

BOARD OF EDUCATION

Portland Public Schools
STUDY SESSION
March 10, 2014

Board Auditorium

Blanchard Education Service Center
501 N. Dixon Street
Portland, Oregon 97227

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

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

This meeting may be taped and televised by the media.

AGENDA

1. **PUBLIC COMMENT** 6:00 pm
2. **DISCUSSION: TEN GREAT FIELDS PROJECT PLAN AND FINANCING PROGRAM** 6:20 pm
3. **2014-15 BUDGET: ATHLETICS** 6:45 pm
4. **2014-15 BUDGET: EARLY LEARNING** 7:30 pm
5. **BUSINESS AGENDA** 8:45 pm
6. **ADJOURN** 9:00 pm

Portland Public Schools Nondiscrimination Statement

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



Board of Education

Staff Report to the Board

Board Meeting Date:
March 10, 2014

Executive Committee Lead:
C. J. Sylvester, Chief Operating Officer

Department:
Facilities and Asset Management

Presenter/Staff Lead:
Tony Magliano, Deputy Chief Operating Officer
David Wynde, Deputy Chief Financial Officer

SUBJECT: Completion of High School Tracks and Fields for Fall 2014

BACKGROUND

In 2008, the Board of Education for Portland Public Schools approved Resolution 3896 (see Exhibit B - "Board Resolutions") which committed \$2 million dollars from the General Fund to support the ten PPS high schools. These funds were intended to leverage community and corporate dollars to upgrade each school's track and field from grass and dilapidated running surfaces to year-round synthetic turf and resurfaced tracks.

Knowing that some high schools would be better able to leverage funds necessary to complete their athletic facilities, the Board of Education and Superintendent Smith called for an equitable way in which to divide the \$2 million among the ten high schools, which prompted the division of funds based upon each high school's free and reduced lunch population. The higher the percentage of free and reduced lunch student population, the more money that school would receive out of the \$2 million.

Since that time, PPS has partnered with NIKE, Portland Parks and Recreation, the City of Portland, Portland City United, St. Mary's Academy, Theodore Roosevelt Athletic Complex, Ndamukong Suh Family Foundation, Friends of Grant Athletics and a myriad of community, corporate, local, and national foundations and grant makers to complete the following projects:

- Replace the track and field at Grant High School
- Replace the track and field at Roosevelt High School
- Replace the field at Lincoln High School
- Resurface the Track at Madison High School
- Convert one field into two fields at Benson High School

There are still several projects to be completed including some of our schools with high populations of historically underserved students. PPS staff has worked vigilantly to develop community partners for the remaining tracks and fields and has commitments from NIKE, Foothills Soccer Club, Portland Timbers Army, private foundations, Wilson High School community, Northeast United Soccer Club and several other groups and individuals who want to see the fields completed for all students and communities throughout the city to enjoy.

Reviewed and Approved by
Executive Committee Lead

The following work remains to be done under the proposed construction timeline of Summer 2014:

- Wilson High School field
- Marshall High School field
- Jefferson High School track and field
- Madison High School field

PPS staff is currently working with the City of Portland to ask for their continued financial support for our remaining projects, just as we have previously collaborated with joint financial commitments to past projects where both the high school and the community park could benefit (e.g. Grant High School).

The cost to complete the remaining four fields and one track is approximately \$7.2M. In the absence of any financial support from the City of Portland, financial partners have contributed nearly \$1.5M leaving a funding gap of about \$5.2M. A proposed financing strategy to meet this need is outlined in the Budget/Resource Implications section below.

It is important to keep in mind that Marshall High School will be the interim site for Franklin and Grant High Schools from 2015-2019, while those historic schools undergo full modernization.

RELATED POLICIES / BOARD GOALS AND PRIORITIES

The Great Fields directly relate to policy 3.60.060-P Student Wellness through nutrition and physical activity. Portland Public Schools is committed to providing school environments that use a holistic approach to promote and protect children's health, wellness and ability to learn by supporting behaviors that include healthy eating and physical activity. Each student's embracing and meeting high standards of wellness is one of seven vital signs of student progress identified in the 2005-2010 Portland Public Schools Strategic Plan.

Obesity rates have doubled among young children and tripled among adolescents over the past twenty years, becoming a local and national epidemic. Sedentary lifestyle, lack of physical activity and excessive caloric intake are the predominant causes of childhood obesity. Schools and the school system are a pragmatic means to partner with students, their families and the community to decrease and prevent obesity and other eating disorders by making the healthy choice the easy choice on school campuses. By doing so, school environments can help prevent obesity-related diseases in both children and adults. Physical fitness classes on a daily basis use every high school's track and field. By ensuring each high school has appropriate athletic facilities available to all students PPS is supporting and providing equitable access to one of the guidelines for student wellness: safe facilities for physical fitness.

PROCESS / COMMUNITY ENGAGEMENT

Numerous fundraisers, community meetings, community led fundraising committees' web presences, as well as other fundraising efforts have been successfully developed and implemented. The fundraising efforts have been advertised throughout each school community, as well as receiving media attention through the Oregonian, local news stations, and national media attention for Ndamukong Suh's generous contributions to Grant High School.

ALIGNMENT WITH EQUITY POLICY IMPLEMENTATION PLAN

All field and track work will be accomplished in accordance with the District's Equity in Public Purchasing and Contracting policy

All Portland Public Schools high school students deserve the same access to safe and functional fields and tracks. At present, several of the lowest socio-economic schools in the district lack appropriate facilities for students.

BUDGET/RESOURCE IMPLICATIONS

As indicated above, the funding gap for completing the Great Fields Project is \$5.2 million. These remaining projects were not part of the proposals for the capital bond and there are not adequate funds available to complete this project from that source.

The most appropriate source of funds is the Construction Excise Tax (CET), which is a local revenue source that must be used for capital improvements to school district facilities. Board Policy 8.70.044-P Capital Asset Renewal Funds and Plans directs that for 2011-12 through 2015-16 there should be a minimum annual set-aside of \$1.5 million each year for the Capital Asset Renewal Plan. The CAR Plan provides for life-cycle renewal of major building components the District has invested in including Rosa Parks and Forest Park as well as any newly modernized or renovated buildings in the future, such as through a capital bond.

In 2013-14 CET funds were budgeted for security upgrades (\$1,270,000), fire alarm work at Roseway Heights (\$468,000), and for capital asset renewal activity at Forest Park (\$50,000).

After allowing for a total of about \$7 million set-aside for the CAR Plan, the uncommitted balance in the CET is currently forecast to be about \$2.85 million at the end of the current fiscal year (June 30, 2014).

The proposed Great Fields project financing plan would use \$5.2 million from the CET Fund to pay for the completion of the Great Fields work, to be repaid by future CET revenue. The forecast is for PPS to collect about \$3.4 million next year from the CET.

| | PROPOSED 13/14 FY Loan from CAR set aside | REQUIRED 2014-19 FYs Funds from Uncommitted CET Balance |
|---------|--|--|
| 2013-14 | \$3,500,000 | \$1,700,000 |
| 2014-15 | \$2,800,000 | \$600,000 |
| 2015-16 | \$2,100,000 | \$600,000 |
| 2016-17 | \$1,400,000 | \$600,000 |
| 2017-18 | \$700,000 | \$600,000 |
| 2018-19 | \$0 | \$600,000 |

In effect, \$3.5 million of the funding gap would be drawn from the set-aside for the CAR Plan, which are funds not needed in the next five years. The CAR set-aside balance would be refunded each year with \$700,000 of the annual collections from the CET. This would effectively increase the annual set aside to \$2.2 million each year for five years.

The remaining \$1.7 million required to close the funding gap would be drawn against the uncommitted CET balance, leaving about \$1.15 million uncommitted CET balance forecast for June 30, 2014 and any annual excess above the \$2.2 million set aside available to support continuing capital requirements. For example, in FY 2014/15 the replacement of the fire alarm system at Madison High School is expected to cost \$1.7 million.

NEXT STEPS / TIMELINE / COMMUNICATION PLAN

District leadership has had meetings with all City of Portland Commissioners and the Mayor, in order to discuss the budget for the remaining work. District staff has developed a timeline for completion of track and or field renovations by October 31, 2014. Project designs are nearing completion and being prepared for contractor bid packages.

QUESTIONS FOR BOARD DISCUSSION

1. Does the Board support the plan for completing the Great Fields?
2. Does the Board support the funding plan to complete the Great Fields?

ATTACHMENTS

- EXHIBIT A Funding and Partnership Commitment and Completion Plan
- EXHIBIT B Previous Great Fields Funding Resolutions 3681, 3774, and 3896
- EXHIBIT C Resolution for Board approval to complete remaining fields in the Great Fields Project

Great Fields Funding And Partnership Commitment and Completion Plan

| Estimated Completion Dates | 2014 | 2014 | 2014 | 2014 | |
|-----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Owner | Madison PPS | Jefferson PPS | Wilson PPS | Marshall PPS | |
| Conceptual Estimates | | | | | |
| Track | \$ - | \$ 319,663.00 | \$ - | \$ - | |
| Field | \$ 1,724,841.00 | \$ 1,427,214.00 | \$ 1,799,704.00 | \$ 1,937,590.00 | |
| Sub Total | \$ 1,724,841.00 | \$ 1,746,877.00 | \$ 1,799,704.00 | \$ 1,937,590.00 | |
| TOTAL | | | | | \$ 7,209,012.00 |
| Funding Sources | | | | | |
| Bond | \$ - | \$ - | \$ - | | \$ - |
| Great Fields Fund | \$ 179,625.00 | \$ 310,921.00 | \$ 77,017.00 | \$ 21,183.00 | \$ 588,746.00 |
| Nike | \$ 200,000.00 | \$ 200,000.00 | \$ 150,000.00 | \$ 107,680.00 | \$ 657,680.00 |
| Marcia Randall | | | \$ 100,000.00 | | \$ 100,000.00 |
| Marcia Randall | | | \$ 150,000.00 | | \$ 150,000.00 |
| FootHills Soccer Club | | | \$ 50,000.00 | | \$ 50,000.00 |
| Timbers Army | | \$ 50,000.00 | | | \$ 50,000.00 |
| NE United Soccer Club | \$ 50,000.00 | | | | \$ 50,000.00 |
| County | \$25,000 | \$25,000 | | | \$ 50,000.00 |
| Private University | | | | \$ 175,000.00 | \$ 175,000.00 |
| Others | \$ - | \$ - | \$ 133,529.00 | \$ - | \$ 133,529.00 |
| Sub Total | \$ 454,625.00 | \$ 585,921.00 | \$ 660,546.00 | \$ 303,863.00 | \$ 2,004,955.00 |
| TOTAL GAP | \$ (1,270,216.00) | \$ (1,160,956.00) | \$ (1,139,158.00) | \$ (1,633,727.00) | \$ (5,204,057.00) |

\$ indicates completed project

RESOLUTION No. 3896

Resolution Supporting Community Athletic Facilities Partnership
and Portland Public Schools Funding Commitment

RECITALS

- A. The Community Athletic Facilities Partnership (“CAF Partnership”) is a group of community leaders formed to develop and fund a District-wide plan to improve athletic facilities at Portland Public Schools (“District”). The CAF Partnership’s primary concern is that athletic facilities have been lacking in maintenance and improvements, have been deteriorating over time, and have no specific program or resource allocation to provide remedial attention, upgrades and modernization.
- B. The CAF Partnership has been supported in its formative stage by the District, Portland area businesses, Portland Parks and Recreation, and the Oregon Sports Authority. The District’s role in the CAF Partnership has been to provide administrative, technical and project management support.
- C. In pursuing an athletic facilities improvement program, the CAF Partnership has been motivated by several additional factors beyond the general condition of facilities:
1. The adoption of the Student Wellness through Nutrition and Physical Activity Policy by the School Board (Policy 3.60.060), which contains the District’s commitment to student health, wellness, and ability to learn, and requires not only increased physical activity but adequate facilities to support this goal;
 2. The importance of providing an extensive offering of competitive team sports at the high school level and the opportunity for students to develop mind, body, and character for themselves, their teams, and their schools;
 3. The comparison of District facilities to area suburban school districts and the readily apparent disadvantage experienced by the District’s student-athletes by not having competitive practice and play environments;
 4. The fact that:
 - a. Our Pacific Northwest weather causes the District’s outdoor facilities to be less suitable, more dangerous, and progressively damaged during wet weather usage;
 - b. The hardening and compaction of fields during summer months produces uneven and potentially injury-inducing playing surfaces for late summer and fall athletic seasons play; and
 - c. The clear need for year-round physical activity and athletic competition among District students.
- D. Above all, equity in athletic facility and program improvements is an important principle guiding the funding priorities of the CAF Partnership. The CAF Partnership is concerned that private contributions for improvements at some District schools will not be matched with comparable facility expenditures at other schools.
- E. On April 16, 2007, the Board of Education (“Board”) adopted Resolution No. 3681, acknowledging the efforts of the CAF Partnership. The Board authorized continued participation by the District in

the work of the CAF Partnership, including involvement in developing a capital campaign for facility improvements.

- F. In Resolution No. 3681, the Board required the District to develop an improvement plan and financing that would ensure that improvements are distributed equitably throughout the District. The Resolution also
 - 1. Established a procedure for the Superintendent to issue a permit for donated improvements at any facility selected by the CAF Partnership,
 - 2. Reiterated the policy of granting preferential District access to facilities shared with Portland Parks and Recreation, and
 - 3. Authorized the Superintendent to approve specific donor recognition elements and provided guidelines to be followed in implementing a donor recognition program.
- G. In anticipation of a gift from the Portland Trail Blazers to refinish the District's 10 high school gymnasium floors, the Board adopted Resolution No. 3774 on September 24, 2007. Resolution No. 3774 extended the authority of Resolution No. 3681 beyond high school fields and tracks to include all athletic facilities and programs.
- H. The CAF Partnership is now positioned to pursue a capital campaign for funding facility and program improvements, beginning with a multi-year capital project named the "Great Fields Project." The Great Fields Project will bring all of the District's high school field and track facilities up to NCAA standards.
- I. The CAF Partnership undertook a Fundraising Feasibility Study, which concluded that all partners to the Great Fields Project needed to contribute financially to the initiative. Fundraising for the Great Fields Project is targeted at \$12 million and will only succeed if the District and the City of Portland are each willing to contribute to this fundraising goal.
- J. Possible District funding to support the Great Fields Project has been identified in the FY 2007-08 Beginning Balance above what was initially appropriated. The District's contribution would be a matching grant, spread over the life of the project as other contributions are received and projects are initiated at individual schools.
- K. The Finance, Audit and Operations Committee of the Board has reviewed the CAF Partnership goals, the opportunity for private funding to improve District facilities, and the capacity of the District's finances to support the program on a multi-year basis and recommends approval of a funding allocation by the Board.

RESOLUTIONS

- 1. The Board hereby commits \$2,000,000 to the Great Fields Project from the District's 2007-08 fiscal year reserves.
- 2. The Board recognizes that the Great Fields Project is a multi-year endeavor that may require appropriation of a portion of the \$2,000,000 committed by this resolution either during the District's regular annual budget cycle or through subsequent Board resolutions.
- 3. The Board authorizes the Superintendent or her designee to negotiate a Memorandum of Understanding with the CAF Partnership outlining the District's capital improvement priorities and

defining the relative financial participation levels shared between the Partnership, the District, and other partners if any. The MOU will be brought to the Board for approval.

4. The Board notes that the conditions and requirements for participation in the CAF Partnership initiatives contained in Resolution Nos. 3681 and 3774 are hereby incorporated in this Resolution.

H. Franklin 4/28/08

RESOLUTION No. 3774

Resolution Modifying Community Athletic Facilities Partnership to Extend to All Athletic Facilities and Programs

RECITALS

- A. On April 16, 2007, the Board of Education ("Board") acknowledged the organizing of a capital campaign effort by the Community Athletic Facilities Partnership ("Partnership"), a community-based effort to raise private and public dollars to improve the condition of the District's athletic facilities.
- B. Continued participation by Portland Public Schools in the Partnership was authorized by Resolution No. 3681 ("Resolution"). The Resolution identified conditions for participation in the improvement program. The Board delegated to the Superintendent the authority to administer the donor recognition aspect of the program and provided guidelines and limitations.
- C. When the Board adopted the Resolution, it was known that the Partnership was willing to improve all athletic facilities, but it was anticipated that the Partnership's efforts at that time would be focused on the District's high school outdoor fields and tracks.
- D. As the Partnership has moved forward, opportunities to capture funding for other athletic facilities have been identified, and the original Resolution is therefore unnecessarily limited in scope and insufficient to meet the broader objective of funding athletic facilities and programs improvements at all of Portland Public Schools.

RESOLUTION

Resolution No. 3681 is modified as follows:

- 1. The intent of the original Resolution to improve field and track facilities at District high schools is extended to include improvements at all District indoor or outdoor athletic facilities and to support all District athletic programs, such improvements and support made possible by the efforts and contributions of the Partnership.
- 2. The Board grants authority to the Interim Superintendent to enter into a Permit for Donated Improvements for each project initiated by the Partnership.
- 3. The Board reiterates all conditions, requirements, delegations, and reporting provisions of the original Resolution.

D. Capps 9/24/07

RESOLUTION No. 3681

Resolution on Ten Great Fields Project: Community Athletic Facilities Partnership

RECITALS

- A. In response to previous high school field fundraising efforts, the Community and Staff Relations Committee and the Portland Board of Education have asked for the development of a comprehensive strategy for improved fields for all high schools in Portland Public Schools (PPS), so as to ensure equity throughout the district.
- B. A group of community leaders has formed the “Community Athletic Facilities Partnership,” (CAF Partnership) an initiative to develop a district-wide plan and funding to improve athletic facilities at Portland high schools.
- C. The CAF Partnership has been supported in its formative stage by Portland Public Schools, Portland area businesses, Portland Parks and Recreation, and the Oregon Sports Authority. PPS’s role in the CAF Partnership has been to provide administrative, technical and project management support.
- D. The CAF Partnership has been concerned that, as with other District facilities, athletic facilities have been lacking in maintenance and improvements, deteriorating over time with no specific program or resource allocation providing remedial attention, upgrades and modernization.
- E. In pursuing an athletic facilities improvement program, the CAF Partnership has been motivated by several additional factors:
 - 1. The adoption of the Student Wellness through Nutrition and Physical Activity Policy by the School Board (Policy 3.60.060) contains the District’s commitment to student health, wellness and ability to learn, and requires increased physical activity where students attend school;
 - 2. The importance of providing an extensive offering of competitive team sports at the high school level, and the opportunity for students to develop mind, body and character for themselves, their team and their school;
 - 3. The facility improvements in suburban school districts results in comparatively non-competitive practice and play environment for PPS student athletes;
 - 4. Pacific Northwest weather causes Portland Public Schools’ outdoor facilities to be less usable and more dangerous as wet weather use continues. Then, hardening of unimproved fields during summer months produces fields difficult for play in late summer and fall athletic seasons. Yet there is a need for physical activity and athletic competition year around;
 - 5. Portland’s experience with a renovated field and track at Lincoln High School provides an example of the positive consequences of athletic field upgrades, producing higher school participation in athletic activities, higher athletic achievement, greater parent and community involvement in athletic events, and greater community use of school fields, all generating more ownership and commitment to a local public schools and its role as a community asset;

6. The current initiative by some CAF Partnership members at Cleveland High School is based in part on providing outdoor improvements that will serve as attractors to families choosing to reside or stay in Portland neighborhoods;
- F. Above all, the CAF Partnership has been concerned that private contributions for improvements at some of Portland's high schools will not be matched with comparable expenditures at the remainder of the schools. The CAF Partnership is committed to a plan of improvements, along with funding, to bring all high school athletic facilities to the same standard. Equity is an important principle to the CAF Partnership.
- G. Using non-PPS funds, the CAF Partnership commissioned a feasibility study to evaluate the condition of each of the District's athletic facilities, the cost to improve them, and the capacity within the Portland community to fund those costs from private and public sources. The CAF Partnership found that, with a phased approach, the funding goal is achievable.
- H. The CAF Partnership is determining whether to pursue a capital campaign, involving a campaign structure and commitment of key campaign leaders. A successful campaign also requires a commitment and support by the School District and City of Portland. Portland Public Schools has no capital fund funds available for major athletic facilities improvements, but will consider the provision of resources within the constraints of the District's operating and capital budget, and in the meantime will provide maintenance for improved facilities. The City of Portland has previously provided funds for two field improvements, and the CAF Partnership would request City funding at a comparable level for other facility projects as they develop.
- I. Should the CAF Partnership proceed with fundraising, continued allocation of staff resources is needed, along with the willingness of the School District to allow donor recognition at its facilities as funding appeals are made.
- J. Currently, individual high schools in Portland recognize donors and sponsors of athletic programs and facilities, through signs, logos, and recognition at events. Other school districts in Oregon and elsewhere in the United States, as well as other public entities, have provided for the display of a family name, business name, or logo to be tastefully and thoughtfully displayed in recognition of significant donations.
- K. Board Resolution 2213, adopted by the Portland School Board on April 20, 2002, permitted donor recognition at Lincoln High School's track and field in return for sizable donations to Lincoln's field upgrade project. The package of donated dollars and donor recognition was sufficient to make the Lincoln High field renovation project a reality.

RESOLUTIONS

1. The School Board acknowledges and greatly appreciates the efforts of the Community Athletic Fields Partnership (CAF Partnership) for drawing attention to the deteriorating condition of the District's athletic facilities, the benefits of facilities improvements, and consideration of a capital campaign to raise private and public dollars to address those conditions and achieve those benefits for our students and our community.
2. Continued participation by Portland Public Schools in the CAF Partnership is hereby authorized by the Portland Board of Education.
3. Should the CAF Partnership decide to pursue a capital campaign for funding improvements at Portland Public high school facilities, the following conditions would be required of the District:

- a. An improvement plan, and financing to match, that would assure that improvements are equitably distributed among all high schools in the Portland Public School District.
 - b. On a case-by-case basis for each high school project, the Board must grant authority to the Superintendent to enter into a Permit for Donated Improvements.
 - c. An assurance that once investments are made, PPS would continue to have priority access to its facilities, and will have preferential access to school facilities shared with Portland Parks and Recreation.
 - d. A statement of impacts, if any, on the District's operating budget, or on the District's capital improvement plans and funding sources.
4. Should the CAF Partnership decide to pursue a capital campaign for funding improvements at Portland's high school facilities, only for donations for athletic facilities improvements under the CAF Partnership program, and not pertaining to other school district facilities or fundraising activities, the CAF Partnership is permitted to offer donors to the CAF Partnership program appropriate acknowledgement on or around athletic facilities, commensurate with the relative size of individual donations under this program and subject to the provisions of paragraph 5 (below). Donor recognition will not be governed by the School Board's policy on "Naming School District Property."
5. The School Board delegates to the Superintendent the authority to administer the donor recognition aspect of the Project, subject to the following guidelines and limitations:
- a. Donor displays will be appropriate, tasteful, non-intrusive and commensurate with the level of contribution.
 - b. The Superintendent shall not offer nor approve corporate name or logo displays as a prominent part (i.e., larger than typical trademark identification of a manufacturer) of student uniforms or personal equipment.
 - c. No donor relationship shall require students to advertise a product, service, company or industry.
 - d. Donor displays will not be perpetual, and will not last longer than the projected life of the improvement.
 - e. The Superintendent will not agree to any condition prohibiting the School District from offering recognition opportunities to other donors with regard to portions of the project not funded by the donation.
 - f. The Superintendent and Donor will enter into a donation recognition agreement memorializing the terms and conditions of the donor recognition.
6. The Portland Board of Education directs the Superintendent to provide periodic updates, at least on an annual basis, to the Board on the CAF Partnership's progress: its determination to pursue a capital campaign, and if so, the facilities improvement plan; progress of fundraising; implementation schedule of capital improvements; and meeting the District's requirement of equitable distribution of funds and improvements among all Portland Public high school facilities.

