Committee at the meeting on March 8, the full Board will consider the revised policy for a second reading at the March 9 board meeting.

### **TIMELINE FOR IMPLEMENTATION / EVALUATION**

The policy is effective immediately upon final adoption by the Board.

### **BOARD OPTIONS WITH ANALYSIS**

1. Approve Policy 8.70.040-P Preservation, Maintenance, and Disposition of District Real Property.
2. Refer Policy 8.70.040-P Preservation, Maintenance, and Disposition of District Real Property back to the Policy Committee for revision.

### **CONNECTION TO BOARD GOALS**

This proposed policy formally recognizes the District's role as current caretakers of ancestral land and the District's fiduciary responsibility to preserve and maintain its real property assets in a manner that will serve current students and future generations, including keeping land in the public domain. It also aligns the policy more closely with the District's Racial Equity and Social J goals

### **STAFF RECOMMENDATION**

Staff recommend the adoption of the amended.

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*As a member of the PPS Executive Leadership Team, I have reviewed this staff report.*

\_\_\_\_\_ (*Initials*)

ATTACHMENTS

- A. Policy 8.70.040-P Preservation, Maintenance, and Disposition of District Real Property (REDLINE)
- B. Policy 8.70.040-P Preservation, Maintenance, and Disposition of District Real Property

**RESOLUTION No.**

Resolution to Approve the Amendments to the Preservation, Maintenance, and Disposition of District Real Property 8.70.040-P

**RECITALS**

- A. In 1971 the Board of Education adopted a policy for the Disposition of Surplus Real Property that outlines the procedure for the preservation and rare disposal of any real property. The policy has been amended seven times since 1971, most recently in November of 2018.
- B. On August 24, 2020; September 14, 2020; October 26, 2020; December 7, 2020; and January 4, 2021, the Board Policy Committee discussed changes to the policy to define criteria for deviating from market-value terms in real estate transactions among other changes.
- C. On January 25, 2021, the Policy Committee reviewed the revisions to the policy and the engagement efforts and recommended that the policy be forwarded to the full Board for adoption.
- D. On February 9, 2021, the Board held a first reading of the proposed policy, and it was posted on the Board website for public comment. There has been no public comment on the proposed policy.
- E. On March 8, 2021, the Policy Committee approved additional amendments to the proposed policy for consideration by the full Board.

**RESOLUTION**

The Board of Education hereby approves the proposed amendments to the Preservation, Maintenance, and Disposition of District Real Property 8.70.040-P as approved by the Policy Committee on March 8, 2021, and further determines that no additional First Reading is necessary. The Board approves the amended policy as reflected in the attached Exhibit A.



Preservation, Maintenance, and  
Disposition of District Real  
Property

A. Land Acknowledgment

The Portland Public Schools Board of Education acknowledges that the District's real property assets are on the traditional land of the Chinook, Clackamas, Kalapuya, Multnomah, Wasco, Kathlamet, Tualatin, and Molalla tribes. We also know that many other tribes made their homes along the Columbia and Willamette Rivers. We also recognize the robust present-day federally recognized tribes of this area: the Grande Ronde, Siletz and Cowlitz, and the Native American community, representing more than 380 tribes that have made the City of Portland one of the top 25 cities with the largest American Indian/Alaska Native populations. We honor their history and acknowledge the sacrifices they made.

We also acknowledge that federal, state, and local governments supported the invasion and dispossession of Native People's lands and the institutionalized practices of the removal and displacement of Native people from their lands. Additionally, PPS acknowledges that Portland institutions and citizens participated in redlining and structurally organized policies, zoning, and planning that restricted or prevented Black, Indigenous, and communities of color from land ownership and led to their disproportionate displacement through "urban renewal" or gentrification.

B. Duty to Maintain and Preserve Real Property

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With the recognition of our role, we know that as current caretakers of this ancestral land, the District recognizes its fiduciary responsibility to preserve and maintain the District's real property assets in a manner that will serve current students and to ensure the District can serve its students for decades to come. For that reason, future generations, including keeping land in the public domain.

transactions involving the District's real property shall preserve as much as possible the District's ability to use assets for its own students and educational services now and in the future and, only on rare occasions, Only on rare occasions will the District sell a property without replacing that property with an equivalent or better property.

