

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

INDEX TO THE AGENDA

February 04, 2020

Board Action Number		Page
	<u>Business Agenda</u>	
6044	Expenditure Contracts that Exceed \$150,000 for Delegation of Authority .....	03
6045	Authorization for Off-Campus Activities .....	04
6046	Resolution to Uphold the Superintendent’s Decision on a Step 3 Appeal – Complaint No. 2020-05 .....	05
6047	Resolution to adopt minutes.....	05
6048	Approving Board Member Travel to EdBuild School Finance Conference in Cleveland, OH .....	05

Items for Individual Consideration

6049	Annual Multnomah Education Service District Resolution Process.....	07
6050	Portland Public Schools Adoption of Construction Career Pathways (C2P2) Regional Framework .....	08

**February 04, 2020**

Business Agenda

Resolutions Number 6044 through 6048

February 04, 2020

**RESOLUTION No. 6044**

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>
Stoel Rives LLP	2/5/20 through 12/31/20	Legal Services LS 69276	Legal services on an as-needed basis. Direct Negotiation PPS-46-0525 (13)	\$350,000	L. Large Fund 101 Dept. 5460

**NEW INTERGOVERNMENTAL AGREEMENTS (“IGAs”)**

No New IGAs

**AMENDMENTS TO EXISTING CONTRACTS**

<b>Contractor</b>	<b>Contract Amendment Term</b>	<b>Contract Type</b>	<b>Description of Services</b>	<b>Amendment Amount, Contract Total</b>	<b>Responsible Administrator, Funding Source</b>
Office of the General Counsel Network	2/5/20 through 8/31/20	Legal Services LS 68196 Amendment 2	Provide General Counsel services to the District. This amendment extends the term and adds additional funds anticipated to cover ongoing and continued cost for the services. Direct Negotiation PPS-46-0525 (13)	\$160,000 \$310,000	S. Reese Fund 101 Dept. 5460

February 04, 2020

**RESOLUTION No. 6045**

Authorization for Off-Campus Activities

**RECITAL**

Portland Public Schools (“District”) Policy 6.50.010-P (“Off-Campus Activities”) requires the Board of Education (“Board”) consent to student out-of-state travel.

**RESOLUTION**

The Board has reviewed the request for out-of-state travel. All required documents have been submitted to the Risk Management Department. The Superintendent recommends that the Board consent to the student out-of-state travel for the below request:

**AUTHORIZATION FOR OFF-CAMPUS ACTIVITIES**

<b>Date(s)</b>	<b>School, Course, and Number of Students</b>	<b>Purpose of Travel</b>	<b>Travel Destination</b>	<b>Estimated Cost Per Student</b>
3/18-3/28/2020	WHS Baseball; 32	Baseball games, college visits, etc.	Anaheim, CA	\$1,100
2/13-2/17/2020	LHS Music; 55	CTE & CCR with focus on careers in & around the music industry	Anaheim, CA	\$950

**February 04, 2020**

**RESOLUTION No. 6046**

Resolution to the Uphold Superintendent's Decision on a Step 3 Appeal – Complaint No. 2020-05

**RECITALS**

The Board of Education has received and reviewed Complaint # 2019-05 submitted and the Superintendent's response to it.

**RESOLUTION**

The Board of Education upholds the Superintendent's decision of the Step 3 appeal as the final decision.

**RESOLUTION No. 6047**

The following minutes are offered for adoption:

January 21, 2020  
January 24, 2020

**RESOLUTION No. 6048**

Approving Board Member Travel to EdBuild School Finance Conference in Cleveland, OH

**RECITALS**

- A. Board Policy 1.40.070 requires Board approval for individual Board members to attend state or national meetings as representatives of the Board.
- B. EdBuild is holding their annual School Finance Conference in Cleveland, OH, from April 21-24, 2020.

**RESOLUTION**

The Board affirms for Director Eilidh Lowery to travel to the EdBuild Conference in Cleveland, OH, from April 20-24, 2020.

**February 04, 2020**

Items for Individual Consideration

Resolutions Number 6049 through 6050

**February 04, 2020**

**RESOLUTION No. 6049**

Annual Multnomah Education Service District Resolution Process

**RECITALS**

- A. The 2020-21 Multnomah Education Service District (“MESD”) Local Service Plan (“LSP”) is essentially an annual menu of options offered to the MESD Superintendents’ Council for the Council’s review, modification(s), and approval.
- B. The services offered in the LSP require approval of the component districts’ boards by March 1, annually. The Services offered in the LSP must be adopted by two thirds of component districts’ boards.
- C. A separate list of the specific services for Portland Public Schools, or the District Service Plan, will be included in the 2020-21 budget development process.
- D. The actual selection and use of resolution funds to pay for selected services remains at the discretion of each individual district. This Resolution does not commit Portland Public Schools to each of the specific services offered by MESD; it affirms the overall services offered to all of the local component districts and contains the terms of the LSP offered by the MESD.