D. Capps 4/16/07

RESOLUTION # _____

Completion of the Great Fields Project High School Track and Fields for Fall 2014 and Authorization for Internal Financing from and through the Construction Excise Tax Fund

RECITAL

- A. In response to high school field and track fundraising efforts in 2007, the Board of Education asked for the development of a comprehensive strategy for improved fields at all high schools in Portland Public Schools (PPS); this effort was called the Ten Great Fields (Resolution 3681).
- B. A group of community leaders began to form the Community Athletic Facilities Partnership (CAFP), an initiative to develop a District-wide plan and funding to improve all athletic facilities at PPS high schools (Resolution 3774).
- C. While the CAFP's efforts languished over time, the Superintendent, recognizing that some high schools would be better able to raise and leverage the funds necessary to replace their tracks and fields, authorized district staff to develop an equitable division of Resolution No. 3896's \$2 million based upon each school's free and reduced lunch student population. The higher the free and reduced lunch percentage, the more each school would receive from the \$2 million. This formula became known as the Great Fields Funding Plan and was initiated in 2010. The distribution of the Great Fields funds was contingent upon an equitable plan for improvement and financing.
- D. High school fields and tracks are used daily as part of the physical education requirement for high school students and in some cases in the past, the fields and or tracks have been deemed unsafe and unusable for play. Replacing the grass fields with synthetic turf enables students to utilize the athletic facilities year-round.
- G. The new athletic facilities will also be able to be used to help alleviate the strain on Portland Parks and Recreation for all weather playing surfaces and will play a significant role in community wellness by providing safe surfaces on which to run and play.
- H. Since 2010, several track and/or field projects have been completed through partnerships and the generosity of the surrounding communities who have made a commitment to support Portland Public Schools and the nearly 48,000 students who currently or one day will attend each of those high schools. Completed projects are:
 - 1. Benson (two fields)
 - 2. Franklin (track)
 - 3. Grant (track and field)
 - 4. Lincoln (field)
 - 5. Madison (track)
 - 6. Marshall (track repairs and restriping)
 - 7. Roosevelt (track and field)

- I. Because Cleveland's track was accomplished through the generosity of community members and NIKE, as well as a substantial financial commitment from alumni Phil Knight, that school was completed in 2009. Franklin High School's athletic complex will be completed as part of the 2012 School Building Improvement Bond, with an anticipated completion date of summer 2017.
- J. The following remaining schools are in need of athletic field and track upgrades:
 1. Jefferson High School track and field
 2. Madison High School field
 3. Marshall High School field
 4. Wilson High School field
- K. The proposed financing plan would use \$5.2 million from the Construction Excise Tax (CET) fund to pay for the completion of the Great Fields work. The Capital Asset Renewal plan set aside balance would be used to fund \$3.5 million of this amount, and this balance would be refunded each year with \$700,000 of the annual collections from the CET. This would effectively increase the annual set aside to \$2.2 million each year. The remaining \$1.7 million to close the funding gap would be drawn against the uncommitted CET balance, leaving about \$1.5 million uncommitted balance forecast for 6/30/14, and any annual excess above the \$2.2 million set aside, available to support continuing capital requirements..

RESOLUTION

1. The Board of Education supports safe places for athletics and physical fitness at the district's high schools and the completion of the remaining high schools' transition from grass to synthetic turf and track renovations.
2. The Board recognizes that students and community members in the City of Portland deserve the same access to athletics that are available at surrounding districts and appreciates the financial support of our City, County and community partners and their recognition of the significant role student wellness plays in their overall role of success in education.
3. Portland Public Schools, together with its partners at NIKE, the City of Portland, Portland Parks and Recreation, as well as several other community partners has made a commitment to the identified high school communities to renovate their facilities. Those schools are Jefferson High School (track and field), Madison High School (field only), Wilson High School (field only), and Marshall High School (field only).
4. The Board of Education authorizes the Superintendent, or her designee, to commit to using \$ 5,204,057 from the Construction Excise Tax Fund, to be used in tandem with the already committed funds from our community partnerships, school community fundraising efforts, as well as the Great Fields funds for each of the remaining high schools.



Board of Education Informational Report

MEMORANDUM

Date: March 5, 2014
To: Members of the Board of Education
From: Marshall Haskins, District Athletic Director
Subject: Update on Athletics

This October, after significant budget cuts over the past few years, the Superintendent recommended to the Board of Education an investment of \$900,000 toward the district athletic program. The Board approved this amendment in January 2014. This investment allowed for immediate safety measures to be put in place for students including transportation for student athletes to all games as well as trainers in each school.

Additionally, as part of the decision to move to level 6A and become a single PIL, PPS is investing in rebuilding its athletic programs. As part of the budget amendment, we are now able to pay our third tier coaches in order to support and build quality interscholastic programs. We are also developing our PIL middle school sports program (see attachment A).

As part of our transition to 6A and the single PIL, the district held parent and community meetings regarding our focus schools (Benson and Jefferson) to discuss the implications on schools with smaller student populations that have had trouble fielding competitive teams in the past. Currently we have completed our assessment and are moving forward with series of community meetings to determine next steps to solving the focus school athletic dilemma.

This year, I have also developed a parent advisory committee. We are jointly working on a strategic plan for athletics as we continue to build individual programs and the PIL (see attachment b draft strategic plan).

I look forward to reviewing this material with you at the March 10th board meeting.

PIL ATHLETIC STRATEGIC PLAN



ENHANCING VISIBILITY & VALUE OF ATHLETICS

INTERNAL STAKEHOLDER BUY-IN & EDUCATION

FUNDRAISING

EXTERNAL STAKEHOLDER BUY-IN & EDUCATION

STUDENT STAFF OBLIGATION RESPONSIBILITY FOR LEAGUE REPRESENTATION

PATHWAY TO EQUITABLE ATHLETICS

PARENT & CLUSTER ENGAGEMENT

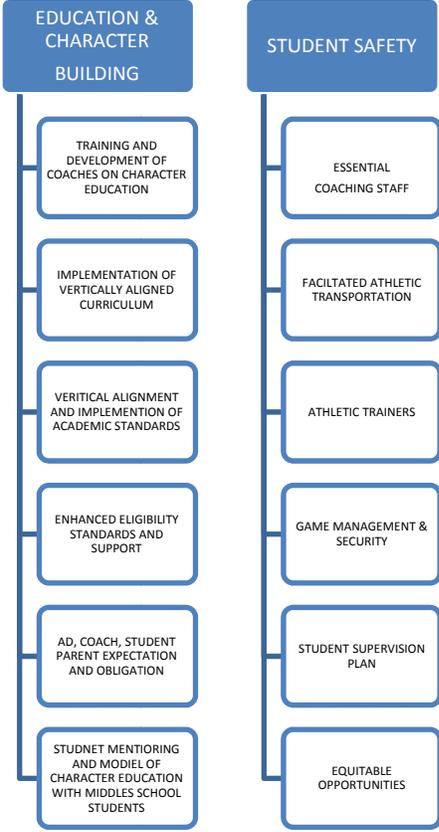
INCREASED OPPORTUNITIES FOR MULTIPLE SAME DAY EVENTS

ACADEMIC AND ATHLETIC PARENTAL PARTNERSHIPS

ENGAGEMENT PLAN CONNECTED THROUGH 6-12 FEEDER PROGRAM

COMMUNITY PRIDE AND PARENT ATTENDANCE

EQUITABLE OPPORTUNITIES



6A COMPETITIVE DEVELOPMENT

MIDDLE SCHOOL SPORTS PROGRAM

ATHLETIC DIRECTOR COACH PROFESSIONAL DEVELOPMENT

ORGANIZATIONAL SUPPORT STRUCTURE

CONSISTENCY IN FACILITY ACCESS

DIFFERENTIATED SUPPORTS AND FUNDING

EQUITABLE OPPORTUNITIES

PIL MIDDLE SCHOOLS SPORTS PROGRAM

Purpose:

- To increase access to for more student to access high school athletics
- To create opportunity for healthier active lives
- To create a positive outlet for middle school students and families
- To foster better relationships between Middle School and High School
- To build community pride through athletics at both Middle School and High School
- To teach and implement academic and attendance standards for Middle School student athletes
- To teach character through athletic participation (CBIM, Positive Coach, AC Green Foundation)
- To teach how to be an athlete at middle school level

What:

PIL athletic department will sponsor the following sports in three different ways:

- 1) Delivery – provide programming
- 2) Collaboration – Sharing resources to provide sport
- 3) Matching – Identify existing programs and direct students or match them to student interest

| | Fall | Winter | Spring | Summer |
|-----------------------|---|--|--|--|
| PIL MS Feeder Program | X Country Volleyball | Wrestling Girls Basketball Boys Basketball | Track | All sports |
| PIL Collaborative | Soccer- local Soccer clubs Football – Pop Warner | | Baseball Softball Tennis Golf | Camps for tennis Collaborations with golf, football, soccer |
| Match Sports | Dance | Dance Swimming | | |
| | | | | |

Delivery –

The PMSP (PIL Middle School Sports Program) – will be a league formed of the eight cluster schools. PMSP will provide (X) number of teams per cluster. Because Benson draws from the entire district, there will be no cluster team for them. The matrix below shows how teams will be allocated per region.

PMS TEAM/COACH ALLOTMENT MATRIX

| | XC | Volleyball | Wrestling | G Basket | B Basket | Track | Coach Totals |
|-----------|----|------------|-----------|----------|----------|-------|--------------|
| Cleveland | 3 | 6 | 2 | 6 | 6 | 1/5 | 30 |
| Franklin | 3 | 9 | 3 | 9 | 9 | 2/10 | 43 |
| Grant | 3 | 6 | 2 | 12 | 12 | 2/10 | 47 |
| Jefferson | 1 | 6 | 2 | 6 | 6 | 1/5 | 26 |
| Lincoln | 3 | 6 | 2 | 6 | 6 | 1/5 | 30 |
| Madison | 2 | 6 | 2 | 6 | 6 | 1/5 | 26 |
| Roosevelt | 2 | 6 | 2 | 6 | 6 | 1/5 | 26 |
| Wilson | 2 | 6 | 2 | 6 | 6 | 1/5 | 27 |
| Totals | 19 | 57 | 19 | 57 | 57 | 50 | 259 |

Implementation:

Should PMSP be school based or feeder based? What is the high school coach responsibility? What are facility needs? How will cluster combinations or teams be determined? How will facilities for practice and contest be selected? How will students get to and from practice? How will character education be incorporated? What are the other components of each program?

Parent involvement Principal participation Athletic Office High School coach responsibility

Character education Clinic, games, camps Transportation Practice facilities and Game site

What will collaboration with SUN School Programs? What will collaboration with PPR?

Can schools and communities maintain existing programs and dollars go to support them rather than participate in our league? What will be implementation/phase plan? What is total cost of program?

Funding:

- a. District percentage
- b. Collaborations
- c. Fundraising events
- d. Partnerships
- e. Direct appeal
- f. Sponsorships

Middle School Strategic Program 2013-15

| | Responsibility | Measure | Timeline |
|--|--|--|-----------------------------|
| Assess need for program a. AD's b. HS Principals c. MS Principals | Ath Off | Middle school assessment matrix | 9/2013 |
| | | | |
| Develop structure of MSSP | MS Focus Group Team MS Principals AD's/HS Coaches Ath Office Ath Office Ath Office | MSSP Document Meeting w Soccer Clubs, Pop Warner, PPR, SUN Schools District and MS, Develop and meet with MSSP Focus Group Research neighboring district programs Develop curriculum, delivery method Meet with Winter Sport Head Coaches | 12/2013 |
| Identify fundraising strategies a. Fundraising events b. Partnerships c. District contribution d. Parent contribution e. Research foundations and grants f. Increase visibility and need | Haskins | Funds for phase 1 Funds for phase 2 Funds for phase 3 Hall of Fame a. Appeal b. Letter PPS Leadership a. Appeal b. Letter Parent and community a. Appeal b. Letter Pro-bono Marketing agency a. Create marketing materials b. Marketing plan Recruit core group for PIL 500 a. Identify 50 b. Set up group and individual meeting c. Social function d. Responsibility for events broken down | 12/2013 4/2014 4/2015 |
| Implement phase 1 | | | 1/2014 |
| Implement phase 2 | | | 6/2014 |
| Implement phase 3 | | | 6/2015 |

Phase 1 Teams – Organization Management

Girls Basketball –

- a. Clinics
- b. 6-7-8 cluster teams
- c. Camps

Volleyball

- a. Clinics
- b. Internal and external leagues

Wrestling

- a. Extension programs to existing High School programs led by head wrestling coach

Track

- a. Cluster track clubs
- b. Prioritized schools – Roosevelt, Madison, Franklin (Marshall)

Soccer/Football

- a. Collaborative agreements in place for feeders. Agreement includes conversation about facilities, connection to high schools, role of entities, financial arrangements.

Organizational Management

- a. Facilities
- b. Collaborations – PPR, Sun, Community Church's
- c. Fundraising – direct appeal, foundation research
- d. Creation of implementation plan
- e. Assemble task force and focus group
 - a. West, Humphrey, Joiner, Logan, Kliemer, Bontemps, Peeler, Hildreth, Ranta, Emory, Goss, Minyoo, McNulty, Esbensen

Phase 2

Continuation with adjustments to Phase 1

Plan in place for summer programs for all sports

Plan in place to add X-Country, Boys Basketball, Tennis, other collaborations and match programs

Fundraising efforts increase to include PPS Relay



Board of Education Informational Report

MEMORANDUM

Date: March 5, 2014
To: Members of the Board of Education
From: Harriet Adair
Subject: Early Learners

Background: (Outline current priority strategy and recent investments. If appropriate, include information from last year's budget discussion and decisions.)

"Research tells us that the most effective way to reduce the number of children who will eventually drop out of school is for them to receive a quality comprehensive early childhood educational experience. Intervention during the early years can help reduce risk factors that can impede a child's ability to learn and succeed in school." ODE

College, career and life options begin in Pre-K. The district's strategic plan and Successful Schools Framework outlines an aligned P-12 system to ensure students are prepared to be predictably successful as they enter and exit every grade. The Office of Early Learners provides programmatic supports that tie segments of the early grade educational experience together to ensure early learners enter and exit the primary grades able to attain and sustain positive academic and social outcomes fourth grade and beyond. Office of Early Learner (OEL) programs focus on forming linkages with the school system and community based providers to:

- Eradicate the achievement gap by providing comprehensive high quality early learning experiences and wrap around supports for students and their families;
- Provide children who have been historically educationally underserved with a strong and early, positive start to their formal schooling
- Facilitate work collaborations across the district and with community based service providers, agencies and families that will support student/family grade to grade transitions and mitigate barriers impeding school success.
- Provide students and their families access to the pre-first grade readiness experiences and skills that will assure students exit kindergarten ready to read; first grade reading; and sufficiently supported and prepared in second and third grade reading to learn and able to meet/exceed the third grade milestone.

The work of the Office of Early Learners (OEL) in the 2014 budget includes:

- Opening Clarendon as a Regional Early Learner Center serving 120 students fall of 2014 expanding to serving 240 students in 2015; and the continuation of the community outreach and internal and external planning for regional early childhood centers at Foster (2015) and Faubion (2016)
- Continued expansion of the Connect to Kindergarten and Kindergarten Transition Programs
- Providing staff leads for the Office of Early Learners
- Beginning the transition planning for implementing non-tuition full day K across the district
- Second year implementation and strategic analysis of the KRA
- Braiding funding sources to expand access and availability of district Pre-K options
- Support for in-school and regional early learner site development
- Aligned early education professional development, program monitoring and instructional standards implementation.

Evaluation of Existing Program:

(What is working- how are these investments moving us toward our milestone and/or achievement compact goals and targets? How else do we measure progress? What are the lessons learned?)

- **Alignment with the 1st and 3rd grade Milestones, The Successful Schools Framework, Achievement Compact targets** - OEL programs focus on forming linkages across the school system and with community based providers to eradicate the achievement gap by providing comprehensive high quality early learning experiences and wrap around supports for students and their families.
- **Effective Educators** - The Early Learners Agenda is a collaborative approach to early childhood education that builds on the resources and knowledge of all departments within the Office of Schools.
- **Rigorous, Relevant Programs for All** - By focusing on quality, relevant early childhood programs that address the needs of all our highest need early learning populations allows these young students to enter K and 1st grade fully prepared to engage in kindergarten skills and first grade ready to read rather than entering at a basic school readiness/catch-up level.
- **Individual Student Supports** - Recent studies indicate that early intervention education is one of the best investments we can make to prepare students for a k-12 education to close the achievement gap:
<http://www.ncsl.org/IssuesResearch/HumanServices/NewResearchEarlyEducationasEconomicInvestme/bid/16436/Default.aspx>
- **Commitment to Equity** - Equity of access to comprehensive and quality early learner programs is fundamental element of the OEL Agenda. Creating and

expanding early learner programs, dual language and culturally responsive classrooms and wrap around supports for our students and their families fosters constructive early school-community-family interactions and learning outcomes in regions of the district with high percentages of low income and historically underserved families and students.

- **Strategic Investment of Resources** - Providing these programs in those parts of the district with the largest low income and special needs populations first allows us to build these positive relationships early and focus on the pre-academic, social and language development skills needed for students to enter kindergarten ready to learn.

Next Steps for Investment: (identify the top (three) priorities for investment, assuming that we had money. Be specific. Why these choices? What would happen? How would this be transformative?)

The following next steps for investment* will decrease space constraints in the Roosevelt Cluster while simultaneously increasing access and early learner wrap around supports an area of the district with a high percentage of low income, historically underserved and special needs populations. Funds will be focused on proven effective strategies that make the most difference for students and their families. The work is systemically linked to the other community based pre-school and primary grades AVID, Systems Thinking, Gear-Up and high school re-design work underway in the Cluster. These steps also support the expansion of dual language and culturally responsive instruction in the Cluster and re-sites the Title VII Indian Education preschool program. Under the auspices of the Early Learners Working Group these actions will form the basis of next steps in needed to further align, expand and re-define the district's multi-decade commitment and provision of quality early education programs. **These Next Steps are **BROAD** (Beyond current expectations; Responsive; Organization-wide; Aspirational but attainable and Dynamic) and as the grade transitions and linkages occur student outcomes will be transformed and the gap, eradicated.*

1. Regional Centers (Clarendon, Foster/NAYA, Faubion, one other preferably in deep north or northeast) Clarendon 2014, other sites 2015 and beyond.
2. 2nd Year Implementation of Kindergarten Assessment Fall of 2013 (state mandate)
3. Phased expansion of Early Kindergarten Transition and Kindergarten Connect, beginning with Focus and Priority Schools in 2013-14 adding remaining Focus and Priority Schools 2014-15, the rest of the Title I schools 2015-16
4. Braid funds to expand the number of classrooms available. Seek state, grant and other ELC funding options



OVERVIEW

The cornerstone of PPS' Office of Early Learner Agenda is to provide all children with a strong and early start to their formal schooling; adjoin the PK-12 system with community based agencies early learning service providers and early learner families to provide students access to the foundation pre-first grade readiness experiences and skills that will make certain they exit kindergarten ready to read and sufficiently supported and prepared to meet and exceed the third grade milestone.

"P-3: Five and Ready" is a catch phrase for the multiple Office of Early Learners programs underway. The most visible of these are the regional and school-based early learner classrooms, full day kindergarten, Connect to Kindergarten and the Early Kindergarten Transition Program. These strategic initiatives are all shaped and intertwined to align and advance Portland's multi-decade commitment to implementing early education options that authentically engages families, community based partners and district staff in preparing children and their families for predictable success upon entering kindergarten and throughout the primary grades.

REGIONAL AND SCHOOL BASED

EARLY LEARNER EDUCATION CENTERS



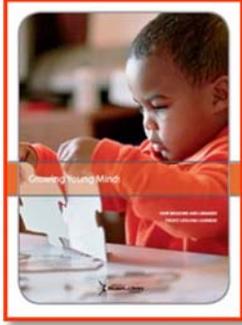
Research has proven that collaborative partnerships, culturally responsive teaching, multi-year primary grade transition supports, mixed classroom demographics and family engagement supports focused on ensuring the entire community works together to focus on children will ensure high poverty students of all races achieve at high levels.

Implementation of the latter characteristics defines the basic guiding principles for the Early Learner Education Centers. Regional ELECs have consortium governance structures, they are locales, but more importantly they are the regional sites for a cluster of district schools' pre-kindergarten classrooms and in some cases the site for one or more school's kindergarten classes. Both school based and regional ELECs will be a link between the district, families and school community based health, education and human services providers.

Budget Discussion

March 5, 2014

DISCUSSION WORKING DRAFT



PPS Regional and School Based Centers Basic Guidelines

PPS' Regional Centers and school based programs will:

- Develop programs based on long standing scientifically research based educational practice such as Montessori, Head Start and/or NAYEC standards
- Fund blended regional and school based PK programs
- Meet Head Start standards guidelines identified by the state
- Adopt early learner content standards which are aligned with the state's K-12 standards
- Engage parents and provide them with knowledge and support to assist their children's continual learning success throughout the primary grade years (P-3rd).
- Provide cross-sector training to community based partners, parents and primary grades instructional staff
- Align and strengthen job embedded early education professional development, instructional standards, supports and assessments
- Portland Public Schools will play a critical leadership role in marshalling available community resources to support children and families.
- Both school based and regional ELECs will be a link between the district, families and school community based health, education and human services providers.

Regional Early Learner Education Consortium planning specifics:

- Designing and locating five regional early childhood centers with a consortium governance structure over the next five years.
- Expanding the number of historically underserved children and families accessing PK
- Creating blend funded Title I, Pre-K, Sp. Ed. and Head Start classrooms.
- Developing flexible funding sources that will strengthen, expand and align the multi-funded array of early education options existing across the district
- Including parent development opportunities and spaces as an integral part of the design and program of all the Regional Early Learning Education Consortium
- Creating state/hub (ELM) partnerships
- Support for stand-alone regional centers and school based early learner classrooms
- Convening key neighborhood stakeholders to conduct an in-depth assessment of neighborhood assets and resources; potential challenges and barriers; and strategic priorities for the future so that quality and collaboratively planned early learning experiences can be provided for all children.

Budget Discussion

March 5, 2014

DISCUSSION WORKING DRAFT

- Providing language and culturally specific classrooms
- Identifying existing resources that can be leveraged to support efforts
- Forming consortiums of district and community services for fiscal effectiveness, efficiency, and equity.
- The family supports activities are an integral aspect of Regional Centers. Each Center will be staffed with a family support advocate based to work with individual families on developing methods for supporting their child's learning at home. Other family engagement supports will provide ongoing home based supports, a series of school readiness and parent engagement opportunities such as parent-child training sessions focused on language development and foundational literacy and numeracy skills.
- Embedding child care and parent engagement opportunities in Center settings before and after school
- Home visits by classroom and school staff
- Early Kindergarten Transition Program Outreach
- Providing access to resources where hard to reach families can access them
- Effective transition is important for the continuity and progress of the children's and families' development. Research has shown that gains achieved by students accessing quality pre-k experiences can only be maintained if there is an effective transition of those children and families to schools. The term "transition" has been defined as the strategies and procedures that are planned and implemented to ensure the effective placement and adjustment of the child as s/he moves from pre-school into kindergarten and the primary grades.
- Delivering services in the families' first language.