A. Duty to Maintain and Preserve Real Property

The Board of Education recognizes that the District's real property assets must be maintained in a sufficient physical condition to preserve their value and utility. The



Preservation, Maintenance, and Disposition of District Real Property

Board shall take necessary steps, taking into account budgetary constraints, to preserve and maintain the physical integrity of District real property.

C. Objectives in Real Property Transactions

District properties that are not currently needed for District purposes will be managed to carry out the following objectives:

- Reflect the District's short-, intermediate-, and long-term educational and operational needs, considering long-term population and enrollment projections for the Portland area;
- Maintain flexibility in lease terms to allow for early termination to adjust to enrollment fluctuations or other District needs for the property; and
- Provide revenue and other support for District needs; in this case, the District must seek maximum long-term financial and other benefits. The District also recognizes that conveyance of real property rights-of-way or easements may be imposed as a condition of approval of District development projects without compensation or may occur for other good or valuable consideration.

D. Sale of Real Property

Under ORS 332.155, the District may lease, sell, and convey all property of the District



Preservation, Maintenance, and Disposition of District Real Property

~~that will not be required for the District's educational purposes in the long term. In the unlikely event that District property does not support and is not expected to support the District's mission now or in the future, the Superintendent shall recommend to the Board the disposal of such property, including a thorough analysis of the implications of any property sale on ~~fulfilment~~fulfillment of the District's educational mission over the long term. ~~Selling a District property without replacing it with an equivalent or better property shall be a last resort.~~~~

~~The Board of Education directs the following:~~

- ~~1. Superintendent's Real Property Sale Recommendation: The Superintendent shall develop and adopt an administrative directive establishing a process for developing recommendations to the Board on the sale of any District property. The process shall include at a minimum the following components:
  - ~~a. Notification of the Board of Education.~~
  - ~~b. A summary of the factors considered in the development of the recommendation, including a market and needs analysis.~~~~

~~Sale of District Property Recommendation-Whenever possible, any long-term disposition of District property should take the form of a long-term lease rather than a sale. A "long-term lease" is defined as a lease of at least five years and shall provide the District termination rights in the event the property is needed for District use.~~

~~Sale of a District property without replacing it with an equivalent or better property is usually disfavored and shall be considered only after assessing alternatives and determining that the District's best long-term interests are served by a sale. Whenever possible, any District property sale should be to a public entity that intends to actively use the property for public purposes or that substantially advances the District's racial equity and social justice goals for public schools, including PPS charter schools provided that any transaction is structured to allow PPS to regain ownership of the real property if it is no longer going to be used for public or designated purposes.~~

**1. Recommendation and Sale Process**

- ~~a. Sale of District Property Recommendation: The Superintendent shall make recommendations to the Board on the sale of any District property, including an analysis of~~



Preservation, Maintenance, and Disposition of District Real Property

implications for the District's ability to fulfill its responsibilities in the short-, medium-, and long-term; and a market analysis.

2.b. Public Hearing: Any process to consider the sale of the property shall be a transparent and public process, and at least one public hearing shall be held by the Board prior to declaring any real property or portion thereof appropriate prudent and necessary for sale. ~~If in the unlikely event~~ the Board determines that it is prudent or necessary to sell a District property ~~is appropriate for sale~~, it shall pass a resolution identifying the property, how relinquishing property promotes both the District's mission ~~and the~~ and the public interest, and the terms and conditions under which it may be sold.

3.c. Sale process: Once the ~~property is declared appropriate for sale by the Board~~ Board declares that it is prudent or necessary to sell a District property, the Superintendent, or such persons as may be designated by the Superintendent, shall establish and conduct a process for sale or other conveyance of the property. The Superintendent will market and negotiate a proposed sale or other conveyance of the property and bring a recommended agreement to the Board for the Board's review and approval.