**RESOLUTION**

- 1. The Board of Directors of Portland Public Schools, School District No. 1J, Multnomah County, Oregon, agrees to the conditions and provision of all programs and services, described in the 2020-21 Local Service Plan – Multnomah Education Service District with no exceptions.
- 2. In the event that the required resources are not available, each and every program and service is subject to reduction or elimination at the discretion of the Multnomah ESD Board. If such reductions or eliminations are necessary, they will be made through contingency planning in cooperation with the Superintendents of the local component districts.

**February 04, 2020**

**RESOLUTION No. 6050**

Portland Public Schools Adoption of Construction Career Pathways (C2P2) Regional Framework

**RECITALS**

- A. The Portland Metro Region Construction Workforce Market Study, commissioned in 2017 by Metro and the City of Portland, found a severe shortage of and need for a skilled construction workforce for new construction projects in the Greater Portland region.
- B. Over the next ten years, the study projects, at least \$7.8 billion of publicly funded construction projects in development throughout the region will require approximately 14,000 construction workers.
- C. The construction industry is one of the few remaining industries that offers family sustaining career pathways and competitive wages.
- D. People of color and women face significant barriers in accessing employment opportunities in construction trades.
- E. Portland Public Schools wants its workforce to reflect the community it serves; therefore, PPS is committed to opening opportunities for women and people of color.
- F. PPS was among 16 agencies participating in a Public Owner Workgroup, convened by Metro, in an effort to develop a regional approach to recruiting and retaining women and people of color in the construction industry.
- G. The Public Owner Workgroup developed the Construction Career Pathways Project Regional Framework (the Framework) with significant input from community and industry stakeholders.
- H. The Framework provides tools and guidance to help agencies set region-wide workforce diversity goals, establish project thresholds, track and review progress on goals, develop workforce agreements, implement worksite anti-harassment and culture change strategies, collectively invest in workforce supply, and establish regional collaboration to leverage collective efforts.

**RESOLUTION**

- The Board of Education for Portland Public Schools adopts the Construction Career Pathways Project Regional Framework as attached in Exhibit A.



## **C2P2 REGIONAL FRAMEWORK**

The Construction Career Pathways Project (C2P2) Public Owner Workgroup (Workgroup) is comprised of 16 public agencies tasked with developing a regional approach to recruiting and retaining women and people of color in the construction trades. Since July 2018, Oregon Metro convened the C2P2 Workgroup to develop a regional approach to construction workforce equity for the Greater Portland metropolitan area. Over the course of nearly a year, the Workgroup met as a whole and in subcommittees to identify regional strategies and potential investments that will grow the number of people of color and women in the construction trades.

This Regional Framework (Framework) summarizes a series of strategies needed for creating and sustaining a diverse construction workforce. It offers high level guidance to Public Owners committed to fostering the diverse workforce needed to meet projected construction demand.<sup>1</sup> The attached toolkit provides Public Owners with practical approaches to implementing the strategies outlined in this Framework. The Framework and toolkit are not procurement documents or contracts.

Buy-in from multiple public agencies and cross-sector collaboration with labor, community-based organizations, contractors, educational institutions, and others, will be essential to ensure impact at a regional scale. The toolkit provides guidance on how to create impactful partnerships to diversify the workforce. If successful, the Framework can elevate a truly regional, collaborative approach that will create a robust pipeline of work, a consistent demand for workers, and an unprecedented opportunity to make transformative investments that will lift Greater Portland residents out of poverty.

This Framework provides seven essential points Public Owners must integrate into their practices in order to ensure success and truly move the needle toward achieving construction workforce equity. The accompanying toolkit provides additional details and guidance to Public Owners as they implement the recommendation their relevant policies, programs, and procurement practices.

### **I. SET CLEAR WORKFORCE DIVERSITY GOALS**

Public Owners should establish regionwide targeted hire goals to increase diversity in the construction workforce (see below). The toolkit provides guidance on additional goals Public Owners may consider in order to create a demand for diverse construction workers, and a ramp up period timeline to ensure success.

- A. A minimum of **20% of total work hours** in each apprenticeable trade shall be performed by **state-registered apprentices**;
- B. A minimum of **14% of total work hours** shall be performed by **women and women-identified persons** – both journey and apprentice-level workers;
- C. A minimum of **25% total work hours** shall be performed by **persons of color** – both journey and apprentice level workers.