In addition each ELEC will provide a set core of programs and services funded and staffed by Portland Public Schools. That core will include:

- At Regional Centers; two (2) or more Head Start classes, Early Head Start linkages, two (2) or more language/culturally specific classrooms, two (2) or more Title I funded Pre-K classes, one (1) or more David Douglas MECAP classrooms and spaces to accommodate PPS SpEd early intervention and assessment services and other district itinerant early learner staff.
- Assigned on-site administrative, clerical, community coordinator and custodial staff.
- When space allows school based programs would be encouraged to house two to three blended PK classrooms on site.
- Health and community human service agencies that serve low income children; ages 3 through 5, including those with and without disabilities, in north, northeast and/or southeast Portland.

Budget Discussion

March 5, 2014

DISCUSSION WORKING DRAFT

- Each RELEC will need to have a hallway wall display space, classroom display and center space, a literacy corner space, a staff workroom, a library/technology space, a staff lunchroom, an inside motor space, project/family room, separate and sufficient bathrooms for adults and students, a multi-purpose room for school assemblies and performances, office spaces to accommodate the building administration, custodial and office staff, a confidential space for conferencing, sufficient parking to accommodate parent parking for student drop off and pick up, Head Start Family Service staff, community based health support staff (MESD nurse, WIC and/or Cover Oregon) one (1) before and after school day care space and sufficient space for on-site professional development and family workshops.
- School-based Centers will need to have hallway wall display space, classroom display and literacy corner spaces, a technology space and classroom center space; access to inside play area (gym/cafetorium), Family Service Staff space, access to space for family workshops and on-site professional development.
- The playground area should be age appropriate, the kitchen space able to support on-site student meal learnings and nutrition class offerings for families and ideally a community garden for families and classrooms.

Regional ELECs will provide more families in high impact areas to access the PK programs but school based PK classroom will also remain a part of the district's PK instructional portfolio. When space allows schools would be encouraged to house two to three PK classrooms on site.

Each RELEC will provide a set of wrap around services that reflects community needs, provided by PPS or other RELEC partners. Partners should be chosen for alignment with the overall early learner vision and for their ability to address the needs identified in the community needs assessment and should be a collaborative partnership of equals.

As was noted by Gladstone's superintendent when discussing the development of the GFC *"Everyone may have the desire to be a part of the conversation, but focus on who will commit to the partnership. Every organization has its own governance body, its own politics; and you have to recognize that"* Potential Regional RELEC participants include PPS early learner program directors, non PPS Head Starts, Early Head Start, PCC child development program, university and community college partners, county children and families service providers, OCF (Oregon Community Foundation), SUN, local child care providers, the Y, local pre-school providers, other district staff, ITS, MESD, United Way, All Hands Raised, community based health care providers.

THE WHITE HOUSE

Office of the Press Secretary

FOR IMMEDIATE RELEASE June 4, 2013

Increasing Access to High-Quality Early Childhood Education in Oregon

The President believes we need to equip every child with the skills and education they need to be on a clear path to a good job and the middle class. That education has to start in the earliest possible years to prepare our children for later success in school and in life. To ensure these opportunities are available to all, President Obama has put forward a comprehensive early learning proposal to build a strong foundation for success in the first five years of life. These investments – made in partnership with States and fully paid for in the President’s budget – will help close America’s school readiness gap and ensure that America’s children enter kindergarten ready to succeed:

- **Providing High-Quality Preschool for All.** In partnership with the States, President Obama’s *Preschool for All* proposal would provide every four-year-old child with access to high-quality preschool, while also incentivizing States to adopt full-day kindergarten policies. Providing a year of free, public preschool for every child is an important investment in our nation’s future, providing our children the best start in life while helping hard-working families save thousands each year in costs associated with early care and education. This proposal would invest \$75 billion over 10 years without adding a dime to the deficit.
Under the President’s proposal, Oregon is estimated to receive \$30,700,000 in the first year it participates in the Preschool for All program. This funding, combined with an initial estimated state match of \$3,100,000, would serve about 3,757 children from low- and moderate-income families in the first year of the program alone.*
- **Investing in High-Quality Infant and Toddler Care.** In order to increase high-quality early learning opportunities in the years before preschool, a new \$1.4 billion competitive Early Head Start-Child Care Partnership grant program would support communities that expand the availability of early learning opportunities with child care providers that meet high Early Head Start quality standards, growing the supply of high-quality child care for children from birth through age 3.
About 7,357 children in Oregon from birth to age three are currently served by the Child Care and Development Block Grant. Through Early Head Start-Child Care Partnerships, more of these children will have access to high quality early care and education.
- **Expanding Effective Parent and Family Support.** Quality education begins at home as parents support their child’s learning and development. As part of a comprehensive early learning agenda, the President proposes \$15 billion over 10 years to extend and

expand voluntary home visiting programs. These programs allow nurses, social workers, parent educators, and other professionals to connect families to services, supports, and tools that positively impact the health, development, and education of their children. Under the President's proposal, Oregon is estimated to receive \$7,300,000 in the first year it participates in the expanded Home Visiting program.** Each year, 14,581 low-income mothers in Oregon give birth to a new baby and may benefit from these voluntary services.

* These figures estimate the funds a State could receive in the first year if it chooses to participate in the Preschool for All program. The estimate is based on the State's current population of four-year-olds in families at or below the 200 percent federal poverty level. Estimates will vary based on the scope of the State's preschool expansion and the cost of providing high-quality preschool services.

This estimate assumes that States will expand to 20 percent of their eligible four-year-olds in the first year at a per child cost of \$9,000 a year. The federal share of the total cost is calculated at 90 percent, which is the regular match rate the State would receive in the first year. Please note that this estimate is designed to be illustrative only and does not attempt to represent how the Department of Education would determine actual first year awards.

** This figure estimates the funds a State could receive in the first year of an expanded Home Visiting program. The estimate assumes \$15 billion of total funding over 10 years and assumes the same proportion of total funding is allocated for statutory set-asides, formula and competitive grants as in FY 2012 and States received an equal amount of competitive funding. Please note that this estimate is designed to be illustrative only and does not attempt to represent actual first year awards. The methodology and criteria for funding allocations beyond FY 2014 has not yet been determined.



Key research studies on early learning effectiveness

A powerful research case backs up the Obama administration's [Preschool for All](#) proposal. Here are some of the key studies:

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Heckman, J. J., Moon, S. H., Pinto, R., Savelyev, P. A., Yavitz, A. (2010). A New cost-benefit and rate of return analysis for the Perry Preschool Program: A Summary. *National Bureau of Economic Research Working Paper 16180*. Retrieved from <http://www.nber.org/papers/w16180>

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Highlights of Early Learner History in PPS



- Head Start funded
- Early Childhood Centers with ½ day Pre-K and all day K funded as a part of the voluntary desegregation program.
- Elimination of the State Disadvantaged funding and reductions in the programs funded by state desegregation dollars
- Portland Early Intervention Program
- MESD receives early intervention contract
- Head Start expands
- PK and full day K funded by Title I
- Full Day K expanded to non ECEC sites funded by Title I or fee for service
- K-8 expansion creates space issues for non-school based K and PK programs
- MESD continues with early intervention program
- Head Start adds a classroom for Native American students
- PK enrollment separate from school choice and requires families to qualify for FRL.
- Ramona Early Learning Center opens
- NAYA/PPS Foster and Faubion site discussions underway



The Early Learner Agenda, Thrive by Five and the move to establish Early Learner Regional Centers are designed to align, expand and strengthen Portland's long standing commitment to quality early education options that engage families, community partnerships and district staff in preparing children for transitioning Pre-K to K, K to 1st and 3rd to 4th.





Early Learner Strategic Framework

- **PPS Milestones – Five and Ready:** All students enter 1st grade Ready to Read and exit 3rd grade Reading to Learn
- **Excellence and Equity:** Eradicate the achievement gap early. “Children’s learning experiences across the early childhood years (birth to age 8) need to be far better integrated and aligned, particularly between prekindergarten and K to 3rd grade” NAEYC
- **Transformational:** Quality early educational programs have the ability to break the cycle of poverty.
- **Return on Investments (ROI):** “...for every dollar invested in early education programs...over \$7 in benefits are returned to the program participants and society as a whole.” Rolnick and Gruenwald, 2003
- “Improved results for the highest risk students ...coordinated strategies ensure K and [1st grade]readiness...and grade to grade transitions create meaningful engagement with the [families and students]to be served.”

ELC Report to the Oregon Legislature 2012

Early Learner Agenda Highlights



The District’s Early Learner Agenda manifests both **continuity and change in the early childhood field;**

a fundamental commitment to prioritizing program expansion and implementation towards historically underserved populations

and

new knowledge gained over the last decade that has deepened our understandings about early learners. This knowledge has lead us **to revise and refine our ideas about how to promote and sustain optimal development and learning.**

Given what we know and believe about early learners and what we are currently doing in PPS, what are next steps?



DATA/RESEARCH DRIVEN DECISIONS

- **Every public dollar spent on high-quality preschool returns \$7 through a reduced need for spending on other services**—such as remedial education, grade repetition, and special education—as well as increased productivity and earnings for these children as adults.
- **Transitions are critical.** All early learner programs provide an established amount of supports to families and a welcoming pathway to the receiving school.
- **K-5/K-8 schools are not sustainable locations for Head Start centers.** James John, Creative Science and Kelly schools are experiencing space constraints and will soon need to move Head Start classrooms to other sites.
- **Pre-kindergarten teachers experience isolation as the only early learner program in the building.** Best practice is to offer a collaborative teaching environment. **Low-income** pre-k families lack wrap around services and family support which will be available in regional centers.
- **We turn away too many families** because they don't fit the income guidelines. Co-locating different programs increases access to quality programs and services.



DATA/RESEARCH DRIVEN DECISIONS (continued)



- Integrated ELL and Special Ed classroom supports more impactful and economical when multiple programs are co-located. This reduces the high rates of young children receiving “SPELL” students (students receiving both special education and ELL)
- Partnerships are critical: PPS cannot fund all needed programs so we need to partner well.
- One winter Connect to Kindergarten is not enough. Research is conclusive that multiple family engagement opportunities during the Pre-K year is critical when transitioning families to kindergarten.
- Program monitoring and aligned standards are critical program components and have been lacking in some school based solo classrooms

DATA/RESEARCH DRIVEN DECISIONS

- District policies, program priorities, staffing and funding changes since 2000 (Equity, milestones, Successful Schools Framework, compliance issues re: populations historically underserved)
- Demographics of poverty, language, ethnicity and race have shifted
- Delivery model funding priorities are changing (Regional Centers AND school based classrooms). PPS has a focus on families and grade transitions, Five and Ready, extended Kindergarten Connect outreach, Kindergarten Readiness Assessment, culturally responsive partnerships, shared sites with community partners and PPS special needs programs
- Changes in national, state and local collaborations and priorities around early learner education, family outreach and community health and family outreach partnerships.



NEXT STEPS

- Open Clarendon as a Regional early learner Center to serve 120 students 2014-15 and 240 in 2015-16. One Spanish classroom and one classroom serving a Title VII Indian Education students. Braid funding and co-locate programs – MECP seats in PK classrooms. Head Start and PK share buildings, resources. Provide more focused services to targeted groups.
- Facilities planning for Head Start and Early Learner Center locations to meet needs of highest poverty families no matter where they live
- Prioritize, align and re-locate some programs
- Identify additional funding sources for K and Pre-K expansion
- Ongoing Foster/NAYA and Faubion/Concordia RELC planning
- Fund transition programs and family supports, like the EKT program and Kindergarten Connect through 3rd grade
- Add earlier Milestone (ready for school or ready to learn)
- Infuse Connect to Kindergarten and K transition strategies into the parent engagement portion of Title I, Focus and Priority School planning
- Assess and track kindergarten readiness Piloting the state's Kindergarten Readiness Assessment across the district started in the Fall of 2013
- Full day K will be required by the state in 2015-16

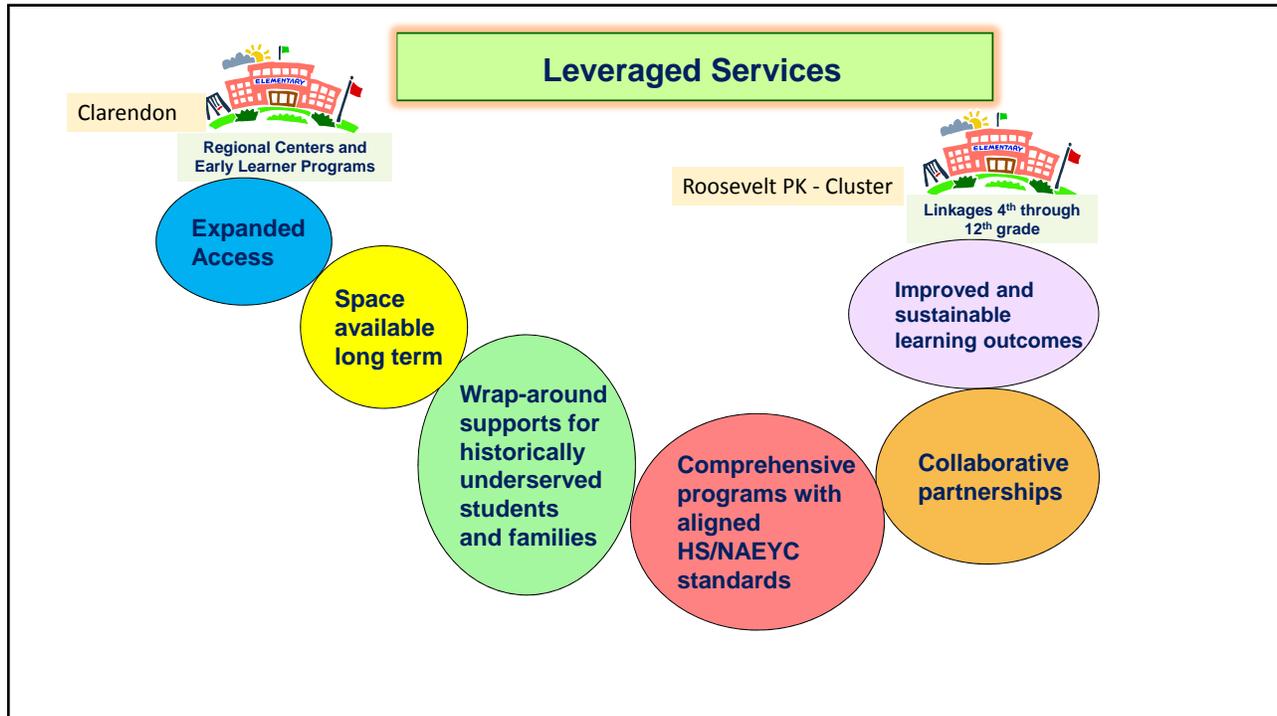


EARLY LEARNER WORKING GROUP

Next steps are planned and vetted by the Early Learner Working Group comprised of district staff and community partners across the city

- collaboratively discuss early learner changes in the state
- share best practices
- plan professional development
- identify new resources and programmatic opportunities
- revise and refine our ideas about how to promote every child's optimal development and learning..





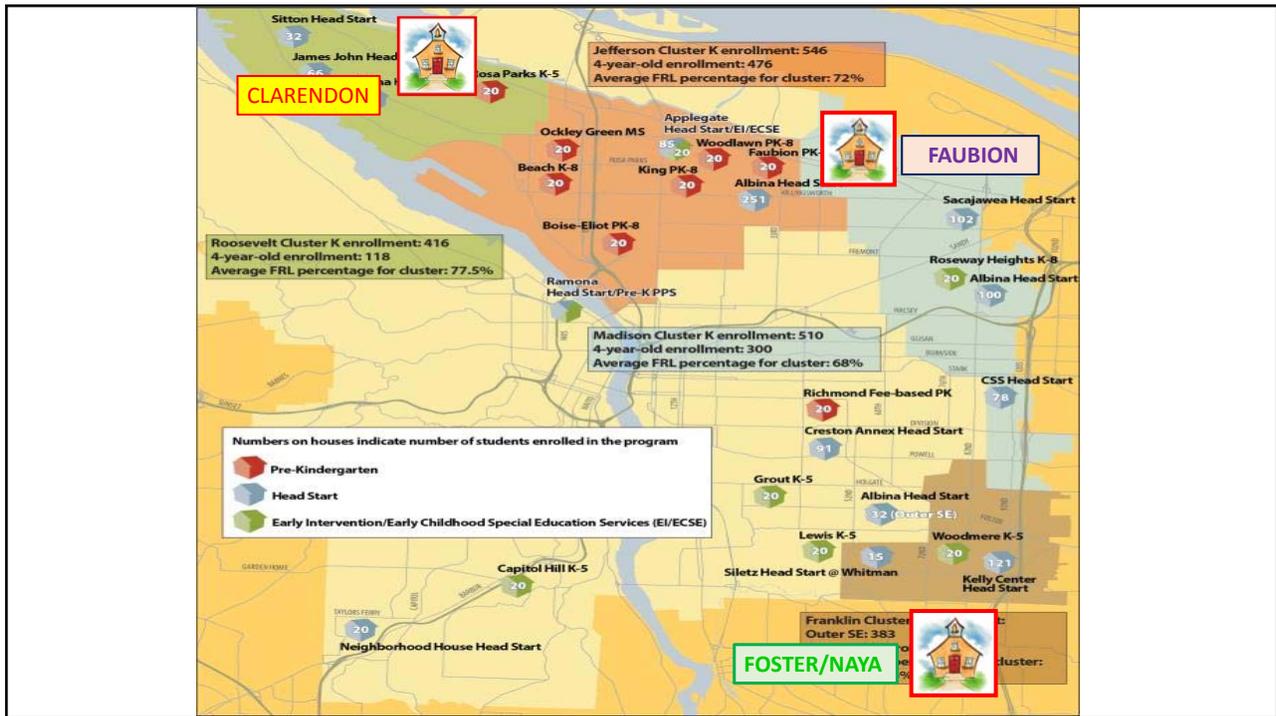
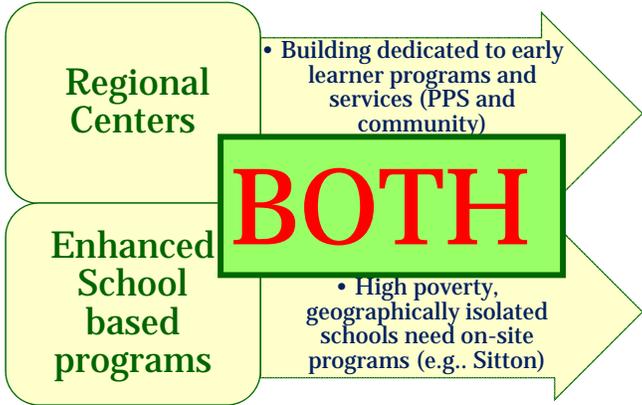


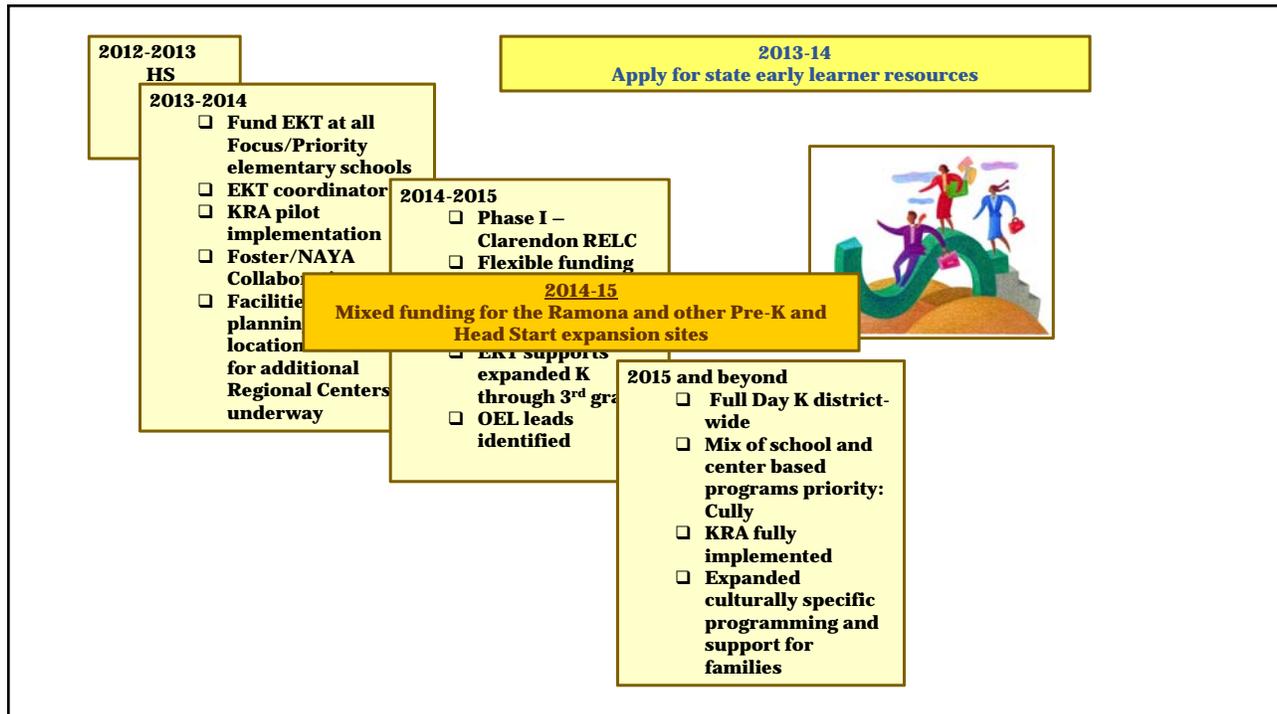
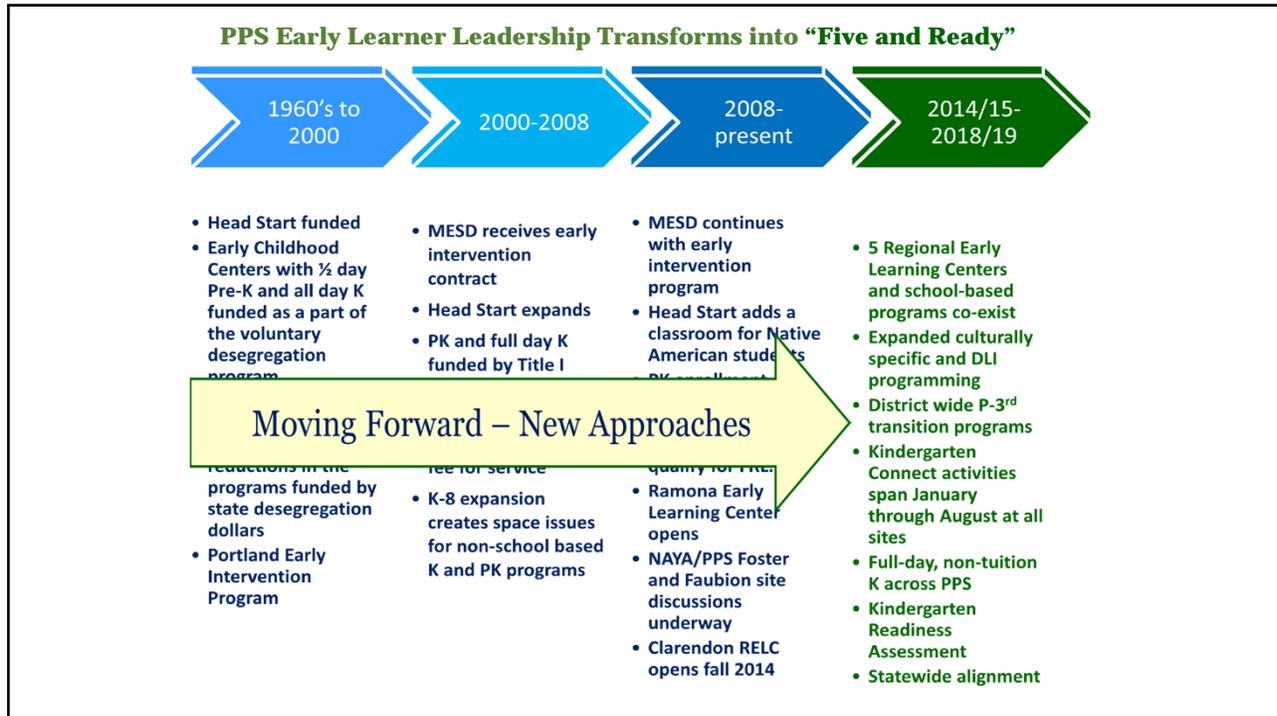
Enhanced School-based programs