E. PPS Leases

1. Presumption of Market Rate: Unless Terms:

When entering into leases involving real property, the District shall pursue maximum market value and other then-current market terms, unless the Board adopts a resolution that makes an express finding that the disposition of transaction involving District property for less than market rate terms (1) confers significant benefit to the District and the communities it serves, the District shall pursue maximum market value, including, but not limited to whether the transaction advances the goals of the District's Racial Educational Equity policy; and (2) is with another party with an official connection to the District or its enrolled students or students expected to enroll in PPS (e.g., PPS charter school, an organization providing direct services to PPS students, or a prekindergarten or head start program). Any express finding justifying less than market terms shall also consider the factors or combination of factors below and be assessed through the PPS Racial Equity & Social Justice lens.

a. Extraordinary economic or other unusual circumstances beyond the control of all parties ("Extraordinary Circumstances"). Under this factor,





Preservation, Maintenance, and Disposition of District Real Property

the tenant must provide evidence of the impact of Extraordinary Circumstances on its financial status, prior prudent efforts to manage risks and impacts, and efforts made to explore options other than financial or other relief from the District.

b. Offering below-market terms confers significant benefit to the District or its students, and those benefits substantially outweigh the costs of below-market terms; and/or

c. The communities being served by the other party include a substantial proportion of underserved students: students of color; students whose families qualify for free or reduced lunch, students with special needs, emerging bilingual students, or LGBTQ students.

d. \_\_\_\_\_

4. To the extent any sale, lease, or disposition below-market terms under this policy a lease are granted, the District shall define the time period under the lease during which the below-market terms are effective, after which market terms shall be restored for any remainder of the lease. The factors set out in this section do not override the presumption of maximum market value in every circumstance, but may be considered on a case-by-case basis.



**Preservation, Maintenance,  
and Disposition of District  
Real Property**

**F. Compliance with Grant Agreements.**

Notwithstanding any other part of this policy, if District property in a contemplated real estate transaction was purchased with state, federal, or private grant funds, any transaction involving the property shall be made as required in the grant or by state or federal regulations.

**G. Delegation of Authority for Certain Transactions**

The Board delegates authority to the Superintendent or his/her designee to approve and execute real estate transactions in which the total value of the transaction is at or below applicable delegation thresholds for District expenditure and revenue contracts, as set forth in PPS Public Contracting Rule 45-0200 (Authority to Approve and Execute District Contracts) ~~and~~; in which conveyance of real property rights-of-way or easements is imposed as a condition of approval of District development and maintenance projects; or in which the transaction can be terminated by the District within ~~30~~90 days or less. All other real estate transactions shall require Board approval. The Superintendent will provide a quarterly report to the ~~board~~Board regarding leases signed below the delegation threshold.

Legal References: ORS 271.330 ORS 332.155

History: Adopted 6/71; Amended 12/13/76; Amd. 8/28/78; Amd. 10/13/83; Amd. 8/31/95; Amd. 10/28/02 BA2463; Amd. 1/12/09 BA 4019; Amd. 11/13/18; Amd. .



# Preservation, Maintenance, and Disposition of District Real Property

### A. Land Acknowledgment

The Portland Public Schools Board of Education acknowledges that the District's real property assets are on the traditional land of the Chinook, Clackamas, Kalapuya, Multnomah, Wasco, Kathlamet, Tualatin, and Molalla tribes. We also know that many other tribes made their homes along the Columbia and Willamette Rivers. We also recognize the robust present-day federally recognized tribes of this area: the Grande Ronde, Siletz and Cowlitz, and the Native American community, representing more than 380 tribes that have made the City of Portland one of the top 25 cities with the largest American Indian/Alaska Native populations. We honor their history and acknowledge the sacrifices they made.

We also acknowledge that federal, state, and local governments supported the invasion and dispossession of Native People's lands and the institutionalized practices of the removal and displacement of Native people from their lands. Additionally, PPS acknowledges that Portland institutions and citizens participated in redlining and structurally organized policies, zoning, and planning that restricted or prevented Black, Indigenous, and communities of color from land ownership and led to their disproportionate displacement through "urban renewal" or gentrification.