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<sup>1</sup> For more information about projected demand, see the Metro *Regional Construction Workforce Market Study*: <https://www.oregonmetro.gov/sites/default/files/2018/07/02/C2P2-regional-construction-workforce-market-study-07022018.pdf>.

## **II. SET PROJECT THRESHOLDS**

Public Owners will set a project cost threshold to trigger targeted hire goals and set a “tiered” system to determine tracking requirements. The threshold tiers recommended in the toolkit are based on the Public Owner’s typical project size and cost. Agencies should consider and adopt the thresholds outlined in the toolkit or set modified thresholds based on their typical project size and their capacity to monitor compliance.

## **III. TRACK AND REVIEW PROGRESS ON GOALS**

Public Owners should utilize a software tracking system – such as Elations, LCPTracker, B2GNow - to streamline reporting and compliance. Adopting a data-driven approach will facilitate the enforcement of targeted hire goals and help Developers/Prime Contractors troubleshoot any issues that may arise. The building trades should also collect and report data to Public Owners on demographics of their workers and members. Collecting this data regionally helps to create and allows for monitoring and reassessment of progress towards workforce goals. The toolkit provides a list of approaches to collecting workforce data, along with a set common data points all Public Owners should commit to collecting in order monitor their progress towards achieving workforce diversity goals.

## **IV. DEVELOP A WORKFORCE AGREEMENT**

Workforce Agreements are enforceable contracts that govern the terms and conditions of employment for all workers on a given construction project. They serve as a useful mechanism to align practices to ensure diversity goals are met and allow for clear tracking and monitoring of contractors by Public Owners, community-based organizations, and minority firms. Workforce Agreements avoid costly delays due to labor disputes or shortages of workers, and contractually ensures that publicly funded projects are completed on time and on schedule for the benefit of taxpayers.<sup>2</sup> They offer Public Owners increased oversight of numerous contractors and unions on large projects. The toolkit contains a series of terms that are critical to achieving workforce diversity goals and should be considered when negotiating a Workforce Agreement.

## **V. IMPLEMENT WORKSITE ANTI-HARRASSMENT AND CULTURE CHANGE STRATEGIES**

To support, cultivate and grow a positive jobsite culture, Public Owners should require an approved worksite harassment prevention strategy. Programs such as Alteristic’s Green Dot or the Carpenter’s Positive Jobsite Culture Training programs ensure all employees, regardless of race, gender, or creed, are guaranteed a safe and respectful working environment.<sup>3</sup> By working together, Public Owners, trades, and contractors can put practices in place that can help eliminate hostility and bullying in the construction industry.

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<sup>2</sup> Labor Agreements, Project Labor Agreements, Community Workforce Agreements, and Community Benefits Agreements are other legally enforceable contracts that when implemented, can result in diversity outcomes on public projects.

<sup>3</sup> Alteristic’s Green Dot Violence Prevention program is a bystander intervention strategy that aims to prevent and reduce power-based personal violence at school campuses and workplace environments, including sexual harassment and bullying. Green Dot develops curriculum and training materials using strategic planning, bystander mobilization, interpersonal communication, and coalition building. The Green Dot program was successfully implemented as part of the project labor agreement for the Multnomah County Central Courthouse and can be a model adapted for projects and jobsites across the region. More information can be found at: <https://alteristic.org/services/green-dot/>.

## **VI. COLLECTIVELY INVEST IN WORKFORCE SUPPLY**

Public Owners acknowledge that a regionwide workforce diversity policy must be paired with a coordinated approach to recruitment, training, and retention of women and people of color. Public Owners must engage labor, industry groups, and community-based organizations to address ongoing barriers that prevent people of color and women from entering the construction industry. Public Owners should also direct funds towards increasing the number of qualified women and people of color in the construction industry. The toolkit offers three ways Public Owners can facilitate a continuous investment in the construction workforce.

## **VII. ESTABLISH REGIONAL COLLABORATION**

The success of the recommendations outlined in this Framework depends on implementation. Public Owners must institutionalize a coordinated structure and process to get a sense of their collective progress and calibrate their efforts as needed. Public Owners must communicate regularly to truly get a sense of their progress on their goals and calibrate efforts as necessary. The toolkit outlines a process for regional coordination, including a committee structure and suggested functions.

## **VIII. NEXT STEPS**

The undersigned agree to participate on a Regional Implementation Committee (Committee) to create an action plan for adopting and the implementing the recommendations of the Framework within each agency and coordinating on a regional scale. The Committee will also engage external stakeholders (trades, contractors, industry groups, minority-owned firms, and community-based organizations) to collaboratively, creatively, and continuously to truly move the needle on diversifying the construction workforce and placing workers into career paths that deliver economic prosperity.