5 Early Learner Regional Centers

Replication Flexibility not either/or
 (community context variables create a multiple models approach. E.g. **Gladstone Family Center**: a center with “one stop” community partnerships on site that provide comprehensive early learner programs and physical and mental health services to families, **Earl Boyles School** in David Douglas School District expanding early learner services in one school)

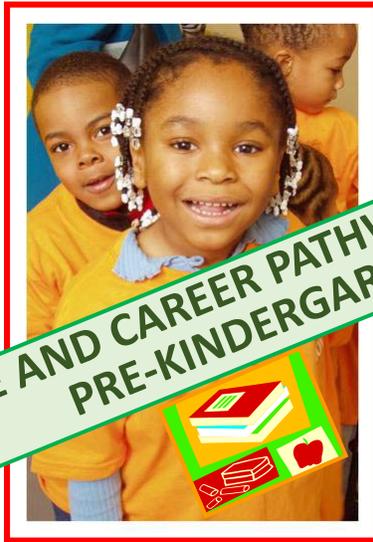
**Moving Forward – Continuity and Change
Replication Flexibility**



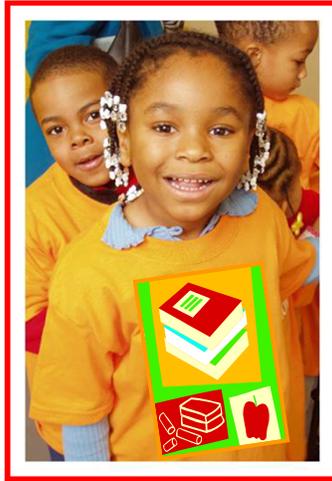


<http://youtu.be/QNZJ0BaNaol>

**COLLEGE AND CAREER PATHWAYS BEGIN IN
PRE-KINDERGARTEN**



Questions



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

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March 10, 2014

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Personnel

The Superintendent RECOMMENDS adoption of the following items:

Numbers 4883 through 4892

RESOLUTION No. 4883

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 school year 2014-2015 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 Name | First Name | ID |
|-----------------|------------|--------|
| Accuardi | Nicole | 020543 |
| Ackerman-Harvie | Adrian | 021798 |
| Alonso | Gloria | 021772 |
| Anderson | Jeffrey | 021951 |
| Aquino | Emmanuel | 021811 |
| Arnold | Alexa | 021877 |
| Baker | Kimberly | 019177 |
| Baley | Tatiana | 021773 |
| Ball | Joseph | 010790 |
| Barnett | Lisa | 020013 |
| Barten | Sarah | 021979 |
| Bennett | Remy | 021826 |
| Berry | Rebecca | 021890 |
| Bidney | Jacqueline | 009106 |
| Bish | Maranda | 018829 |
| Black | Ashley | 021878 |
| Blackman | Adriane | 015371 |
| Borgelt | Megan | 021913 |
| Bowe | Elizabeth | 021814 |
| Brachman | Srule | 021846 |
| Brougham | Kerensa | 021898 |
| Brown | Christina | 021895 |
| Bryson | Ronette | 019447 |
| Bundy | Elizabeth | 019174 |
| Caldwell | Michaela | 021452 |
| Campbell | Gwen | 018480 |
| Caniglia | Matthew | 021838 |
| Cartagena | Max | 017052 |

| Last Name | First Name | ID |
|--------------|------------|--------|
| Castillo | April Rose | 021902 |
| Castillo | Martin | 021440 |
| Catabay | Monty | 017685 |
| Clute | Daniel | 021927 |
| Cocchiarella | Cara | 021818 |
| Cohen | William | 022014 |
| Cowden | Karen | 021942 |
| Crawford | Debra | 021821 |
| Cunningham | Kevin | 011418 |
| Davis | Moses | 008268 |
| DeGroot | Cheryl | 021774 |
| DeVile | Anna | 021840 |
| Dejanvier | Nine | 021461 |
| Dipasquale | Pablo | 021879 |
| Do | Janet | 021815 |
| Dove | Cecilia | 019073 |
| Dugan | Christine | 021800 |
| Dyste | Sarah | 021346 |
| Eisen | Leslie | 021231 |
| Ellis | Elizabeth | 020915 |
| Elwood | Stacey | 021875 |
| Falkenstern | Jody | 021884 |
| Ferber | Jonah | 018462 |
| Ferro | Matthew | 021801 |
| Fifth-Lince | Amy | 015673 |
| Flores | Moises | 021885 |
| Flye | Travis | 021455 |
| Foster | Daniel | 007799 |

| Last Name | First Name | ID |
|----------------|------------|--------|
| Freeman | Stacey | 016558 |
| Frisby | Barry | 021371 |
| Fulks | Alyssa | 021858 |
| Fuller | Chelsea | 021825 |
| Gereau | Caroline | 021803 |
| Gilson | Kirey | 003922 |
| Glaze | Cody | 020840 |
| Good | Melinda | 021753 |
| Green | Amber | 021451 |
| Gregerson | Elena | 020083 |
| Hamilton | Chadwick | 015861 |
| Hardin Mercado | Yessica | 021847 |
| Hartel | Nicholas | 019350 |
| Hawkins | Andre | 012846 |
| Held | Laureen | 021896 |
| Helmsworth | Nancy | 021793 |
| Hernandez | Cesar | 011864 |
| Herron | Alison | 021499 |
| Hewitt | Thomas | 005699 |
| Hillenberg | Jamie | 021820 |
| Hollingshed | Odie | 021435 |
| Houdek | Robin | 017309 |
| Huaripata | Pamela | 016943 |
| Huerta | David | 021775 |
| Huizinga | Katharine | 021874 |
| Israel-Davis | Elizabeth | 010932 |
| Jordan | Amanda | 021836 |
| Juaniza | Elizabeth | 019696 |
| Kaller | Susan | 021699 |
| Kapka | Steven | 021889 |
| Kelley | Robert | 021439 |
| Kelley | Stephanie | 020228 |
| Kincaid | Diana | 021907 |
| Kirkpatrick | Melissa | 020568 |
| Kirschmann Jr | Richard | 008780 |
| Klee | Tim | 007909 |
| Kugel | Corinne | 002435 |
| Kyler | Amy | 021832 |
| Kyriss | Rachel | 014966 |
| LaMontagne | Gail | 006011 |

| Last Name | First Name | ID |
|--------------|------------|--------|
| Laguardia | Carlos | 020595 |
| Lawhon | Kevin | 016327 |
| Leech | Andrea | 021863 |
| Lethlean | Emily | 016962 |
| Lindsay | Pamela | 018595 |
| Liu | Hong | 015156 |
| Maddy | Courtney | 014472 |
| Mandell | Doug | 021480 |
| Marvit | Sam | 021776 |
| Masunaga | Heidi | 005454 |
| Matano | Sara | 021810 |
| McAleer | Brittney | 021997 |
| McClure | Shannon | 021794 |
| McCollister | Wakana | 021778 |
| McDowell | Elizabeth | 021911 |
| McKenzie | Sharitha | 021881 |
| McKie | Jessica | 021839 |
| McNeal | Jeffrey | 021797 |
| McQueen | Adam | 021928 |
| McSherry | Danielle | 021236 |
| Merideth | Chris | 019882 |
| Miller | Paige | 021647 |
| Munoz | Mercedes | 022007 |
| Murr | Gillian | 021894 |
| Murray | Jessica | 021864 |
| Newton | Allison | 021805 |
| Nguyen | Donna | 021860 |
| Norton | Gina | 018324 |
| O'Brien | Nicole | 016931 |
| O'Leary | Alicia | 021650 |
| Parker | Trevor | 021806 |
| Penoncello | Nicole | 021824 |
| Perez Vargas | Celene | 021799 |
| Peterson | Gabrielle | 021888 |
| Phillips | Leslie | 021707 |
| Pickett | Russell | 021361 |
| Pierce | David | 019939 |
| Pilgrim | Keri | 021866 |
| Plies | Robin | 021920 |
| Porterfield | Molly | 018827 |

| Last Name | First Name | ID |
|-------------------|-------------|--------|
| Price | Evan | 021904 |
| Quinn | Caitlin | 018970 |
| Rae | Laela | 021827 |
| Ramirez | Daniel | 021784 |
| Raspone | Sara | 021912 |
| Recker | Laura | 021796 |
| Redding | Tawnya | 021985 |
| Rege | Stephanie | 021900 |
| Ren | Chang | 021619 |
| Reynolds | Koll | 020646 |
| Reynolds | Ordella | 008389 |
| Riser | Christopher | 020309 |
| Roddis | JoAnna | 020218 |
| Rodgers | Cicely | 021873 |
| Rodriguez | Marcos | 021795 |
| Routon-Michelinie | Kyra | 021855 |
| Rumann | Meredith | 021906 |
| Sandmann | Matthew | 019247 |
| Schmidt | Jayson | 014463 |
| Schneider | Katie | 016101 |
| Scott | Josephine | 021872 |
| Scull | Marie | 019099 |
| Setiadi | Yulia | 020688 |
| Shelton | Sarah | 021964 |
| Sheridan | Brenna | 021802 |
| Shippy | Lori | 021822 |
| Siegel | Douglas | 021899 |
| Silvernail | Daniel | 021982 |
| | | |

| Last Name | First Name | ID |
|-----------------|------------|--------|
| Speer | Matthew | 021886 |
| Steeves | Amy | 021857 |
| Stolte | Kayla | 021713 |
| Stroup | David | 021947 |
| Surits | Zoya | 021484 |
| Swerdlik | Anthony | 017808 |
| Tabshy | Joshua | 018796 |
| Thatcher | Brieanne | 021891 |
| Thomas | Jennifer | 015657 |
| Timmerman | Christian | 021893 |
| Torain | Heather | 013804 |
| Tyler | Sid | 016059 |
| Vargas | Gerardo | 021926 |
| Walker | Britta | 015623 |
| Warner | Mark | 021833 |
| Webb | Natalie | 021804 |
| Weber | Kathryn | 021897 |
| Weiner | Adam | 017113 |
| Wenner | Martha | 014014 |
| West | S | 013820 |
| Whisler | Casey | 018411 |
| Whitaker | Meghan | 021915 |
| Wiencke | Susan | 019329 |
| Wierth | Dorothy | 019859 |
| Wiles | Matthew | 021856 |
| Wilson | Kimberly | 021853 |
| Yao | Kendra | 021869 |
| York | Tyler | 021245 |
| Zeller-Williams | Lavonna | 021909 |

S. Murray

RESOLUTION No. 4884

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 school year 2014-2015 the following persons, subject to the employment terms and conditions contained in the standard form contract approved by the legal counsel for the District.

| Last | First | ID |
|-----------|--------------|--------|
| Acevedo | Harold | 021196 |
| Adams | Sadie | 021195 |
| Allen | Lauraine | 019881 |
| Archer | Keri | 021098 |
| Barreto | Amparo | 021152 |
| Beadle | Brian | 019942 |
| Beckman | Laura | 021199 |
| Benson | Olufunmilola | 021357 |
| Berchier | Emily | 020578 |
| Best | May | 021159 |
| Bolgioni | Dawn | 019956 |
| Borosky | Alison | 020850 |
| Braia | Anne | 021114 |
| Brand | Melynda | 007335 |
| Brandy | Katherine | 018047 |
| Brantley | Michael | 013010 |
| Brislin | Alicia | 021171 |
| Brislin | Jeffrey | 021122 |
| Brockmann | Jennifer | 021107 |
| Brown | Alicia | 021180 |
| Bubl | Paul | 020608 |
| Buehler | Christopher | 020623 |
| Buker | Francine | 021244 |
| Bush | Elsa | 021105 |
| Caputo | Lily | 021130 |
| Carlson | Matthew | 020603 |
| Carpenter | Jonah | 021332 |
| Cassell | Santha | 007115 |

| Last | First | ID |
|-------------|-------------|--------|
| Christensen | Tracy | 015633 |
| Christian | Mishaun | 020681 |
| Clegg | Chastity | 019252 |
| Clingan | David | 015576 |
| Crosman | Nathaniel | 018950 |
| Cupp | Julia | 020627 |
| Davis | Keri | 021174 |
| Delaney | Hannah | 021349 |
| Dickstein | Galen | 019907 |
| Dillingham | Angela | 019443 |
| Dippell | Margaret | 018152 |
| Doehne | Jessica | 019935 |
| Doherty | Christopher | 020551 |
| Dougherty | Paula | 000961 |
| Drew | Amy | 021091 |
| Duncan | Hannelore | 021172 |
| Duncan | Nicole | 019106 |
| Durant | Erika | 021101 |
| Earle | Heidi | 016688 |
| Edgar | Mehera-Rosa | 018505 |
| Eisemann | John | 021268 |
| Elder | Heather | 021315 |
| English | Kelly | 019191 |
| Etzel | Kristina | 018933 |
| Fale | Kelly | 019999 |
| Farrell | Miki | 018101 |
| Fedorenko | Anna | 021028 |
| Fisher | Carolyn | 007622 |

| Last | First | ID |
|------------------|-------------|--------|
| Fraser | Eva | 019323 |
| Freeman | Westin | 021303 |
| Garcia-Yurchenco | Amparo | 021036 |
| Gaynor | Sarah | 015028 |
| Gianotti | Maria | 008808 |
| Gifford | Christopher | 021169 |
| Gold | Jacob | 021170 |
| Gonzalez | Sarah | 021030 |
| Gordon | John | 019210 |
| Grass | Alyssa | 019466 |
| Grone | Kathryn | 020693 |
| Groves | Frederick | 021129 |
| Haight | Allison | 021238 |
| Helmers | Amanda | 020669 |
| Hensley | Emily | 021202 |
| Hightower | Klarissa | 021359 |
| Hintz | Carolyn | 011817 |
| Hirata | Marisa | 000311 |
| Ingraham | Jessica | 020639 |
| Iwersen | Deidre | 018957 |
| Johnson | Kara | 000901 |
| Jones | Tawanda | 021136 |
| Karpenko | Oksana | 021164 |
| Keeler | Tara | 018125 |
| Kendig | Elsbeth | 021138 |
| Kennedy | Monica | 021078 |
| Kim | ReCher | 021106 |
| Kirkelie | Greg | 021230 |
| Klosterman | Tracy | 015335 |
| Kondylis | Katherine | 001827 |
| Kowalski | Amy | 021225 |
| Kruger | Renee | 017464 |
| Lampi | Yomaira | 002894 |
| Lannom | Samantha | 021127 |
| LeDoux | Sheree | 016237 |
| Lee | Sitti | 019087 |
| Leivant | Natalie | 021126 |
| Lind | Patrick | 021102 |
| Lisensky | Laura | 019995 |
| Lloyd | Mary | 019957 |

| Last | First | ID |
|-----------------|-------------|--------|
| Lloyd | Michelle | 020283 |
| Lozano | Mehira | 020680 |
| Mann | Kathrine | 021163 |
| Markovich | Elizabeth | 017875 |
| Marron | Deanna | 016728 |
| Martin | Elizabeth | 021132 |
| Martinez | Daisy | 021103 |
| Martuza | Kathleen | 021109 |
| May | Kellie | 018052 |
| McCarthy | Nicholas | 015509 |
| McCracken | Megan | 019569 |
| McFadden | Morgan | 019580 |
| McGlotten | James | 020643 |
| McKelvey | Da'Anyel | 014152 |
| Melcher | Katie | 021185 |
| Mendels | Sharon | 019085 |
| Miller | Jason | 021128 |
| Mitchell McVay | Angela | 021139 |
| Moayyad | Virginia | 020794 |
| Moore | Michael | 021201 |
| Moore | Michelle | 021079 |
| Morgan | Ronald | 015966 |
| Mountain | Catherine | 021034 |
| Mummert | Lauren | 015233 |
| Munana | Anabel | 018540 |
| Mussio | Sarah | 019096 |
| Myers | Carolyn | 018966 |
| Ness | Diane | 018102 |
| Nguyen | Thai Van | 020641 |
| Nicola | Jill | 021097 |
| O'Hagan | Brigid | 021125 |
| Onnis | Nicola | 021250 |
| Oster | Cameron | 020618 |
| Parker-Guizar | Sarah | 016161 |
| Perez | Marty | 021157 |
| Perez-Rodriguez | Francisco | 021243 |
| Pernice | Anthony | 019212 |
| Pokorny | Christopher | 021273 |
| Poujade | Grant | 021182 |
| Rangel | Gregorio | 020592 |

| Last | First | ID |
|------------|----------|--------|
| Rivera | Toshiko | 021108 |
| Rodgers | Grace | 021124 |
| Rodgers | Victoria | 020960 |
| Rotwein | Abigail | 021082 |
| Rudolph | Benjamin | 020689 |
| Ruffner | Laura | 021095 |
| Russell | Shannon | 018021 |
| Russell | Susan | 017432 |
| Ryan | Lori | 021160 |
| Sandoval | April | 014895 |
| Scofield | Alexis | 015640 |
| Selivanova | Anna | 021027 |
| Smith | Allison | 020980 |
| Smith | Calvin | 016085 |
| Smith | Heather | 017961 |
| Smith | Steven | 021137 |
| Stabler | Laramie | 017578 |
| Stark | Julia | 021203 |
| Steranko | James | 021354 |
| Stewart | Matt | 019649 |
| Stone | Jillian | 014821 |
| Sudermann | Richard | 021158 |
| Thomas | Paige | 019958 |
| Thompson | Arelys | 020579 |
| Toribio | Jessica | 021198 |

| Last | First | ID |
|---------------|-----------|--------|
| Turner | Ramman | 021100 |
| Wahl-Stephens | Jeremy | 021131 |
| Ward | James | 005082 |
| Warren | Erica | 021168 |
| Waters | Jeffrey | 021111 |
| Watson | Wendi | 019053 |
| Wells | Keenan | 021382 |
| Weston | Mago | 021120 |
| White | Laura | 021099 |
| Wich | Katherine | 021014 |
| WilderTack | Elenoir | 018959 |
| Wilkins | Jayne | 021134 |
| Williams | Kelsey | 020462 |
| Winkler | Amanda | 021167 |
| Winn | Susan | 021112 |
| Wisher | Tracy | 019701 |
| Yonamine | Moe | 020837 |
| Yovu | Christine | 020953 |
| Zibelman | Michael | 021121 |
| Zimmerman | Janie | 021446 |
| Zwissler | Karen | 021080 |
| de Boer | Katrina | 021151 |

S. Murray

RESOLUTION No. 4885

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 school year 2014-2015 the following persons, subject to the employment terms and conditions contained in the standard form contract approved by the legal counsel for the District.

| Last | First | ID |
|-----------|-----------|--------|
| AlSuhaimi | Miriam | 020407 |
| Ankney | Leslie | 019858 |
| Arredondo | Marcela | 020442 |
| Arrington | Sarah | 006769 |
| Arthurs | Erica | 020780 |
| Avila | Obdulia | 020147 |
| Bagby | Dalina | 020363 |
| Bahen | Gary | 020580 |
| Bailey | Danielle | 019991 |
| Baker | Courtney | 020428 |
| Battle | Lynda | 007066 |
| Beck | Laresa | 020728 |
| Becker | Julie | 020269 |
| Berry | Kenneth | 005070 |
| Blackwell | Judi | 016873 |
| Bluebird | Eugenia | 012259 |
| Boehm | Andrew | 020458 |
| Borzy | Catherine | 015269 |
| Brooks | Yulia | 020377 |
| Brown | Leigh | 020475 |
| Bruer | Ilsa | 020704 |
| Burich | Jessica | 019950 |
| Canales | Cassandra | 020457 |
| Carolan | John | 020450 |
| Carter | Jonetta | 020195 |
| Casale | Grace | 020470 |
| Charlston | Katie | 019088 |

| Last | First | ID |
|-----------|------------|--------|
| Clark | Sarah | 020391 |
| Coleman | Yolanda | 020463 |
| Colon | Yesenia | 020392 |
| Cronen | Susanna | 020600 |
| Dance | Lindsay | 020494 |
| Daniels | Darlene | 020455 |
| Date | Brooke | 000603 |
| Davenport | Adrienne | 014485 |
| Davis | Robbie | 020426 |
| Delman | Deborah | 020444 |
| Dingus | Elissa | 017802 |
| Douglass | Martin | 019890 |
| Erickson | Jill | 017075 |
| Finke | Jennifer | 000899 |
| Ford | Rian | 020027 |
| Foxley | Shannon | 020160 |
| Fransen | Jacqueline | 020569 |
| Gapp | Jenny | 018693 |
| Ghan | Ryan | 020423 |
| Goodman | Kala | 019066 |
| Gothard | Margarita | 020395 |
| Green | Margaret | 020474 |
| Griffin | Antoinia | 007899 |
| Grillo | Carolyn | 020424 |
| Gustafson | Maalaea | 015189 |
| Hedges | Sarah | 019922 |
| Herbage | Jennifer | 020425 |

| Last | First | ID |
|-----------------|-----------|--------|
| Hillis | Genoa | 020546 |
| Hinatsu | Melia | 014908 |
| Hinds | Lucy | 020397 |
| Hoback | Dixie | 003604 |
| Hopfensperger | Anne | 017699 |
| Interian Ucan | Mario | 020651 |
| Jenkins | Jennifer | 019589 |
| Kanof | Kimberly | 020230 |
| Kanz | Holly | 020430 |
| Kleiner | Maria | 020385 |
| Kohn | Erika | 019184 |
| Lee | Tanya | 020394 |
| Lemen | Elizabeth | 009231 |
| Madden | Peter | 020446 |
| Marquardt | Serena | 020410 |
| McCartney | Kathryn | 020473 |
| McClay | Mauria | 016248 |
| McKinney | Yolanda | 016154 |
| Merrill | Gracia | 015813 |
| Montalbano | Marie | 020383 |
| Mosqueda | Martha | 020464 |
| Muni | Dipti | 017023 |
| Murray | Kayci | 017816 |
| North | Kelsey | 020505 |
| Ortiz | Melissa | 020429 |
| Paige | Maureen | 014071 |
| Parker | Reba | 007758 |
| Pearson | Marie | 016073 |
| Pepperwood | Paige | 020408 |
| Pugh | Julia | 017659 |
| Putnam-Almaguer | Sharon | 020533 |
| Quigley | Julieanne | 019825 |
| Read | Kelly | 020390 |
| Reinholt | Jeremy | 017905 |
| Riggin | Barbara | 020637 |
| Rivera | Evelyn | 020577 |
| Rooklyn | Miles | 020393 |
| Rosteck | Darlene | 020364 |
| Sahib | Tiffany | 013729 |
| Sanchez | Adam | 019948 |

| Last | First | ID |
|---------------------|------------|--------|
| Sanford | Quinn | 020413 |
| Serven | Sarah | 019955 |
| Shuster | Nicole | 020461 |
| Silas | Shaunice | 020189 |
| Stilwell | Kathryn | 020508 |
| Sumiya | Naomi | 020472 |
| Swanson | Shawn | 020441 |
| Tofanelli-Dougherty | Moira | 020409 |
| Trask | Bren-Marie | 015506 |
| Truman | Kirsten | 020562 |
| Vickers | Candice | 018576 |
| Walker | Kyla | 020459 |
| Wall | Sarah | 018185 |
| Weigandt | Elise | 017945 |
| Whitaker | Liza | 013579 |
| Wicker | Tarehna | 018446 |
| Widmer | Amy | 019871 |
| Wilcox | Suzanna | 018204 |
| Williams | Jamie | 020005 |
| Williams | Sharese | 020538 |
| Wilson | Mark | 020405 |
| Wood | Lavell | 015439 |
| Wright | Julie | 018993 |
| Wu | Danni | 020496 |