### B. Duty to Maintain and Preserve Real Property

With the recognition of our role, we know that as current caretakers of this ancestral land, the District recognizes its fiduciary responsibility to preserve and maintain its real property assets in a manner that will serve current students and future generations, including keeping land in the public domain.

Only on rare occasions will the District sell a property without replacing that property with an equivalent or better property.

The Board of Education recognizes that the District's real property assets must be maintained in a sufficient physical condition to preserve their value and utility. The Board shall take necessary steps, taking into account budgetary constraints, to preserve and maintain the physical integrity of District real property.

### C. Objectives in Real Property Transactions

District properties that are not currently needed for District purposes will be managed to



# Preservation, Maintenance, and Disposition of District Real Property

carry out the following objectives:

- Reflect the District's short-, intermediate-, and long-term educational and operational needs, considering long-term population and enrollment projections for the Portland area;
- Maintain flexibility in lease terms to allow for early termination to adjust to enrollment fluctuations or other District needs for the property; and
- Provide revenue and other support for District needs; in this case, the District must seek maximum long-term financial and other benefits. The District also recognizes that conveyance of real property rights-of-way or easements may be imposed as a condition of approval of District development projects without compensation or may occur for other good or valuable consideration.

### D. Sale of Real Property

Under ORS 332.155, the District may lease, sell, and convey all property of the District that will not be required for the District's educational purposes in the long term. In the unlikely event that District property does not support and is not expected to support the District's mission now or in the future, the Superintendent shall recommend to the Board the disposal of such property, including a thorough analysis of the implications of any property sale on fulfillment of the District's educational mission over the long term.

Whenever possible, any long-term disposition of District property should take the form of a long-term lease rather than a sale. A "long-term lease" is defined as a lease of at least five years and shall provide the District termination rights in the event the property is needed for District use.

Sale of a District property without replacing it with an equivalent or better property is usually disfavored and shall be considered only after assessing alternatives and determining that the District's best long-term interests are served by a sale. Whenever possible, any District property sale should be to a public entity that intends to actively use the property for public purposes, provided that any transaction is structured to allow PPS to regain ownership of the real property if it is no longer going to be used for public purposes.

#### 1. Recommendation and Sale Process

- a. Sale of District Property Recommendation: The Superintendent shall make recommendations to the Board on the sale of any District property, including an analysis of



### Preservation, Maintenance, and Disposition of District Real Property

implications for the District's ability to fulfill its responsibilities in the short-, medium-, and long-term; and a market analysis.

b. Public Hearing: Any process to consider the sale of the property shall be a transparent and public process, and at least one public hearing shall be held by the Board prior to declaring any real property or portion thereof prudent and necessary for sale. In the unlikely event the Board determines that it is prudent or necessary to sell a District property, it shall pass a resolution identifying the property, how relinquishing property promotes both the District's mission and the public interest, and the terms and conditions under which it may be sold.

c. Sale process: Once the Board declares that it is prudent or necessary to sell a District property, the Superintendent, or such persons as may be designated by the Superintendent, shall establish and conduct a process for sale or other conveyance of the property. The Superintendent will market and negotiate a proposed sale or other conveyance of the property and bring a recommended agreement to the Board for the Board's review and approval.

#### E. PPS Leases

##### 1. Presumption of Market Terms:

When entering into leases involving real property, the District shall pursue maximum market value and other then-current market terms, unless the Board adopts a resolution that makes an express finding that the transaction involving District property for less than market terms confers significant benefit to the District and the communities it serves. Any express finding justifying less than market terms shall be under extraordinary circumstances, defined as extraordinary or other unusual circumstances beyond the control of the parties ("Extraordinary Circumstances"); consider the factors below or combination of factors; and be assessed through the PPS Racial Equity & Social Justice lens.