S. Murray

RESOLUTION No. 4886

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 2016, subject to the employment terms and conditions contained in the standard form contract approved by the legal counsel for the District.

| Last | First | ID |
|-------------|-----------|--------|
| Aaker | Daniel | 020057 |
| Aalto | Johanna | 019059 |
| Aase | Brian | 006784 |
| Aase | Karen | 008567 |
| Abel | Kimberly | 004653 |
| Abens | Nancy | 002275 |
| Abramovic | Lisa | 005938 |
| Absgarten | Dana | 003567 |
| Adajian | Lisa | 015175 |
| Adam-Howard | Edith | 014867 |
| Adams | Allison | 017428 |
| Adams | Melodie | 016448 |
| Adams | Nadene | 005058 |
| Adamski | Debra | 000612 |
| Adana | Camille | 002453 |
| Adkisson | Daniel | 017886 |
| Aguirre | Rodrigo | 017704 |
| Ahern | Sean | 018836 |
| Ajayi | Folashade | 000473 |
| Akhavein | Rana | 000041 |
| Al Faiz | Miriam | 018789 |
| Al-Aridh | Bradi | 017966 |
| Alabarca | Erika | 017835 |
| Alderman | Amy | 010907 |
| Allbaugh | Cheryl | 004095 |
| Alleman | Cynthia | 008586 |
| Allen | Janis | 005656 |

| Last | First | ID |
|---------------|-----------|--------|
| Allen | Jerry | 001365 |
| Allen | Kelly | 013812 |
| Allen | Thomas | 018839 |
| Alongi | Aleta | 019774 |
| Alonso | Amanda | 011894 |
| Alonso Jr | Ricardo | 011929 |
| Altig | Kimberley | 008025 |
| Alvarez | Francisca | 016651 |
| Ambinder | Harris | 002799 |
| Ambrosio | Amy | 005626 |
| Anderson | Brett | 008699 |
| Anderson | Daniel | 008885 |
| Anderson | James | 004725 |
| Anderson | Jeanne | 006131 |
| Anderson | Katherine | 013952 |
| Anderson | Kathryn | 008637 |
| Anderson | Kathy | 008554 |
| Anderson | Kent | 007810 |
| Anderson | Louise | 003566 |
| Anderson | Lucia | 007236 |
| Anderson | Robert | 006475 |
| Anderson-Dana | Graham | 015447 |
| Ando | Atsuko | 002194 |
| Andrews | Barbara | 012711 |
| Andrews | Kelly | 016473 |
| Andronescu | Rosalyn | 000099 |

| Last | First | ID |
|---------------------------|-----------|--------|
| Angell | Amy | 011753 |
| Anglada Bartley | Susan | 013044 |
| Ankeny | Frances | 008310 |
| Annen | Megan | 001287 |
| Ansara- Henderson | Nicole | 008476 |
| Ansell | Amanda | 017111 |
| Appollo | Melissa | 008314 |
| Arias | Erin | 016594 |
| Armendariz | Febe | 017305 |
| Arras | Katrina | 011555 |
| Arrayan | Daniel | 000212 |
| Atagabe | Beth | 000930 |
| Aubrecht | William | 017795 |
| Auda-Capel | Laurel | 015828 |
| Augustine | David | 010768 |
| Austin | Ken | 010878 |
| Austin | Linda | 007400 |
| Avison | James | 012299 |
| Baber | Marla Ann | 018791 |
| Backer | Ella | 017048 |
| Bacon | Annette | 011276 |
| Bacon-Brenes | Matthew | 012759 |
| Bacus | Sarah | 016013 |
| Bailey | David | 003422 |
| Bailey | Nancy | 008162 |
| Baker | Rebekka | 014658 |
| Baker | Shannon | 001146 |
| Balestreri- Culbertson | Annette | 004970 |
| Ball | Michael | 006819 |
| Ballman | Joseph | 017275 |
| Bancroft | Cinnamon | 009146 |
| Banks | Renee | 005474 |
| Barasch | Michal | 018887 |
| Barbour | Julie | 006957 |
| Barde | Richard | 004153 |
| Barkett | Paul | 007661 |
| Barlow | Rebecca | 010766 |
| Barnes | Aaron | 016569 |
| Barnes | Dereck | 000838 |

| Last | First | ID |
|---------------|-------------|--------|
| Barnes | Julie | 011911 |
| Barnes | Sharon | 014781 |
| Barone | Rebecca | 003114 |
| Barrar | Christine | 006863 |
| Barry | Patricia | 007073 |
| Barta | Joanne | 006662 |
| Bartlo | Christopher | 018760 |
| Bass | Kori | 017761 |
| Batliner | Derrick | 015355 |
| Batsch | Jennifer | 001097 |
| Bauer | Michael | 011816 |
| Bauer | Suzanne | 017759 |
| Bayne | Kerry | 011829 |
| Beaird | Susan | 011437 |
| Beatty | Thomas | 003855 |
| Becic | Susan | 010164 |
| Beck | Lucinda | 017763 |
| Beck | Sara | 013734 |
| Beckett | Thomas | 012447 |
| Bee | Adrienne | 014716 |
| Beebe | Allen | 007939 |
| Beeber | Mary Jo | 001245 |
| Belcher | Rachel | 008731 |
| Bellavia | Marie | 004977 |
| Bemrose | Christine | 013233 |
| Bennett | Adele | 018355 |
| Bennett | Eric | 005264 |
| Bennett | Grace | 000529 |
| Bennett | Jennifer | 008559 |
| Bennett | Roseann | 014718 |
| Bennison | Torrey | 000744 |
| Bennon | Brady | 018773 |
| Bentley | Diana | 004693 |
| Benton | Sean | 014244 |
| Berg | Jeanne | 007241 |
| Berg | Marta | 017695 |
| Berger | Barbara | 008281 |
| Bergin | Molly | 006025 |
| Bergren-Dizon | Greta | 012673 |
| Bergstrom | Kelly | 018020 |

| Last | First | ID |
|---------------------|------------|--------|
| Berkley | Carol | 010072 |
| Bernal | Camille | 000085 |
| Berning | Carolyn | 001192 |
| Bernt | Michelle | 009322 |
| Bertelsen | Kimberly | 000894 |
| Berten | Anne | 010827 |
| Bertolone- Logan | Carla | 008380 |
| Berton | Ann | 015039 |
| Bertram | Serene | 012459 |
| Bertrand | Antony | 016582 |
| Bessas | Soumountha | 005258 |
| Beutler | Shawna | 008820 |
| Biagini | Beth | 014881 |
| Biamont | Timothy | 000088 |
| Bibles | Robin | 005989 |
| Bickett | Carla | 008622 |
| Biello | Gena | 019005 |
| Bielman | Candice | 008982 |
| Bigelow | John | 008265 |
| Billedeaux | Chuck | 007961 |
| Bilster | Marika | 012838 |
| Binder | Patrick | 012988 |
| Bjornstad | Kaoru | 000869 |
| Birch | Jennifer | 015381 |
| Bird | Sharon | 006183 |
| Birkey | Colleen | 014689 |
| Birmingham | Kileen | 001552 |
| Birt | Laura | 000779 |
| Bishop | Bella | 016515 |
| Bishop | George | 008241 |
| | | |
| Bjerkelund | Kristi | 007878 |
| Black | Tim | 008763 |
| Blakely | Thomas | 007358 |
| Blanchard | David | 006560 |
| | | |
| Blattner | Julia | 015492 |
| Blowers | Joseph | 008335 |
| Bobenrieth | Rafael | 013672 |
| Bode | Philomena | 007028 |

| Last | First | ID |
|-------------|-----------|--------|
| Boesche | Micaela | 000244 |
| Bogdanoff | Rachel | 003696 |
| Boitano | Laura | 006305 |
| Bokenyi | Brenda | 015475 |
| Bokoske | Mary | 001120 |
| Boldman | Emily | 017642 |
| Bolger | Elizabeth | 012730 |
| Bolsinger | Shirley | 005088 |
| Boly | William | 004862 |
| Bonbright | Terri | 006369 |
| Boon | Sandra | 005254 |
| Bordioug | Olessia | 017700 |
| Borst | Cheri | 002994 |
| Bostick | Jessica | 015383 |
| Bottman | Tereza | 000802 |
| Bourcier | Hannah | 010771 |
| Bowie | Cynthia | 008137 |
| Bowker | Jane | 004188 |
| Bowman | Matthew | 016696 |
| Boyd | Christine | 017710 |
| Boyd | Heather | 003917 |
| Boyea | Kathryn | 009027 |
| Boyer | Matthew | 015322 |
| Brackmann | Terra | 010784 |
| Bradley | Amber | 000183 |
| Bradley | Elise | 017609 |
| Bradley | Rachael | 000385 |
| Branham | Tara | 000418 |
| Brannon | Michael | 007107 |
| Braun | Christina | 013883 |
| Brayson | Kristen | 000968 |
| Brazo | Mark | 009016 |
| Breeden | Brandon | 015541 |
| Breen | Samantha | 018949 |
| Brenan | Jill | 009084 |
| Brenner | Conni | 002715 |
| Brewer | Brittanie | 001367 |
| Briggs | Tracey | 015435 |
| Brighthouse | Susan | 000343 |
| Bright | Karin | 011843 |

| Last | First | ID |
|---------------|-------------|--------|
| Brinks | Harmony | 019727 |
| Briones | Adrienne | 014268 |
| Brod | Beth | 012172 |
| Brooks | Denise | 011655 |
| Brooks | Nora | 011740 |
| Brotherson | S Ellen | 014109 |
| Brown | Barbara | 011841 |
| Brown | Gail | 007317 |
| Brown | Gregory | 014659 |
| Brown | Jamie | 016553 |
| Brown | Julie | 019064 |
| Brown | Keith | 001069 |
| Brown | ReShawn | 012674 |
| Brown | Richard | 011848 |
| Brown | Sahjo | 007434 |
| Brown | Susan | 007386 |
| Brucato | Kurt | 005778 |
| Bruce | Tina | 010607 |
| Brunak | Eugene | 013749 |
| Buchanan | Jennifer | 000897 |
| Buckley-Logue | Anne | 008713 |
| Buckmaster | Steven | 007776 |
| Bucknam | Jessica | 002184 |
| Buckowski | Kristie | 014674 |
| Budge | Nicholas | 012963 |
| Bulinski | Laura | 003896 |
| Bullock | Laura | 005552 |
| Bulow | Annelies | 011313 |
| Bunnell | Karen | 005114 |
| Burak | Gail | 008726 |
| Burgoine | Leslie | 016068 |
| Burkholder | Jody | 003713 |
| Burks | Nathan | 018367 |
| Burmester | David | 012136 |
| Burns | Christopher | 018826 |
| Burns | Elizabeth | 007734 |
| Burns | Scott | 012111 |
| Burny | Alana | 018994 |
| Burson | Lisa | 007920 |
| Bush | Kevin | 012975 |

| Last | First | ID |
|--------------------|-----------|--------|
| Butenhoff | Trevor | 016633 |
| Butler | Lori | 012604 |
| Butterfield | Andrew | 000496 |
| Button | Ann | 001033 |
| Byer | Aaron | 015903 |
| Byrkit | Margaret | 014302 |
| Cahill | David | 003317 |
| Caldwell | Benjamin | 006026 |
| Caldwell | Meredith | 006868 |
| Caldwell | Nicholas | 014943 |
| Callahan | Michael | 004267 |
| Callan | Suzanne | 004170 |
| Calli | Marilyn | 007227 |
| Callies | Sara | 016465 |
| Calvillo | Patricia | 005214 |
| Cameron | Nancy | 006909 |
| Cameron | Scott | 004650 |
| Camp | Charles | 008390 |
| Camp | Ian | 017608 |
| Campanella | Christine | 019855 |
| Campillo | Linda | 009137 |
| Cantwell | Anthony | 008492 |
| Cantwell | Sarah | 018724 |
| Cappella | Kate | 001254 |
| Caron | Ceyriss | 015374 |
| Carr | Jaimie | 017597 |
| Carr | Jonathan | 012626 |
| Carrera-Padilla | Maricruz | 012508 |
| Carstensen | Robert | 008398 |
| Carter Anderson | Susan | 010706 |
| Carter-Widyaratne | Lisabeth | 002458 |
| Casciato | Heather | 014373 |
| Casey | Allyson | 000119 |
| Caslavka | Jennifer | 016965 |
| Caton | Christine | 012398 |
| Cerney | Angela | 014222 |
| Cervantes-Campbell | Lucila | 010651 |
| Cha | Richard | 015820 |

| Last | First | ID |
|-------------|----------------|--------|
| Chambers | Heatherle | 001273 |
| Champion | Judith | 005102 |
| Champlain | Cheryl | 015154 |
| Chaney | Heather | 015396 |
| Chaplin | Nicole | 016679 |
| Chapman | Danelle | 013758 |
| Chapman | Gaye | 012113 |
| Chavez | Xavier | 013600 |
| Chedester | Shannon | 010511 |
| Cheek | Thomas | 015406 |
| Cheney | Kerri | 000042 |
| Cherry | Richard | 006632 |
| Chevallier | Michelle | 007943 |
| Child | David | 002998 |
| Childs | Sandra | 008716 |
| Chin | Elaine | 007319 |
| Chin | Gary | 006895 |
| Chin | May | 007283 |
| Choate | Jennifer | 013815 |
| Chow | Joanne | 003862 |
| Christ | Jennifer | 000866 |
| Christensen | Dianna | 007052 |
| Christman | Shana | 005262 |
| Christy | Ross | 018968 |
| Chu | Bryan | 017157 |
| Chun | Mary Elizabeth | 016360 |
| Clark | Kristen | 010838 |
| Clark | Melanie | 013755 |
| Clark II | Alfred | 006458 |
| Clarke | Dezire | 016667 |
| Clarke | Ellen | 002089 |
| Clarkson | Gregory | 007800 |
| Clegg | Lionel | 001295 |
| Clooten | Barth | 007951 |
| Clouse | Anthony | 008651 |
| Cloutier | Gail | 000794 |
| Coats | Robert | 007185 |
| Cockburn | Shelley | 008192 |
| Coffey | Daniel | 013616 |
| Cogan | Daniel | 015629 |

| Last | First | ID |
|-----------------|-----------|--------|
| Cohen | Suzanne | 012983 |
| Coleman | JoAnna | 012443 |
| Collinge | Amy | 019762 |
| Collins | Ashley | 002136 |
| Collins | Diana | 018775 |
| Collins | Erika | 003910 |
| Collins | Julia | 016830 |
| Collmer | Lynda | 003979 |
| Colvin | Paul | 007863 |
| Conable | Victoria | 018353 |
| Connors | Anna | 001255 |
| Conroy | Kevin | 015756 |
| Conry | Tom | 010936 |
| Consani | Mary | 006652 |
| Cook | Clara | 008317 |
| Cooke | Kyle | 016967 |
| Cooke | Patricia | 008001 |
| Coomes | Jennifer | 015373 |
| Cooper | Robin | 007137 |
| Cooper | Therese | 008161 |
| Cope | Barbara | 020058 |
| Cornet | Emily | 013534 |
| Cornet | Lindsay | 015551 |
| Corwin | Caryn | 008015 |
| Cosper | Karen | 007728 |
| Costa | Susan | 000414 |
| Cowherd | Catherine | 006356 |
| Cowley | Leslie | 016055 |
| Cox | Kelly | 013963 |
| Cox | Stephanie | 017785 |
| Craig-McFarland | Amy | 001252 |
| Cranley | Stephanie | 016595 |
| Crawford | Stephen | 003858 |
| Creamer | Paula | 002045 |
| Crews | Karanja | 012381 |
| Crock | Vanessa | 014107 |
| Crockett | Debra | 005224 |
| Crossen | Cora | 006321 |
| Croteau | Shawn | 011699 |
| Crouser | Julie | 007460 |

| Last | First | ID |
|---------------|-----------|--------|
| Crouser | Martin | 000012 |
| Crow | Elizabeth | 018854 |
| Crowder | Caley | 018028 |
| Crowell | Kimberly | 013030 |
| Crozier | Wendy | 018886 |
| Cudjoe | Jessica | 011248 |
| Culhane | Eleanor | 004591 |
| Culley | Lori | 018840 |
| Cummings | Victor | 005984 |
| Curley | Stephen | 015583 |
| Cusack | Carly | 017868 |
| Cushing | Julie | 007046 |
| Cushman | Caryn | 013688 |
| D'Cruz | Stephanie | 003633 |
| Daggett | Beverly | 002054 |
| Dagostino | Joseph | 016572 |
| Dahlen | Sherry | 003766 |
| Daley | Cadie | 015440 |
| Daley | Catherine | 008221 |
| Daley | Sara | 019666 |
| Dalla Corte | Nancy | 013792 |
| Damon | Alan | 006898 |
| Dang | Tina | 018399 |
| Daniels | Julie | 010485 |
| Danielson | Andre | 000588 |
| Danielson | Teri | 008580 |
| Danzer | Kellie | 008757 |
| Davidson | Amy | 012704 |
| Davidson | Elizabeth | 000979 |
| Davidson | Lisa | 000346 |
| Davila-Maquez | Anna | 014760 |
| Davis | Anna | 015432 |
| Davis | Carol | 007072 |
| Davis | Gabriela | 008168 |
| Dawson | Alexander | 013846 |
| Dawson | Elizabeth | 019298 |
| Day | Lorelle | 018397 |
| Day | Sean | 000289 |
| DeNiro | Meghan | 014721 |
| DeSanno | Ashley | 012812 |

| Last | First | ID |
|-------------|------------|--------|
| DeSantis | Carolyn | 002890 |
| DeVry | Peter | 013750 |
| Deacon | Lindsay | 016655 |
| Dean | Diane | 002479 |
| Dec | Erin | 017009 |
| Delwisch | Meghan | 008966 |
| Denlinger | Seth | 016874 |
| Denney | Cameron | 010361 |
| Denney | Kevin | 000564 |
| Dennis | Carol | 004698 |
| Dennis | Paula | 008663 |
| Dennison | Franki | 007044 |
| Dennison | Thaddeus | 004651 |
| Devine | John | 007310 |
| Deweese | Robbin | 006921 |
| Diamond | Kathleen | 006542 |
| Diaz | Meriba | 019664 |
| Dickerson | Jeremy | 007971 |
| Dierker | Anne | 016193 |
| Digiovanna | Colleen | 003478 |
| Dillavou | Leslie | 019822 |
| Diller | Lynnette | 019075 |
| Dilles | Mary | 002009 |
| Dillon | Melinda | 010484 |
| Dilworth | Kate | 018692 |
| Dineen | Eileen | 006774 |
| Ditmore | John | 001205 |
| Dittmer | Timothy | 003410 |
| Dixon | Colleen | 008764 |
| Dixon | Donald | 000067 |
| Dixon | Jacqueline | 014655 |
| Dixon | Maggie | 016936 |
| Dobos | Michele | 006760 |
| Dodson | Kirk | 020060 |
| Doern | Margie | 018967 |
| Doht-Barron | Karlyn | 000348 |
| Dolberg | Heather | 008000 |
| Dolson | Marie | 002157 |
| Domingue | Kathleen | 007620 |
| Donahoe | Patrick | 000755 |

| Last | First | ID |
|-----------------|-----------|--------|
| Doni | Lilia | 003591 |
| Donkers | Paul | 001158 |
| Donnelly | Sandra | 007563 |
| Dorn-Medeiros | Rebecca | 015790 |
| Dorobek | Leslie | 018211 |
| Dorsey | Kent | 006654 |
| Doss | Teresa | 007251 |
| Douglass | Susan | 008952 |
| Draper | Elizabeth | 005827 |
| Draper | Rachel | 012624 |
| Drentlaw | Nancy | 003722 |
| Drexler | Judith | 008791 |
| Dreyer | Christian | 000349 |
| DuBois | Elizabeth | 004299 |
| Duchow-Pressley | Michael | 008834 |
| Dudareva | Elena | 018696 |
| Dugan | Barbara | 003967 |
| Duggan | Andrew | 007718 |
| Dugo | David | 007534 |
| Duilio | Liza | 014962 |
| Dulcich | Cynthia | 004973 |
| Dunn | Marie | 000164 |
| Dunn | Melissa | 019752 |
| Dunn | Ria | 019767 |
| Dunnam | Lynn | 018899 |
| Duran | Joseph | 000991 |
| Durham | Amy | 012723 |
| Durocher | Anna | 009403 |
| Dustin | Steven | 015758 |
| Dutchuk | Ryan | 019121 |
| Dyer | Casey | 008553 |
| Eames | Carlyn | 001154 |
| Earl | Margaret | 010167 |
| Early | Elisabeth | 005236 |
| Eastman | Rebecca | 004537 |
| Eaton | Gerald | 000936 |
| Eckrich | Monica | 006185 |
| Edelson | Jennifer | 011782 |
| Edington | Linda | 013796 |

| Last | First | ID |
|----------------|-------------|--------|
| Edler | Jennifer | 017705 |
| Edwards | Kelly | 019978 |
| Edwards | Mila | 017723 |
| Edwards | Tamara | 001571 |
| Edwards Jr | Leonard | 002874 |
| Egan | Theresa | 010822 |
| Ekelof | Ingela | 012801 |
| Eldredge-Burns | Ann | 012171 |
| Ellenwood | Benjamin | 017771 |
| Elliott | Amanda Jane | 015353 |
| Ellis | Georgia | 006587 |
| Eltagonde | Peaches | 015480 |
| Elwell Jr | Donald | 008090 |
| Emig | James | 005991 |
| Enfield | Donald | 017797 |
| Engelstad | Deborah | 009026 |
| Epstein | Sarah | 009556 |
| Erbach | Brian | 016592 |
| Erickson | David | 004684 |
| Erickson | Kristian | 006792 |
| Esbensen | Thor-Aage | 011357 |
| Espinosa | Bianca | 015402 |
| Espinoza | Renee | 019192 |
| Essex | Elizabeth | 000187 |
| Estevez | Jennifer | 015920 |
| Esther | Marcia | 005498 |
| Estrada-Meza | Monica | 000322 |
| Evans | Linda | 008153 |
| Evans | Morgan | 006529 |
| Evans | Nancy | 013580 |
| Evers | Joseph | 012718 |
| Ewers | Cindy | 014560 |
| Ewing | Meghan | 017080 |
| Ewing | Shauna | 019749 |
| Fahey | Paula | 007055 |
| Fahrer | Mary | 006729 |
| Fain | Brian | 013644 |
| Fall | Charles | 010552 |
| Farnand | Rochella | 000397 |
| Farrell | Sarah | 013747 |

| Last | First | ID |
|-------------------|----------|--------|
| Fass | Eric | 013740 |
| Fast | Jennifer | 010906 |
| Feikert-Aquilizan | Julie | 007398 |
| Feinstein | Shava | 014669 |
| Feitelberg | Matthew | 013664 |
| Feldman | Felissa | 005329 |
| Feller | Amy | 008712 |
| Feltz | Laura | 008186 |
| Ferguson | Emily | 015786 |
| Ferguson | Joseph | 019669 |
| Ferguson | Leesa | 008625 |
| Fernandez | Lourdes | 010978 |
| Fernandez | Rebecca | 003928 |
| Ferrell-Burns | Elaine | 006003 |
| Feuz | Lisa | 003008 |
| Fields | Frank | 000170 |
| Fig | Nicole | 013593 |
| Finamori | Melody | 020037 |
| Finch | Thomas | 012672 |
| Fink | Kathleen | 009297 |
| Finn | Barbara | 005591 |
| Fiorante | Nancy | 005389 |
| Fischer | Jonathon | 010875 |
| Fiscus | Gretchen | 015453 |
| Fisher | Richard | 015733 |
| Fisher | Theresa | 005636 |
| Fisher-Spurlock | Kris | 004206 |
| Fitz | Charles | 005624 |
| Fitzgearld | Kevin | 008154 |
| Fitzpatrick | J | 000522 |
| Fitzsimons | Lara | 015437 |
| Fitzwater | Bryan | 015928 |
| Flagel | Eric | 006864 |
| Flamer | Mary | 007373 |
| Fleming | Julie | 015441 |
| Flenniken | Gregory | 018725 |
| Fletcher | Donna | 012708 |
| Flinn | Hannah | 017372 |
| Flood | Marian | 005042 |

| Last | First | ID |
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| Flores | Yolanda | 001409 |
| Flowerday | Chadrick | 000144 |
| Fode | Dianne | 005648 |
| Foiles | Stacey | 016575 |
| Foley | Krista | 010779 |
| Foley-Weintraub | Maia | 016816 |
| Forbes | Colleen | 005187 |
| Ford | Connie | 006391 |
| Ford | Emma | 000505 |
| Ford | Jaclyn | 012611 |
| Forrest | Sharon | 000185 |
| Forstag | Michael | 008163 |
| Forsythe | Joshua | 015077 |
| Fossen | Garth | 012760 |
| Foster | Emily | 002784 |
| Fournier | Ann | 000335 |
| Fox | Fred | 017471 |
| Fox | Maura | 005415 |
| Fradkin | Steven | 002497 |
| Fragar | Ariel | 013622 |
| Franciscone | Anthony | 005953 |
| Frankunas | David | 004676 |
| Fraught | Brian | 009168 |
| Fredericks | Sarah | 016959 |
| Fredgant | Daniel | 012147 |
| Freeman | Kari | 006609 |
| Freeman | Sierra | 010843 |
| Frick | Vickie | 007454 |
| Frisby | Susan | 008176 |
| Frisch | Molly | 015742 |
| Fukushima | Minori | 011136 |
| Fuller | Debra | 004084 |
| Fuller | Kathryn | 015499 |
| Gabriel | Leanne | 006419 |
| Gadbois | Angela | 000634 |
| Gaede | Adam | 016811 |
| Gaffney | Emily | 004165 |
| Gaitan | Kathleen | 006761 |
| Gale | Melinda | 000410 |
| Gallusser | Megan | 019764 |

| Last | First | ID |
|--------------------|-----------|--------|
| Gammon | Lynne | 008471 |
| Ganey | Gretchen | 008532 |
| Garcia Arriola | Alfonso | 012690 |
| Garcia-Velasco | Elena | 002201 |
| Garcie | Fabiola | 016699 |
| Garcie | Michael | 013581 |
| Gardes | Brian | 000480 |
| Gardner | Elizabeth | 016648 |
| Gardner | Kendra | 009194 |
| Gardner | MaryLynn | 008131 |
| Gardner | Rachel | 012621 |
| Gardner | Sara | 001181 |
| Gardner-Allers | N Lynne | 001391 |
| Garrett | Pamela | 010698 |
| Garver | Phillip | 005820 |
| Gary | Jocelyn | 010611 |
| Garza-Cano | Adolfo | 015534 |
| Gaspar | Stephen | 008038 |
| Gast | Mark | 011067 |
| Gavitte | Donald | 006499 |
| Gayler | Holly | 000716 |
| Geiger-Baker | Alicia | 000659 |
| Geisler | James | 000286 |
| Geiszler | Steve | 010524 |
| Gender | Anna | 010960 |
| Gentile | Jeff | 005985 |
| Gerald III | William | 006020 |
| Gerlach | Jennifer | 000290 |
| Germaneri-Clarkson | Suzanne | 004238 |
| Germundson | Susan | 006281 |
| Gernhart | Brett | 007186 |
| Geschwind | Jeremy | 011077 |
| Gevurtz | Tom | 010148 |
| Ghodsí | Leila | 010530 |
| Giarelli | Kimberley | 006657 |
| Gibbard | Gail | 019230 |
| Gibson | Craig | 003098 |
| Gibson | Neil | 019229 |
| Gibson-Cairns | Robert | 003805 |

| Last | First | ID |
|--------------|----------|--------|
| Gierer | William | 019670 |
| Gilbert | Darrel | 008729 |
| Gilbertz | Nancy | 008193 |
| Gilkey | Nancy | 012675 |
| Gillem | Bryn | 007033 |
| Gilley | Matthew | 000769 |
| Gillies | Laura | 007898 |
| Gilpin | Jeffrey | 002186 |
| Gilroy | Brian | 008005 |
| Gilson | Maria | 011788 |
| Glascock | Gregory | 017548 |
| Glover | John | 008342 |
| Godfrey | Joanne | 001267 |
| Goff | Diane | 002724 |
| Goldbloom | Stefanie | 010927 |
| Golden | John | 005331 |
| Golden | Kathryn | 012529 |
| Goldhammer | Timothy | 007268 |
| Goldman | Lilia | 001545 |
| Goldstein | Howard | 001909 |
| Gollhofer | Dianne | 000594 |
| Gomes | Kelly | 013395 |
| Gonzales | Jenny | 005773 |
| Gonzales | John | 004663 |
| Gonzales | Steve | 008295 |
| Gonzalez | Marisel | 016425 |
| Goodman | Bich | 019892 |
| Goodrich | Adelle | 013531 |
| Goodrich | Saima | 014372 |
| Goodrich | Thomas | 007847 |
| Gordin | Alex | 006261 |
| Gordon | Brenda | 009043 |
| Gouveia | Paul | 013095 |
| Graham | Timothy | 012888 |
| Graham | Todd | 000239 |
| Grahn | Brittany | 017316 |
| Grant | Derek | 015611 |
| Grant | Jeanne | 005458 |
| Grant | Sally | 000394 |
| Grant-Molina | Emily | 016567 |

| Last | First | ID |
|-----------------|-----------|--------|
| Graves | Richard | 006501 |
| Gray | Gina | 016660 |
| Green | Kelsey | 019814 |
| Green | Mary | 004730 |
| Greene | Deborah | 003814 |
| Greene | Debra | 003017 |
| Greene | Jan | 006802 |
| Gregor | Rebecca | 017074 |
| Gregory | Garin | 008551 |
| Grewell | Sherri | 004796 |
| Griesdorn | Catherine | 019168 |
| Griffin | William | 003273 |
| Griffith | Amy | 000770 |
| Grimes | Laura | 015601 |
| Grobey | Tod | 000247 |
| Grohn | Michela | 018012 |
| Gromko | Emily | 014703 |
| Groom | Roger | 006228 |
| Groom | Tracy | 006272 |
| Gross | Martha | 002866 |
| Grosscup | Benjamin | 003370 |
| Grossman | Deena | 014509 |
| Grove III | Thomas | 003232 |
| Grover | Amy | 003965 |
| Guerra-Sundberg | Alexandra | 017692 |
| Guildner | Dawn | 019808 |
| Gunderson | Kristin | 019065 |
| Gunther | Natalia | 001998 |
| Guthrie | Laura | 008880 |
| Guthrie | Scott | 008044 |
| Gutlerner | Jordan | 006395 |
| Gwaltney | Karen | 013157 |
| Gwynn | Pamela | 005920 |
| Haatia | Lynn | 008214 |
| Haddon | Blair | 011020 |
| Hakam | David | 016687 |
| | | |
| Hale | Erin | 013542 |
| Hale | Susanna | 004220 |
| Hales | Charlotte | 000629 |

| Last | First | ID |
|---------------------|----------|--------|
| Hall | Ellen | 015757 |
| Hall | Portia | 007406 |
| Hall | Ronda | 014699 |
| Hallinan | Sheila | 000873 |
| Halpern | Mark | 003552 |
| Halvorsen | Allison | 018030 |
| Halvorson | Betsy | 009332 |
| Hammel | Marcelle | 004112 |
| Hammond | Melenie | 019987 |
| Hanawa | Emi | 007334 |
| Hanes | Rachel | 001710 |
| Hansen | Amy | 011063 |
| Hansen | Bernie | 004776 |
| Hansen | Mark | 010844 |
| Hansen | Tammy | 010792 |
| Hanson | James | 000675 |
| Harbolt | Mary | 007410 |
| Hardin | Amy | 007541 |
| Hardin | Timothy | 002448 |
| Harding | Karen | 010705 |
| Hardy | Charles | 005801 |
| Hardy | Rosina | 000220 |
| Hargrave | Amy | 013217 |
| Harkness | Devin | 019724 |
| Harold | Jane | 007153 |
| Harold-Golden | Stacey | 008594 |
| Harper | Anne | 016656 |
| Harrah | Lindsey | 018875 |
| Harrington | Terri | 008014 |
| Harris | Angie | 000617 |
| Harris | Gaelle | 015712 |
| Harris-Wastradowski | Donna | 000793 |
| Hart | Carol | 007215 |
| Hart | Sydney | 005518 |
| Hart-Davis | Janice | 010605 |
| Hartmann | Eric | 002702 |
| Harvey | Janice | 002761 |
| Hasart | Dayna | 007202 |
| Hascall III | Norman | 003013 |

| Last | First | ID |
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| Hashimoto | James | 004655 |
| Haskell | April | 018260 |
| Hass | Elisabeth | 008323 |
| Hata | Chisao | 006071 |
| Hauser | Janice | 003249 |
| Havermann | Kristin | 018825 |
| Havran | Joanne | 007305 |
| Hawes | Elizabeth | 008799 |
| Hawksford | Anjanette | 008412 |
| Hayter | Virginia | 004004 |
| Haywood | Todd | 016539 |
| Hazzard | Laurel | 014687 |
| Headley | Alice | 011294 |
| Heard-Hopson | Patricia | 001131 |
| Heaton | Jennifer | 017963 |
| Heggem | Deborah | 016601 |
| Heilman | Margaret | 005433 |
| Heinrich | Tracy | 008267 |
| Heins | Marion | 002442 |
| Heisler | Mike | 000508 |
| Heller | Martha | 007914 |
| Henderson | Kathryn | 017745 |
| Hendricks | Linda | 006800 |
| Hendrickson | James | 007499 |
| Henning | Holly | 018929 |
| Henry | Amy | 007913 |
| Henry | Susan | 004692 |
| Heppner | Gregg | 006309 |
| Herder | Robert | 007011 |
| Herder | Sandra | 000844 |
| Herman | Matthew | 019157 |
| Hermansen | Rachel | 016675 |
| Hermens | Stephen | 010793 |
| Hernandez | Rita | 003484 |
| Herrington | Patricia | 006570 |
| Heuberger | Leeanne | 000723 |
| Hewig | Carol | 004541 |
| Hibbert | Lisa | 006620 |
| Hicks | Jan | 007845 |
| Hicks | Susan | 004990 |

| Last | First | ID |
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| Hieggelke | Jason | 011821 |
| Higbee | Keith | 000777 |
| Hilbourne | Amber | 010813 |
| Hildebrandt | Alison | 015390 |
| Hilderbrand | Joanne | 013433 |
| Hildner | Benjamin | 019757 |
| Hillis | David | 013671 |
| Hinderlie | Kara | 006742 |
| Hippe | Paul | 016596 |
| Hjorth | Mercedes | 013537 |
| Hobbs | Brian | 017734 |
| Hodell | Ellen | 018720 |
| Hoerauf | Jason | 011936 |
| Hoffelt | Andrea | 017778 |
| Holben | Melinda | 012691 |
| Holden | Nicole | 016435 |
| Holdren | Caitlin | 017793 |
| Holenstein | John | 007918 |
| Hollands | Walter | 007570 |
| Holloway | Danielle | 016578 |
| Hollyfield-Melz | Jessica | 011922 |
| Holm | Claire | 016167 |
| Holm | David | 018436 |
| Holmes | Joellen | 001293 |
| Holstine | Janice | 008125 |
| Holte | Rickey | 008200 |
| Holton | Lashell | 017121 |
| Homberg | Jamie | 017784 |
| Hook | Kathryn | 005863 |
| Hooten | Carrie | 008189 |
| Hopkins | Christine | 010933 |
| Horner | Martha | 010938 |
| Horrigan | Michael | 010811 |
| House | Suzanne | 006982 |
| Howard | Kimberly | 007668 |
| Howard | Susan | 014664 |
| Howard | Wendy | 011826 |
| Hryciw | Timothy | 006908 |
| Hryniewicz | James | 004508 |
| Huckaba | Dave | 007708 |

| Last | First | ID |
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| Hudson | Christopher | 006579 |
| Hudson | Karla | 008182 |
| Huerta | Hilary | 015451 |
| Huff II | Ronald | 000105 |
| Huffman | Katherine | 007430 |
| Huffman | Michele | 008018 |
| Hufford | Mari | 003494 |
| Hugel | Liduan | 001838 |
| Hughes | Keri | 007888 |
| Hughes | Melody | 018918 |
| Hughes | Sarah | 018913 |
| Hughes | Vanessa | 014690 |
| Humphrey | Angel | 009108 |
| Humphrey | Laura | 014817 |
| Hunt | Kathryn | 008864 |
| Hunt | Nicole | 012462 |
| Hunter | Jesse | 017649 |
| Hunting | Kimberly | 001099 |
| Huntington | Gregory | 019780 |
| Huntley | Joni | 006248 |
| Hurner | Rose | 008856 |
| Husbands | Nancy | 003728 |
| Hutchison | Jess | 018373 |
| Hyde | Lisa | 015377 |
| Hyde III | Simeon | 013517 |
| Iliff | Joyce | 006523 |
| Immesoete | Melissa | 012890 |
| Ingersoll | Janice | 004411 |
| Irby | Cynthia | 009154 |
| Irons | Michelle | 010582 |
| Irwin | Kristin | 012861 |
| Iverson | Jill | 006871 |
| Jackson | Amy | 014879 |
| Jackson | Caleb | 016650 |
| Jackson | Dawn | 003909 |
| Jackson | Eileen | 007446 |
| Jackson | Laura | 007021 |
| Jacobs | Glen | 006498 |
| Jacobs | Tina | 014677 |
| Jacobsen | Dana | 008047 |

| Last | First | ID |
|----------------|-----------|--------|
| Jacobsen | Jessica | 012699 |
| Jamesbarry | Anthony | 007331 |
| Jamesbarry | Sarah | 009326 |
| Jansa | Michael | 018837 |
| Janson | Patricia | 007940 |
| Jaquiss | Andrew D | 008155 |
| Jenkins | Douglas | 017900 |
| Jensen | Eleanor | 005369 |
| Jensen | Kendall | 018928 |
| Jensen | Martha | 015647 |
| Jensen | Rachell | 001266 |
| Jensen | Rose | 006142 |
| Jensvold | Elizabeth | 003328 |
| Jeppesen | Paula | 008599 |
| Johansson | Eric | 005783 |
| Johnson | Bradley | 017777 |
| Johnson | Daniel | 016565 |
| Johnson | Emily | 018697 |
| Johnson | Gina | 009092 |
| Johnson | Jeffrey | 006763 |
| Johnson | Jeffrey | 008247 |
| Johnson | Justin | 000995 |
| Johnson | Katharine | 000537 |
| Johnson | Katie | 013970 |
| Johnson | Kimberly | 004225 |
| Johnson | Leah | 016987 |
| Johnson | Megan | 001521 |
| Johnson | Melissa | 008797 |
| Johnson | Melissa | 018710 |
| Johnson | Rebecca | 008530 |
| Johnson | Sean | 016954 |
| Johnson Sr | Alvin | 008148 |
| Johnson-Koziuk | Kimla | 004891 |
| Johnson-Smith | Carole | 015547 |
| Johnston | Craig | 016689 |
| Johnston | Kim | 008300 |
| Johnston | Melinda | 007150 |
| Jones | Bonnie | 001339 |
| Jones | Karen | 000889 |

| Last | First | ID |
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| Jones | Keith | 015317 |
| Jones | Kelli | 000907 |
| Jones | Richard | 014806 |
| Jorgensen | Sherri | 008550 |
| Joseph | Chelyn | 011705 |
| Joy | Kelli | 019056 |
| Joyalle | Jennifer | 013356 |
| Jugel | Lynn | 000152 |
| Jurisons | Mary | 007824 |
| Kabza | Matthew | 015367 |
| Kahn | Meghan | 017867 |
| Kaiser | Jeramie | 014089 |
| Kamata | Yoshiko | 002198 |
| Kamery | Lee | 002887 |
| Kamoshita | Therese | 002038 |
| Kane | Thomas | 008367 |
| Kanealey | Patrick | 015555 |
| Kaplan | David | 000934 |
| Kapranos | Anna | 017646 |
| Kapranos | Jaina | 010963 |
| Kapranos | Nicholas | 008962 |
| Karki | Dana | 017786 |
| Karpouzes | Stephanie | 015365 |
| Karsten | Kristy | 015442 |
| Kasch | Amy | 014629 |
| Kavanaugh | John | 007380 |
| Keefe | Debbie | 000647 |
| Keith | Althea | 015375 |
| Kelley | Jennifer | 001340 |
| Kelly | David | 013539 |
| Kelly | Nancy | 006431 |
| Kelly | Terese | 006644 |
| Kemp | James | 011715 |
| Kemper | Keska | 014902 |
| Kempster | Karen | 019874 |
| Kennedy | Carol | 016588 |
| Kennedy | Joseph | 012001 |
| Kennedy | Pamela | 014340 |
| Kenney | Michelle | 011741 |
| Kenny | Maureen | 003350 |

| Last | First | ID |
|-----------------|-----------|--------|
| Kenyon | Kimberly | 013735 |
| Ketel | Christine | 001485 |
| Keyser | John | 013722 |
| Khvilivitzky | Natalya | 001833 |
| Kidd | Karina | 005926 |
| Kimball | Katharine | 019772 |
| Kimlinger | Lauren | 018029 |
| Kincaid | Kathy | 006407 |
| King | Amber | 015434 |
| King | Kristyn | 006892 |
| King | Linea | 004484 |
| Kinner | Alexis | 006449 |
| Kirk | Karey | 012991 |
| Kirkaldie | Elizabeth | 015444 |
| Kirsch-McMaster | Megan | 010850 |
| Kirschner | Leah | 010898 |
| Kittrick | Shannon | 019782 |
| Kjome | Kristin | 009079 |
| Klaus | Julia | 017818 |
| Klee | Richard | 007771 |
| Klein | Christine | 018626 |
| Klein | Kathryn | 008679 |
| Klein | Shara | 017593 |
| Knight | Artie | 007910 |
| Kniser | Timothy | 000825 |
| Knoblich | Jeffrey | 019706 |
| Knutsen | Kristin | 000795 |
| Ko | Elaine | 006726 |
| Kobs | Lisbeth | 009011 |
| Koch | Markeeta | 000721 |
| Koenig | Misty | 019769 |
| Kohn | Sarah | 012954 |
| Kolb | Melissa | 000446 |
| Koning | Jill | 008454 |
| Kordahl | Elin | 002992 |
| Koshy | Elizabeth | 011095 |
| Kozil | Andrea | 019188 |
| Kozlowski | Kristen | 011501 |
| Kraig-Turner | Gretchen | 019581 |
| Kray | Shelby | 009570 |

| Last | First | ID |
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| Krekorian | Maria | 019783 |
| Kreuzer | Sara | 006340 |
| Kriska | Darcy | 008054 |
| Krohn | Kurt | 006874 |
| Krom | Julie | 008814 |
| Kropp | Daniel | 008424 |
| Kroswek | Paul | 015545 |
| Kruger | Diana | 016225 |
| Kucera | Kristi | 003287 |
| Kuether | Britt | 017594 |
| Kuhl | Peri | 008778 |
| Kuhlman | Carrie | 017746 |
| Kulak | Andrew | 004529 |
| Kurkinen | Megan | 016442 |
| Kurtz | Carolyn | 010385 |
| Kurtz | Chris | 009147 |
| Kurtz | Joseph | 005841 |
| Kutasz | Barbara | 004409 |
| Labudda | Kirstin | 007831 |
| Lacaden | Michelle | 007964 |
| Lageson | Tina | 013730 |
| Lagos-Anker | Monica | 010741 |
| Lagreide | Rick | 001243 |
| Lahart | Bernard | 002979 |
| Lahey | Sheryl | 003207 |
| Lambert | Stephen | 005887 |
| Lamkins | Judy | 013982 |
| Lammert | Lisa | 013684 |
| Lamoreaux | Michelle | 013582 |
| Lamp | Christopher | 002735 |
| Lancaster | Steven | 012701 |
| Lanctot | Michele | 000524 |
| Landis | Kali | 018637 |
| Lane | Chris | 009095 |
| Lane | Jeffrey | 010171 |
| Lane | Jo | 000556 |
| Lang | Cassandra | 008188 |
| Lang | Michael | 006550 |
| Lanigan | Alison | 000380 |
| Lannigan | Elizabeth | 009112 |

| Last | First | ID |
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| Lanzas | Cassandre | 012715 |
| Lapotin | Nancy | 008341 |
| Lara | Felipe | 010869 |
| Largo | Abby | 016613 |
| Lariza | Katherine | 006247 |
| Larsen | Anne | 007441 |
| Larsen | Penelope | 008620 |
| Larson | Jamie | 018018 |
| Lasher | Kristin | 008804 |
| Lasley | John | 008100 |
| Lathan | Chrysanthius | 016571 |
| Lathrop | Fei | 015183 |
| Latocha | Koren | 013113 |
| Laurence | Drew | 013442 |
| Lauretti | Leslie | 011863 |
| Laurila | Janelle | 009032 |
| Lawler | Beth | 014868 |
| Lawler | Margaret | 011328 |
| Lawrence | Deborah | 008068 |
| Layman | Mildred | 006483 |
| Le Fave | Dominic | 014197 |
| LeBlanc | Christina | 008450 |
| LeVan | Angela | 011834 |
| Leach | Sam | 010400 |
| Leahy | Dianne | 005806 |
| Leake | Lynne | 007596 |
| Leary | Victoria | 004179 |
| Lebaron | Suzanne | 007946 |
| Lee | Min | 003916 |
| Leeman | Dylan | 011861 |
| Leeson | Lorana | 009351 |
| Lefitz | Aaron | 013763 |
| Lehmkuhl | Caroline | 018961 |
| Leineweber | Heidi | 006069 |
| Lemma | Laura | 017709 |
| Leong | Verna | 014701 |
| Lepley | Jodene | 009055 |
| Leroy | Patricia | 002805 |
| Lesher | Deborah | 000829 |
| Leslie | Natalie | 011064 |