The other party must provide evidence of the impact of Extraordinary Circumstances on its financial status, prior prudent efforts to manage risks and impacts, and efforts made to explore options other than financial or other relief from the District.

a. Offering below-market terms confers significant benefit to the District or its students, and those benefits substantially outweigh the costs of below-market terms;



### **Preservation, Maintenance, and Disposition of District Real Property**

- b. The communities being served by the other party include a substantial proportion of underserved students: students of color; students whose families qualify for free or reduced lunch, students with special needs, emerging bilingual students, or LGBTQ students;
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### **Preservation, Maintenance, and Disposition of District Real Property**

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## Preservation, Maintenance, and Disposition of District Real Property

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### 1. Recommendation and Sale Process

~~4.a. Sale of District Property Recommendation: The Superintendent shall develop and adopt an administrative directive establishing a process for developing~~make recommendations to the Board on the sale of any District property. The process shall include at a minimum the following components: including an analysis of

- ~~a. Notification of implications for the Board of Education.~~
- ~~b. A summary of the factors considered~~District's ability to fulfill its responsibilities in the development of the recommendation, including short-, medium-, and long-term; and a market and needs analysis.

~~2. Sale of District Property Recommendation b. Public Hearing: Any~~



## Preservation, Maintenance, and Disposition of District Real Property

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3. ~~c.~~ c. Sale process: Once the Board declares that it is prudent or necessary to sell a District property ~~is declared appropriate for sale by the Board~~, the Superintendent, or such persons as may be designated by the Superintendent, shall establish and conduct a process for sale or other conveyance of the property. The Superintendent will market and negotiate a proposed sale or other conveyance of the property and bring a recommended agreement to the Board for the Board's review and approval.

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## Preservation, Maintenance, and Disposition of District Real Property

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To the extent any sale, below-market terms under a lease, or disposition under are granted, the District shall define the time period under the lease during which the below-market terms are effective, after which market terms shall be restored for any remainder of the lease. The factors set out in this section do not override the presumption of maximum market value in every circumstance, but may be considered on a case-by-case basis.

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## Board Policy

8.70.040-P

### Preservation, Maintenance, and Disposition of District Real Property

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Legal References: ORS 271.330 ORS 332.155

History: Adopted 6/71; Amended 12/13/76; Amd. 8/28/78; Amd. 10/13/83; Amd. 8/31/95; Amd. 10/28/02 BA2463; Amd. 1/12/09 BA 4019; Amd. 11/13/18; Amd. \_\_\_\_\_.



# Preservation, Maintenance, and Disposition of District Real Property

The Portland Public Schools Board of Education has a fiduciary responsibility to preserve and maintain the District's real property assets to serve current students and to ensure the District can serve its students for decades to come. For that reason, transactions involving the District's real property shall preserve as much as possible the District's ability to use assets for its own students and educational services now and in the future and, only on rare occasions, will the District sell a property without replacing that property with an equivalent or better property.

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### **Preservation, Maintenance, and Disposition of District Real Property**

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The Board of Education directs the following:

1. Superintendent's Real Property Sale Recommendation: The Superintendent shall develop and adopt an administrative directive establishing a process for developing recommendations to the Board on the sale of any District property. The process shall include at a minimum the following components:
  - a. Notification of the Board of Education.
  - b. A summary of the factors considered in the development of the recommendation, including a market and needs analysis.
2. Sale of District Property Recommendation-Public Hearing: Any process to consider the sale of the property shall be a transparent and public process, and at least one public hearing shall be held by the Board prior to declaring any real property or portion thereof appropriate for sale. If the Board determines that a District property is appropriate for sale, it shall pass a resolution identifying the property, how relinquishing property promotes both the District's mission and the public interest, and the terms and conditions under which it may be sold.
3. Sale process: Once the property is declared appropriate for sale by the Board, the Superintendent, or such persons as may be designated by the Superintendent, shall establish and conduct a process for sale or other conveyance of the property. The Superintendent will market and negotiate a proposed sale or other conveyance of the property and bring a recommended agreement to the Board for the Board's review and approval.
4. Presumption of Market Rate: Unless the Board makes an express finding that the disposition of District property for less than market rate confers significant benefit to the District and the communities it serves, the District shall pursue maximum market value for any sale, lease, or disposition under this policy.



## Board Policy

8.70.040-P

### **Preservation, Maintenance, and Disposition of District Real Property**

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