| Last | First | ID |
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| Letson | Charlene | 012322 |
| Lettner | Karen | 005992 |
| Levear | Ian | 006853 |
| Levine | Eric | 004028 |
| Levine | Nicole | 017402 |
| Levine | Nina | 012761 |
| Lewis | Christopher | 010876 |
| Lewis | Connie | 006540 |
| Lewis | Diane | 017306 |
| Lewis | Silvia | 003610 |
| Libke | Kathryn | 004326 |
| Lickey | David | 005381 |
| Licurse | Anne | 012724 |
| Lifton | David | 002116 |
| Liljequist | Kiva | 008693 |
| Lindahl | Amy | 013543 |
| Lindeman | Suzanna | 001342 |
| Lindemann | Tamara | 007901 |
| Lindenmeyer | Patrick | 010590 |
| Linder | John | 006859 |
| Lipscomb | Edmund | 005708 |
| Lipson | Andrew | 003286 |
| Liscia | Danielle | 002716 |
| Llewellyn | David | 009244 |
| Locke | Karrie | 007351 |
| Loeb | Pamela | 007715 |
| Loewen | Katherine | 019662 |
| Lofquist | Eric | 013724 |
| Logan | Cheri | 000358 |
| London Tinsel | Jamin | 009294 |
| Longstreet | Cori | 016092 |
| Longstreth | Katharine | 013633 |
| Loomis | Gwen | 001859 |
| Looney | Liberty | 007442 |
| Lopez | Alodie | 013726 |
| Lopez | Luis | 017595 |
| Loprinzi | Colleen | 012965 |
| Loske | Lisa | 007037 |
| Lovatt | Pardis | 000073 |
| Loveland | James | 011061 |

| Last | First | ID |
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| Loveland | Jennifer | 012599 |
| Loveless | Timothy | 012849 |
| Lovely | Patricia | 005382 |
| Lowe | Chrysann | 013111 |
| Lowery | Marianne | 009401 |
| Lu | Yanping | 015584 |
| Luk | Tessa | 009435 |
| Lum | Lisa | 009235 |
| Lundberg | Sally | 008610 |
| Lunde | Heidi | 017758 |
| Lupfer | Kimiko | 018903 |
| Luria | Alexandra | 016684 |
| Luthy | Mary | 000087 |
| Lyerla | Jessica | 014482 |
| Lynch | Tracie | 006926 |
| Lynch | William | 011846 |
| Maack | Rodney | 002746 |
| MacCartney | Eric | 015937 |
| MacDicken | Derek | 001208 |
| MacKinnon | Amy | 012964 |
| MacNeill | Marla | 017126 |
| Macdonald | Stephanie | 016597 |
| Mack | Catherine | 019729 |
| Mackay | Vivian | 007991 |
| Macklin | William | 012892 |
| Macon | Barbara | 015460 |
| Macy | Jill | 007875 |
| Maddocks | Joseph | 009064 |
| Madore | Debra | 004713 |
| Mafara | Kathleen | 009209 |
| Mahon | Marsha | 006922 |
| Mahurin | Michael | 000683 |
| Maier | Christine | 007408 |
| Maier | Elizabeth | 018016 |
| Mak | Korey | 014030 |
| Makara | Jamie | 012695 |
| Maleah | Jolynn | 007797 |
| Maloney | Peggy | 005972 |
| Malzahn | Lynn | 006803 |
| Mangan | Patrick | 017769 |

| Last | First | ID |
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| Mann | Robyn | 006885 |
| Mantia | Mike | 006708 |
| Marchyok | Matthew | 013743 |
| Marcus-McEwen | Kristine | 007026 |
| Margolis | Jason | 009197 |
| Markewitz | Emily | 000460 |
| Marquardt | Amy | 018120 |
| Marquardt | Christopher | 015700 |
| Marquardt | Kevin | 016520 |
| Marsh | Kelly | 010311 |
| Marsland | Melissa | 010604 |
| Martin | Andrea | 018891 |
| Martin | Cathleen | 006461 |
| Martin | Dawn | 007635 |
| Martin | Elisabeth | 012813 |
| Martin | Joshua | 013533 |
| Martin | Rebekah | 009060 |
| Martine | Emily | 015084 |
| Martinez | Carolina | 000574 |
| Martinez | Matilde | 007369 |
| Marx | Kara | 012710 |
| Mashia | Jeanetta | 008678 |
| Masters | Sheila | 007077 |
| Masunaga | Kiya | 012293 |
| Matsumoto | Judy | 008421 |
| Matthews-Fisher | Naomi | 008941 |
| Mattox | D | 000318 |
| Matyiko | Geri | 013578 |
| Mauldin | Robin | 010759 |
| Maves | Randall | 015431 |
| May | Anne | 011913 |
| Mayer | Elizabeth | 001036 |
| Maynard | Allyson | 000590 |
| Maynard | Jamie | 012725 |
| Mayo-Hudson | Kathryn | 019781 |
| McAdams | Cynthia | 007704 |
| McAlister | Rebecca | 008197 |
| McArthur | Martha | 003601 |
| McBride | Amy | 016977 |

| Last | First | ID |
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| McCann | Luke | 014199 |
| McCarter | Andrea | 012686 |
| McCarthy | Thomas | 007978 |
| McCartney | Layne | 017762 |
| McCarty | Christine | 019016 |
| McCarty | Scott | 000888 |
| McClain | Brandan | 012654 |
| McClelland | Karen | 014931 |
| McClendon III | William | 007444 |
| McClincy | Clare | 008264 |
| McClure | Cheryl | 001347 |
| McClure | Melissa | 020130 |
| McCormick | Mary | 008415 |
| McCormick | Rosalind | 006270 |
| McCoy | Caroline | 015403 |
| McCrossen | Melinda | 005472 |
| McCulloch | Caroline | 002699 |
| McDonald | Natalia | 001288 |
| McEwan | Karen | 000973 |
| McFarland | Camden | 016381 |
| McGhee | Shalonda | 018798 |
| McGlone-Shuell | Lorison | 007102 |
| McGrady | Andrea | 001993 |
| McGrady | Patrick | 007157 |
| McGuinness | Maureen | 000115 |
| McHaley | Saneun | 011833 |
| Foley | | |
| McIntosh | Teresa | 013988 |
| McIntyre | Laurie | 006875 |
| McIntyre | Linda | 008315 |
| McKee | Sarah | 000209 |
| McKelvey | Terry | 008705 |
| McKenzie | Valerie | 005625 |
| McKibben | Darci | 012993 |
| McKie | Donald | 018765 |
| McLaughlin | John | 004797 |
| McLaughlin | Shannon | 001284 |
| McLean | Daisy | 005782 |
| McLean | Reese | 019038 |
| McLellan | Linda | 007927 |

| Last | First | ID |
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| McLellarn | Palmyra | 008893 |
| McLernon | Gayle | 004254 |
| McLeron | Michael | 016606 |
| McMahon | Jill | 012750 |
| McMahon | Shawn | 016599 |
| McNeely | James | 006178 |
| McNutt | Nicole | 010999 |
| Meadows | Anneliese | 004279 |
| Mease | Sara | 008816 |
| Medley | Ethan | 003637 |
| Megivern | Mary | 003343 |
| Meguire | Rian | 016694 |
| Meier | Karen | 002698 |
| Melling | Richard | 012349 |
| Mercer | Stacy | 008306 |
| Merriman | Carol | 008565 |
| Mesch | Anne | 004294 |
| Meskimen | John | 000052 |
| Metz | Michael | 008363 |
| Meyer | Jennifer | 015360 |
| Meyer | Katherine | 006733 |
| Meyer | Marie | 016498 |
| Meyer | Mia | 007422 |
| Meyer | Susan | 008216 |
| Meyers | Craig | 019125 |
| Meyers | Michael | 019765 |
| Meyers | Thomas | 004749 |
| Meza | Jorge | 011862 |
| Mi | Wenrong | 014930 |
| Michael | Janet | 010089 |
| Michael | Mary | 002284 |
| Michels | Rose | 013695 |
| Middleton | Elizabeth | 015617 |
| Mildenberger | Marjory | 007156 |
| Miles | Anne | 004911 |
| Miles | Darryl | 016220 |
| Miles | Douglas | 007437 |
| Milford | Kelly | 016564 |
| Miljkovic | Hannah | 017285 |
| Millar | Alain | 001326 |

| Last | First | ID |
|-----------------|------------|--------|
| Miller | Brandi | 013416 |
| Miller | Christia | 008796 |
| Miller | Dana | 012606 |
| Miller | Deborah | 006767 |
| Miller | Jamie | 013072 |
| Miller | John | 013723 |
| Miller | Jolinda | 008444 |
| Miller | Karen | 008187 |
| Miller | Lynn | 007124 |
| Miller | Marcia | 003810 |
| Minzghor | Kehaulani | 000862 |
| Mjelde | Tonya | 014626 |
| Mode | Connie | 000638 |
| Mogi | Eriko | 006275 |
| Moist | Dennis | 000329 |
| Molina | Jose | 015624 |
| Molloy | David | 006337 |
| Monroe | Mary-Lynne | 003224 |
| Monroe | Melanie | 005742 |
| Montano | Irene | 006965 |
| Monteith | Aaron | 001218 |
| Montfort | Alex | 017943 |
| Moon | Karen | 003016 |
| Moon | Kristin | 008743 |
| Moore | Darrell | 005522 |
| Moore | Janice | 007990 |
| Moore | Kathryn | 013787 |
| Moore | Roland | 015103 |
| Morales-Vazquez | Karina | 019663 |
| Moren | Michael | 017887 |
| Moreno | Aaron | 015438 |
| Morgan | Darci | 015877 |
| Morgan | Debra | 003603 |
| Morgan | Jennifer | 013193 |
| Morgan | Laura | 011041 |
| Morgan | Melissa | 000207 |
| Morley | David | 016580 |
| Morrell | Lisa | 001150 |
| Morris | Carolyn | 005408 |
| Morris | Jacy | 010608 |

| Last | First | ID |
|----------------|-------------|--------|
| Morris | Mary | 008261 |
| Morris | Melanie | 007421 |
| Morris | Rhonda | 007034 |
| Morris | Shae | 013590 |
| Morse | Cynthia | 013794 |
| Moule | Matthew | 010852 |
| Mowe | Kristi | 005617 |
| Mower | Dawn | 002204 |
| Moxley | Robert | 016664 |
| Moyer | Megan | 018879 |
| Muchow-Martens | Julie | 007114 |
| Muir | Kevin | 007392 |
| Mullaney | Bridget | 016589 |
| Mullen | Elaine | 007388 |
| Mullins | Molly | 015034 |
| Muncie-Jarvis | Ashley | 018921 |
| Mundal | Alan | 006120 |
| Munro | Avril | 002430 |
| Murchison | Jessica | 018174 |
| Murdock | Melinda | 009305 |
| Murdock | Rose | 005562 |
| Murer | Margaret | 009116 |
| Murphy | Stacy | 003891 |
| Murphy-Hecht | Brooke | 015004 |
| Murray | Catherine | 012087 |
| Musaeus | Steven | 006683 |
| Musashino | Keisuke | 006794 |
| Mutnick | Barbara | 002406 |
| Myers | David | 011101 |
| Myers | Tonya | 016634 |
| Naberhaus | Chad | 018726 |
| Naganuma | Steve | 007665 |
| Nahurski | Andrea | 012591 |
| Nally | David | 002205 |
| Nam | Hyung | 007934 |
| Nass | Deborah | 000370 |
| Naze | Christopher | 012415 |
| Naze | Craig | 000089 |
| Neal | Carolyn | 006176 |
| Nee | William | 015580 |

| Last | First | ID |
|----------------------|-------------|--------|
| Needham | Benton | 008596 |
| Neeley | Lisa | 016996 |
| Neff | Margrit | 007038 |
| Neff | Suzanne | 001086 |
| Nelson | Bethany | 017687 |
| Nelson | Cheryl | 013172 |
| Nelson | Dawn | 008091 |
| Nelson | Heather | 000058 |
| Nelson | Jeannette | 012800 |
| Nelson | Susan | 000246 |
| Nelson | Susan | 013096 |
| Nelson-Cahill | Amy | 008351 |
| Nelson-Owusu | Sandra | 007560 |
| Nemeth | Zsuzsa | 001052 |
| Nesbitt | Margaret | 001935 |
| Neufeld-Griffin | Teri | 007536 |
| Newmark | Barbara | 005663 |
| Ngai | Lillian | 001247 |
| Nguyen | Nguyen | 004174 |
| Nguyen | Thuy | 005923 |
| Nguyen-Johnson | Anh | 013521 |
| Nichenko | Linda | 007262 |
| Nicholl | Alicia | 017874 |
| Nicholson | Deborah | 007967 |
| Niebergall | Briggette | 008529 |
| Niebergall | Christopher | 008572 |
| Niebergall-Eltagonde | Christopher | 015472 |
| Niebergall-Eltagonde | Keala | 018841 |
| Niedermeyer | Sally | 007246 |
| Nims | Stephen | 000022 |
| Noakes | Kianne | 018013 |
| Nolan | Michael | 001162 |
| Nomeland | Christine | 004000 |
| Nordwall Keller | Genevieve | 000997 |
| Noyer | Nanci | 003768 |
| Nunn | Amy | 013651 |
| Nussbaum | Elaine | 005520 |
| Nutter | Jennifer | 010839 |

| Last | First | ID |
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| O'Brien | Jeanne | 015386 |
| O'Brien | Lisa | 008151 |
| O'Connell | Margo | 010177 |
| O'Doherty | Mark | 007598 |
| O'Donovan | Christine | 004375 |
| O'Hanlon | Grace | 003539 |
| O'Hara | Mary | 018084 |
| O'Leary | Megan | 014725 |
| O'Malley | Tamara | 015433 |
| O'Neill | Michael | 012097 |
| O'Neill | Steven | 000405 |
| O'Shea-Betker | Patricia | 005301 |
| ONeal | Shawna | 019665 |
| ONeill | Juliana | 000468 |
| Oesterle | Carla | 001286 |
| Olavarrieta | Jose | 013532 |
| Olberding | Claire | 013166 |
| Oleksak | Richard | 002584 |
| Oleson | Matthew | 017738 |
| Olivera | Christine | 019312 |
| Olsen | Aaron | 001093 |
| Olsen | Martin | 008940 |
| Olson | William | 015905 |
| Omey | Denise | 019255 |
| Oppedisano | John | 001877 |
| Orcutt Kane | Lisa | 009479 |
| Ordway | Kirk | 000063 |
| Ormerod | Constance | 005654 |
| Orndorff | Steven | 003648 |
| Ortiz | Esteban | 010532 |
| Osborne | Nancy | 008561 |
| Oshea | Andrew | 007083 |
| Osterlund | Diann | 020023 |
| Otero | Mijail | 010923 |
| Outcalt | Sara | 011057 |
| Owen-Cooper | Linda | 006074 |
| Owens | Jason | 000926 |
| Owens | Jennifer | 007588 |
| Page | Barbara | 000326 |
| Page | Kazuko | 002128 |

| Last | First | ID |
|------------------|-----------|--------|
| Page | Lauren | 016530 |
| Pagenstecher | Aubrey | 014698 |
| Pakseresht | Kaveh | 014810 |
| Palici | Sirena | 011316 |
| Pallier | Christine | 000707 |
| Palmer | Brooke | 017679 |
| Palmer | Julie | 003359 |
| Palmer | Rosamma | 000184 |
| Panagopoulos | Raymond | 018763 |
| Pankratova-Kniep | Yelena | 003293 |
| Pao | Catherine | 003920 |
| Pappas | Chrysiis | 017701 |
| Parente | Teri | 016557 |
| Parker | Catherine | 013990 |
| Parker | Robert | 015961 |
| Parks | Kylene | 015469 |
| Parmán | Kristan | 011778 |
| Parr | Charlene | 008733 |
| Parr | Gary | 007523 |
| Parrott | Craig | 013715 |
| Parrott | Kirsten | 010868 |
| Parshalle | Michiko | 016698 |
| Patterson | Patricia | 007556 |
| Pattiani | Colleen | 008919 |
| Pauley | Janice | 007264 |
| Pawol | Shannon | 019759 |
| Paxton | Lisa | 008254 |
| Paxton-Williams | Katherine | 005186 |
| Peake | Mary | 007557 |
| Peake | Michelle | 014665 |
| Pearl | Stephanie | 013149 |
| Pearson | Melissa | 015595 |
| Peattie | Julia | 003547 |
| Pedersen | Julie | 006477 |
| Pederson | Ryan | 010931 |
| Peeler | Jeffrey | 011384 |
| Peerenboom | James | 007304 |
| Peirce | Kenneth | 008404 |
| Pellico | Matthew | 007061 |

| Last | First | ID |
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| Pelster | Jeanette | 017766 |
| Penk | George | 007243 |
| Penny | Shelley | 012412 |
| Peoples | Margarett | 000478 |
| Pepitone | Andrea | 016958 |
| Perkins | Lisa | 006346 |
| Peterka | Sky | 014831 |
| Peters | Diana | 001030 |
| Petersen | Ingrid | 013219 |
| Peterson | Anna-Kate | 014395 |
| Peterson | Lucinda | 008209 |
| Peterson | Russell | 007779 |
| Peterson | Stacy | 015054 |
| Petrin | Kelly | 005493 |
| Pettit | Cara | 000114 |
| Peyton | Arlie | 016132 |
| Pfohman | Susan | 006459 |
| Phelps | Lynne | 002897 |
| Pieren | Melisa | 006618 |
| Pierre | Patrice | 018156 |
| Pierson | Paul | 000023 |
| Pinegar | Carol | 004381 |
| Pinyoun | Baret | 016638 |
| Piper | Shyla | 012318 |
| Pixley | Emily | 016605 |
| Plank | Cynthia | 011847 |
| Plato | Julie | 006847 |
| Plaza | Linda | 005077 |
| Plein | Michael | 016583 |
| Pluymers | Rochelle | 008584 |
| Podichetty | Jennifer | 000983 |
| Polis | Karen | 003732 |
| Polson | Kenneth | 015035 |
| Porter | Joshua | 001206 |
| Porter | Kristina | 000678 |
| Porter | Patrisha | 007751 |
| Porter | Rachel | 012990 |
| Post | Brian | 016602 |
| Posterna | Anastacia | 016607 |
| Potestio | Michael | 006716 |

| Last | First | ID |
|----------------|-----------|--------|
| Potestio | Michele | 007804 |
| Powell | Charity | 012000 |
| Powell | Ina | 002423 |
| Powell | Thom | 002326 |
| Prakken | Jennifer | 017647 |
| Pressman-Olson | Beth | 007017 |
| Price | Robert | 013742 |
| Pringle | Stephanie | 007905 |
| Provost | Alicia | 003942 |
| Pruitt | Tami | 007496 |
| Prusynski | Brian | 011835 |
| Pryor | Melanie | 009007 |
| Puckett | Kimberly | 007786 |
| Puhvel | Peter | 012955 |
| Purpura | Teresa | 004264 |
| Putney | Julie | 006313 |
| Qualey | Greg | 013698 |
| Qualls | Julenne | 006672 |
| Quan | Alexander | 008887 |
| Quinn | Brian | 008294 |
| Quinton | Erin | 002703 |
| Rabchuk Jr | Alexander | 004864 |
| Raczek | Margaret | 007953 |
| Rader | Jessica | 008406 |
| Radler-Okby | Cynthia | 019989 |
| Radow | Helen | 008900 |
| Railey | Eddie | 013841 |
| Rainey | John | 015536 |
| Raisman | Elizabeth | 010807 |
| Ramirez | Guiza | 015364 |
| Ramirez | Maria | 004222 |
| Ramsey | Jeffrey | 006116 |
| Ramsey | Melanie | 005884 |
| Rattelman | Tracy | 010958 |
| Raujol | Chris | 006958 |
| Ray | Rachel | 011773 |
| Reardon | Stephen | 005535 |
| Reavis | Susan | 016535 |
| Rebholz | Jill | 008926 |
| Recht | Isabel | 016146 |

| Last | First | ID |
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| Redd | Bonnie | 000560 |
| Reddekopp | Julianne | 008725 |
| Reed | Joshua | 015380 |
| Reetz | Paul | 005362 |
| Reeves | Gage | 000333 |
| Reeves | Jennifer | 018983 |
| Rehm | Thomas | 007520 |
| Reid | Anne-Marie | 019058 |
| Reif | Burton | 007998 |
| Reimuller | Mirabai | 016591 |
| Reisman | Deanna | 000365 |
| Reiter | Bruce | 002665 |
| Relaford | Rosemary | 019820 |
| Renauer | Molly | 006839 |
| Repollet | Marta | 004806 |
| Retherford | Chris | 008873 |
| Revay | Akiko | 019173 |
| Reynolds | Donald | 004834 |
| Rhiger | Barbara | 005942 |
| Rhoades | Trisha | 016903 |
| Richards | Louise | 011137 |
| Richman | Christian | 011573 |
| Richman | Geoffrey | 010835 |
| Richter | John | 002393 |
| Ridabock | Amy | 008848 |
| Riechers | Francine | 005865 |
| Riehl | June | 000799 |
| Rier | Richard | 006727 |
| Rierson | Julie | 008826 |
| Rinehart | Paul | 010071 |
| Rinier | Kim | 013148 |
| Rintoul | Richard | 019128 |
| Rischiotto | Jean | 004735 |
| Riscol | Nichole | 001028 |
| Ritter | Melissa | 015080 |
| Rivera | Anibal | 006322 |
| Rivers | Lisa | 015424 |
| Rizzo | Leslie | 013402 |
| Robb | Bonnie | 008179 |
| Robbins | Amy | 010580 |

| Last | First | ID |
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| Robert | Rodney | 007983 |
| Roberts | Dawn | 013670 |
| Robertson | Blake | 015665 |
| Robertson | Elisabeth | 015600 |
| Robertson | Heather | 009393 |
| Robertson | Patricia | 002325 |
| Robertson | Shelley | 009387 |
| Robinson | Drew | 017839 |
| Rockness | Tor | 011193 |
| Rockwell | Melody | 012806 |
| Roddis | Aaron | 016559 |
| Rodeback | Mary | 012605 |
| Rodhe | Casey | 016007 |
| Rodriguez | David | 019758 |
| Rodriguez | James | 007885 |
| Rodriguez | Marisol | 001348 |
| Rojas | Agaryvette | 008542 |
| Rolfe | Robin | 003225 |
| Rollins | Thomas | 005619 |
| Romanaggi | Joanne | 008830 |
| Romanaggi | Mike | 002925 |
| Rood | Jeffrey | 015105 |
| Root | David | 005553 |
| Rose | Abigail | 003907 |
| Rose | Donald | 013629 |
| Rose | Judith | 000054 |
| Rose | Keri | 016426 |
| Roser | Jennifer | 008972 |
| Roska | Jane | 018287 |
| Rosman | Sarah | 016524 |
| Rosoff | Stacy | 000421 |
| Ross | Carmel | 012821 |
| Ross | Laurie | 004449 |
| Ross | Laurie | 012658 |
| Ross | Sarah | 014862 |
| Rossitto | Kathleen | 015357 |
| Rossmann | Cathy | 008232 |
| Rosson | Kathryn | 005785 |
| Rothery | Rebecca | 000850 |
| Rothwell | Kristina | 012748 |

| Last | First | ID |
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| Roumpf | Judith | 012413 |
| Rouse | Karen | 001376 |
| Rowell | Michael | 005376 |
| Rowey | Diana | 016693 |
| Rowland-Horrigan | Gretchen | 017589 |
| Rozell | Scott | 003921 |
| Rozewski | Joseph | 015430 |
| Rozman | Linda | 015675 |
| Ruhlman | Margaret | 018209 |
| Rundle | Kelly | 018699 |
| Runion | Stephen | 005442 |
| Running | Erik | 006024 |
| Russell | Jessica | 019761 |
| Rutherford | Jody | 001258 |
| Ryan | Michael | 006224 |
| Ryan-Dolan | Catherine | 013106 |
| Ryckebosch | Kari | 016713 |
| Ryczek | John | 007320 |
| Ryer | Rachel | 015025 |
| Sage | Jacquelyn | 008156 |
| Sahler | Brian | 011719 |
| Said-Hall | Tai | 008108 |
| Salley | Shirley | 008587 |
| Salmon | Michael | 014096 |
| Sammons | Douglas | 001704 |
| Sammons | Kimberly | 010924 |
| Sancomb | Mathew | 011868 |
| Sander | Leanne | 013226 |
| Sanders | Caitlin | 019704 |
| Sandhorst | Barbara | 007035 |
| Sandri | Shannon | 006285 |
| Sands | Amy | 006452 |
| Sansom | Merritt | 016550 |
| Santana | Maria | 001463 |
| Santangelo | Scott | 008509 |
| Sapienza | Anna | 013783 |
| Saporito | Luke | 004480 |
| Saulter | Douglas | 000932 |
| Savage | Erin | 012720 |
| Savage | Stephanie | 016523 |

| Last | First | ID |
|-----------------|-----------|--------|
| Scevola | Nancy | 002296 |
| Schacker | Sarah | 000432 |
| Schalk | Bryan | 007982 |
| Schar Becker | Angela | 011779 |
| Schardt | E | 007738 |
| Schares | Stephanie | 017992 |
| Scheiman | Anne | 019523 |
| Scheller | Mackinsey | 019982 |
| Scherlie | Karen | 008007 |
| Scheuering | Eric | 018822 |
| Schiada | Stephanie | 001480 |
| Schiavo | Stephanie | 008237 |
| Schlegel | Dawn | 016741 |
| Schlichting | Robert | 010773 |
| Schlosser | Jessica | 012671 |
| Schmidt | Andrea | 010767 |
| Schmidt | Jerod | 016455 |
| Schmidt | Kylea | 013035 |
| Schmidt | Rachel | 017939 |
| Schmidtke | Elizabeth | 011949 |
| Schneider | Erika | 015352 |
| Schneider-Barne | Diana | 007524 |
| Schoettle | Peggy | 010758 |
| Schopmeyer | Eric | 001038 |
| Schouten | Sally | 006409 |
| Schraer | Mona | 017712 |
| Schrepping | Jane | 000180 |
| Schulte | Tessalie | 013834 |
| Schultz | Kristine | 011619 |
| Schultz | Sylvia | 005391 |
| Schulze | Timothy | 019091 |
| Schumann | Julie | 006915 |
| Schwartzkoph | Terry | 007872 |
| Schwing | Emilia | 018625 |
| Scott | Linda | 008635 |
| Scott | Michael | 001462 |
| Scottel | Dina | 010945 |
| Scotto | Angela | 017586 |
| Scoville | Steven | 009028 |
| Scribner | Anthony | 007152 |

| Last | First | ID |
|-----------------|-----------|--------|
| Sedlock | Sarah | 018927 |
| Segurola | Sofia | 018691 |
| Seidel | Teresa | 017715 |
| Seifert | David | 016447 |
| Sele | Karen | 010781 |
| Self | Christina | 009174 |
| Seligman | Leslie | 007144 |
| Sellers | Andrew | 019823 |
| Semlick | Jill | 002686 |
| Senaga-Freauff | Nina | 005166 |
| Serkland | Kari | 015821 |
| Sesar | Pamela | 007675 |
| Setterholm | Suzanne | 008985 |
| Sexton | Merry | 019732 |
| Shanahan | Mike | 010769 |
| Shapiro | Joel | 006539 |
| Sharifi-Tehrani | Mehrnaz | 003032 |
| Sharp | Gwendolyn | 001001 |
| Shatz | Andrea | 014691 |
| Shaughnessy | Elizabeth | 006736 |
| Shaw | Clifford | 017716 |
| Shaw | Vangie | 007610 |
| Shay | Karen | 003472 |
| Shea | Cheri | 009039 |
| Shea | Susan | 004214 |
| Sheckels | Polly | 013708 |
| Sheldon | Suzanne | 008095 |
| Shelman | Caitlin | 019753 |
| Shelton | Katherine | 012522 |
| Shelton | Wendy | 000626 |
| Shen | Yin | 001356 |
| Shenker | Rosalyn | 006491 |
| Sherden | David | 002346 |
| Sherman | Martha | 019763 |
| Shetler | Jeremy | 000868 |
| Shonkwiler | Laurie | 005439 |
| Shore | Alla | 001544 |
| Short | Richard | 013786 |
| Shriki | Rina | 015542 |

| Last | First | ID |
|-------------------|-----------|--------|
| Shue | Robin | 006764 |
| Shuler-Krause | Elizabeth | 019598 |
| Shultz | Margaret | 009123 |
| Shumway | Lori | 007059 |
| Siam | Jose | 003289 |
| Siebold | Kent | 006858 |
| Siegel | Jennifer | 014034 |
| Siegfried | Heather | 006566 |
| Siegfried | Helene | 007602 |
| Silver | Kate | 015496 |
| Simmons | Michael | 007295 |
| Simonsen | Shelley | 009208 |
| Simpson | Crystal | 017341 |
| Sinclair | Kristine | 018686 |
| Singingbird-Grant | Linda | 002592 |
| Sinner | Kyle | 019760 |
| Siprian | Daniel | 000535 |
| Siri | Wendy | 009155 |
| Sisk | Brian | 009098 |
| Siu | Caroline | 012633 |
| Skach | Catherine | 007658 |
| Skelly | Claire | 016531 |
| Skybak | Leslie | 014811 |
| Skye | Lauren | 010812 |
| Skyles | Adam | 019775 |
| Slaughter | Amy | 014853 |
| Sletmoe | Gary | 012899 |
| Slusher | Charles | 012623 |
| Smith | Alicia | 015280 |
| Smith | Amy | 012687 |
| Smith | Bridget | 009002 |
| Smith | Bryan | 010783 |
| Smith | Bryan | 011886 |
| Smith | Catherine | 019818 |
| Smith | Jason | 014661 |
| Smith | Julie | 013620 |
| Smith | Kathryn | 005736 |
| Smith | Nancy | 006110 |
| Smith | Suzanne | 013297 |
| Smith | Vanessa | 013869 |

| Last | First | ID |
|-----------------|-------------|--------|
| Smith-Wallis | Tija | 014675 |
| Snowadski | Andrea | 000694 |
| Snyder | Susan | 003556 |
| SnyderBrown | Christopher | 016672 |
| Soderquist | Dawn | 005981 |
| Soliz | Ronald | 001853 |
| Solomon | Pylaar | 019673 |
| Sorensen | Andrew | 012589 |
| Sorensen | Dena | 006403 |
| Sorg | Kelly | 015716 |
| Sorrice | Carrie | 016806 |
| Sossel | Richard | 015902 |
| Soto | Jacob | 015745 |
| Sours | James | 001874 |
| Souther | Lisa | 012753 |
| Sparling | Julie | 014226 |
| Spector | Lesley | 012698 |
| Speer | Natalie | 018948 |
| Speerstra | Jane | 013498 |
| Speicher | Julia | 017304 |
| Spella | Sarah | 006627 |
| Spencer-Mylet | David | 012717 |
| Spring | Tanya | 009005 |
| Springgate | Liza | 012595 |
| Spunaugle | Amy | 000624 |
| Staab | Matthew | 009221 |
| Stagner | Rachel | 018931 |
| Staley | Lynn | 006307 |
| Standish | Sarah | 019708 |
| Standley | Melissa | 017347 |
| Stanich | Patricia | 004429 |
| Stark | Anita | 016801 |
| Starr | Loran | 002632 |
| Starr | Mollie | 008144 |
| Steagall | Daniel | 007316 |
| Stearns-Gannett | Janet | 007835 |
| Steinberg | Andrea | 005113 |
| Stelter | Amanda | 017112 |
| Stember | Samuel | 010567 |
| Sten | Matthew | 010331 |

| Last | First | ID |
|----------------|------------|--------|
| Stephens | Karen | 005715 |
| Stephens | Megan | 011906 |
| Stephenson | Sally | 008414 |
| Sterry | Claudia | 019718 |
| Stevens | Heather | 008220 |
| Stewart | Robert | 008548 |
| Stewart-Rinier | Todd | 008908 |
| Stockstad | Kimberly | 015471 |
| Stoeger | Martha | 007842 |
| Stone | Susan | 012305 |
| Stone Jr | Lindell | 013526 |
| Stonecipher | Geoff | 000127 |
| Stonecypher | Barbara | 000831 |
| Storie | Jill | 016641 |
| Straub | Mary | 007134 |
| Straube | Renee | 015597 |
| Streano | Anna | 009303 |
| Streckert | Thomas | 002880 |
| Stremming | Norman | 018868 |
| Stride | Janet | 006190 |
| Strobel | Michelle | 006785 |
| Stronko | Anne | 003886 |
| Struble | Laura | 004795 |
| Stubbs | Roberta | 000462 |
| Stubenrauch | Cynthia | 007502 |
| Stultz | James | 008470 |
| Sturges | Jeffrey | 014497 |
| Su | Jiaying | 015467 |
| Suckow | RaeAnn | 013472 |
| Sullivan | Gwendolyn | 008375 |
| Sullivan | Kathleen | 007544 |
| Sullivan | Nancy | 002456 |
| Sullwold | Marcy | 019786 |
| Summerton | Lindsay | 018843 |
| Sumner | Vickie | 008640 |
| Sussman | Gabrielle | 010321 |
| Sutton | Amy | 012201 |
| Sutton | Jacqueline | 011900 |
| Swan | Brian | 004215 |
| Swanson-Wright | Gail | 007183 |

| Last | First | ID |
|-----------------|-----------|--------|
| Sweeney | Lisa | 017884 |
| Sweeney | Michelle | 000045 |
| Swehla | Eric | 005349 |
| Swinehart | Timothy | 017787 |
| Switalla | Craig | 004975 |
| Tabor | Kathleen | 004054 |
| Talent | Lynn | 007448 |
| Tammen | Stephanie | 014734 |
| Tanaka | Yuki | 017739 |
| Tanner | Gabrielle | 012614 |
| Taramasso | Amy | 012669 |
| Tarnowski | Ivan | 011838 |
| Tate | Raymond | 011772 |
| Tate | Shelley | 018871 |
| Taufest | Claudia | 015464 |
| Taylor | Alison | 012754 |
| Taylor | Ginger | 012855 |
| Taylor | Lorie | 007438 |
| Taylor | Marie | 000074 |
| Taylor | Mary | 013538 |
| Telles-Ferreira | Henise | 011473 |
| Tellis | Jackie | 003816 |
| Temple | Tracy | 005954 |
| Terrones | Louis | 016726 |
| Terry | James | 014341 |
| Tetzloff | Sandra | 006202 |
| Tews | Nicole | 017782 |
| Thiel | Elizabeth | 012823 |
| Thomas | Erin | 018917 |
| Thomas | Jeremy | 013769 |
| Thomason | Marcia | 002614 |
| Thompson | David | 009172 |
| Thompson | Elsie | 000708 |
| Thompson | Jeffrey | 010940 |
| Thompson | Laura | 008373 |
| Thompson | Raeann | 011122 |
| Thompson | Rory | 006150 |
| Thompson | William | 009314 |
| Tibbetts | Daniel | 008987 |
| Tierney | Erin | 015497 |

| Last | First | ID |
|--------------|---------------|--------|
| Tighe | Betsy | 018159 |
| Tillery | Mary | 009316 |
| Timmons | Peter | 018716 |
| Tims | Margaret | 010145 |
| Tinling | James | 019734 |
| Tischleder | Bree | 000395 |
| Tobey | Jill | 000695 |
| Todd | Rachel | 015814 |
| Todd | Trisha | 008665 |
| Tofel | Anna | 017284 |
| Tolentino | Heidi | 001699 |
| Tomblin | Ana | 015356 |
| Toole | Suzanne | 007765 |
| Toren Hrin | Melissa | 016671 |
| Torres | Julana | 018934 |
| Tovar Valdes | Nayibe | 019360 |
| Trad | Kristin | 017781 |
| Tran | Ailien | 010854 |
| Tran | Hoang | 013807 |
| Trinchero | Nadine | 012661 |
| Trinh | Hung | 013511 |
| Triplett | Tara | 010772 |
| Triplett | Tearale | 000510 |
| Troehler | Keri | 011714 |
| Trosko | Thomas | 005665 |
| Trotter | David | 008491 |
| Trump | Patricia | 009086 |
| Truong | Veronique-Thu | 008904 |
| Truong | Yen | 001414 |
| Tucker | Roslyn | 016608 |
| Tucker II | James | 006548 |
| Tuggle | Brooke | 000303 |
| Turley | Danielle | 012922 |
| Turley | Janine | 013914 |
| Turner | Maryanne | 008229 |
| Turner | Theresa | 000513 |
| Turner | Valerie | 015459 |
| Tuttle | Denise | 006508 |
| Tyeskey | Phoebe | 010977 |
| Uchida | Sumiko | 002018 |

| Last | First | ID |
|-------------------|-----------|--------|
| Underhill | Rebecca | 006674 |
| Underwood | Barbara | 004964 |
| Uppendahl | Jennifer | 015491 |
| Urbano-Neilson | Diane | 004849 |
| Urke | Eric | 007890 |
| Ustach | Thomas | 001460 |
| Vala | Kristine | 010925 |
| Valenti | Michael | 007474 |
| Valeske | Juli | 008165 |
| Valley | Brian | 007276 |
| Van Clock | Lisa | 012920 |
| Van Dam | Jane | 000018 |
| Van Farowe | Vonda | 009139 |
| Van Kopp | Jennifer | 012441 |
| Van Witzenburg | Melanie | 000608 |
| VanEngel | Elizabeth | 007415 |
| VanLehman | Gayle | 015362 |
| VanMarter-Sanders | Richard | 013944 |
| Vancleve | Madonna | 006860 |
| Vandenburgh | Lauren | 019483 |
| Vandervelde | D | 010903 |
| Vann-Tessmer | Jonquil | 017682 |
| Vasquez | Luis | 006551 |
| Vaughn | Peter | 015575 |
| Vaughn-Edmonds | Holly | 001925 |
| Veen | Isobel | 015612 |
| Velazquez | Alma | 018719 |
| Ventura | Mary | 011597 |
| Vercher | Jonalee | 015307 |
| Vestal | Zachary | 013718 |
| Victorine | Lisa | 018969 |
| Vigna | Debra | 008648 |
| Vinegar | Whitney | 019705 |
| Vineyard Stahl | Renee | 010900 |
| Vinger | Dana | 000208 |
| Vo | Patricia | 016538 |
| Vogel | Michael | 003042 |

| Last | First | ID |
|------------------|-----------|--------|
| Vogl | Clifton | 017902 |
| Vorasai | Kim | 000554 |
| Vossen | Michael | 017814 |
| Wade | David | 012653 |
| Wadkins | JoAnn | 012302 |
| Wager | Wendy | 008681 |
| Wagner | Rebecca | 000291 |
| Wagner-Matsunaga | Robyn | 006374 |
| Wagner-West | Kathryn | 017706 |
| Wahl-Stephens | Helen | 011123 |
| Wahl-Stephens | Lauren | 013826 |
| Waldron | Teresa | 012622 |
| Walker | Derrell | 015841 |
| Walker | Jennifer | 016883 |
| Walker | Jerrine | 008493 |
| Walker | Joseph | 008760 |
| Walker | Lisa | 008417 |
| Walker | Molly | 012824 |
| Walker | Phillip | 008347 |
| Walker | Susanna | 016906 |
| Walker-Byrne | Margaret | 007981 |
| Wall | Gregory | 016544 |
| Wall | Helen | 014985 |
| Wall | Scott | 008680 |
| Wallace | Kristin | 015376 |
| Wallace Sosa | Jacquelyn | 018189 |
| Walmer | Steven | 008807 |
| Walrod | John | 014048 |
| Walrod | Julianne | 016532 |
| Walsh | Nicole | 014508 |
| Walterbach | Sandra | 002317 |
| Walters | Douglas | 008198 |
| Walters | Rhonda | 010432 |
| Warden | Jenna | 017648 |
| Warfield | Virginia | 001173 |
| Washington | Andre | 019788 |
| Washington | Kenneth | 010777 |
| Wasserman | Debra | 012758 |
| Wasson | Shannon | 000263 |

| Last | First | ID |
|--------------|----------|--------|
| Waters | Bradley | 016628 |
| Watkins | Lily | 012119 |
| Watkins | Mary | 012997 |
| Watkins | Terresa | 008086 |
| Watson | Nathan | 019668 |
| Watson | Nicole | 019787 |
| Waymire | Kerrie | 013825 |
| Weatheroy | Lisa | 006240 |
| Webb | Susan | 007029 |
| Weber | Richard | 006867 |
| Webster | Clark | 008249 |
| Webster | Randall | 010919 |
| Weesner | Lurena | 016674 |
| Weidner | Paula | 000006 |
| Weil | Toni | 003743 |
| Weimer | Laurie | 005990 |
| Weinberg | Kenneth | 012721 |
| Weiner | Joshua | 002692 |
| Weinstein | Alice | 009233 |
| Weis-Swanson | Ann | 007196 |
| Weitman | Tina | 017822 |
| Wellington | Cory | 013476 |
| Wendel | Kara | 019797 |
| Wenger | Melissa | 015680 |
| Werner | Ellen | 013179 |
| Werts | Kristin | 017923 |
| Wessinger | Anna | 012765 |
| West | Kerri | 009258 |
| West | Tammy | 008806 |
| West | Tara | 011258 |
| Westfall | Annie | 008886 |
| Wethington | Amy | 013727 |
| Whatmore | Ellen | 018998 |
| Wheeler | Christen | 016517 |
| Whisnand | Megan | 007865 |
| Whitaker | Jennifer | 015715 |
| White | Rosa | 014666 |
| White | Steven | 018758 |
| Whitehurst | Mitchell | 002167 |
| Whitmore | Carole | 006776 |

| Last | First | ID |
|-------------|-----------|--------|
| Wickham | Jennifer | 007184 |
| Wieneke | Marilynn | 002864 |
| Wierth | David | 009232 |
| Wiesner | William | 000399 |
| Wilcox | Sheila | 000398 |
| Wilcox | Susan | 006823 |
| Wilde | Rose | 008361 |
| Wilebski | Katy | 018717 |
| Wilken | Huck | 018723 |
| Wilkins | Laurel | 005610 |
| Wilkins | Lisa | 008503 |
| Williams | Anne | 012598 |
| Williams | Diane | 010668 |
| Williams | Jane | 008913 |
| Williams | Kathleen | 002975 |
| Williams | Kathryn | 009290 |
| Williams | Kenneth | 020019 |
| Williams | Lori | 017775 |
| Williams | Michael | 000776 |
| Williams | Takiyah | 007022 |
| Williamson | Anne | 016598 |
| Wilson | Cassandra | 007233 |
| Wilson | Courtney | 017596 |
| Wilson | Daniel | 017041 |
| Wilson | Holly | 017770 |
| Wilson | John | 011993 |
| Wilson | Jon | 007551 |
| Wilson | Kimberlee | 012523 |
| Wilson | Laura | 015596 |
| Wilson | William | 007397 |
| Wilson III | Curtis | 000981 |
| Windham | Stephanie | 001473 |
| Windle | Lilly F | 002654 |
| Winn | Elaine | 014808 |
| Wisdom | Larisa | 001006 |
| Witherspoon | Elliot | 018842 |
| Wixon | Benjamin | 012597 |
| Wojack | Cynthia | 002920 |
| Wolf | James | 007123 |
| Wolf | Margarita | 001553 |

| Last | First | ID |
|--------------|-------------|--------|
| Wolfe | Marsha | 006000 |
| Wolfer | Stephanie | 016357 |
| Wolff | Kathryn | 016521 |
| Wolff-Myren | Desiree | 016712 |
| Wong | Elisa | 001082 |
| Wood | Amy | 007852 |
| Wood | Cynthia | 003256 |
| Wood | Daphne | 008334 |
| Woodhouse | Leslie | 014418 |
| Woods | Kenneth | 008350 |
| Woods | Tanan | 016944 |
| Woodsworth | David | 008141 |
| Wooten | Lauren | 014495 |
| Wortham | Cecile | 008067 |
| Wren | Steven | 006008 |
| Wrenn | Theodore | 013928 |
| Wright | Emily | 017418 |
| Wright | Robert | 005753 |
| Yago | Ernest | 008583 |
| Yampolsky | Amanda | 004962 |
| Yang | Xiaonan | 018915 |
| Yarlott | Katherine | 013842 |
| Yates | Nancy | 014631 |
| Yoder-Corvi | Stephanie | 013043 |
| York | Anna-Sophia | 013797 |
| York | Michelle | 000044 |
| York | Sydney | 008823 |
| Yoshida | Lainie | 000989 |
| Yoshida | Reiko | 003914 |
| Yoshiwara | Mariko | 014592 |
| Young | Gerald | 011859 |
| Young | Megan | 008867 |
| Young | Richard | 008234 |
| Yu | Chiung-Chen | 015305 |
| Zabo | Christina | 011130 |
| Zadoff | Dina | 014352 |
| Zakharchenko | Yuliya | 016502 |
| Zakoura | Kent | 007583 |
| Zartler | James | 003080 |
| Zelazek | Daniel | 015561 |

| Last | First | ID |
|----------|----------|--------|
| Zeller | Joshua | 011877 |
| Zerba | Jeffrey | 009141 |
| Ziady | Joshua | 012586 |
| Zimmer | Sarah | 009164 |
| Zimtbaum | Mark | 010336 |
| Zipp | Kathleen | 000420 |
| Zogas | Brianne | 018362 |
| Zook | Daren | 019235 |
| Zrinyi | Cynthia | 005178 |

S. Murray

RESOLUTION No. 4887

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 school year 2014-15 the following persons, according to the employment terms and conditions set out in the standard District contract.

| Last | First | ID |
|-----------------------|----------|--------|
| Bacon | Michael | 000978 |
| Canler Acevedo | Rene | 021777 |
| Collins | Lisa | 020412 |
| Fast Buffalo Horse | Lorna | 005354 |
| Flamoe | Sabrina | 021754 |
| Gerber | Amber | 000946 |
| Glasgow | Emily | 021744 |
| Hubbs | Jeb | 021748 |
| Hubbs | Angela | 021807 |
| James | Cheryl | 000049 |
| Joule | Dennis | 011116 |
| Keller | Benjamin | 000916 |
| Markle | Michelle | 021749 |
| McMillen | Alicia | 021745 |
| Neves | Rui | 021830 |
| Payne | Susan | 021905 |
| Ramos-Tetz | Claudia | 021956 |
| Sackrider | Regina | 010377 |
| Schachner | Melissa | 000449 |
| Schlag | Gretchen | 021850 |
| Taylor | Jeffrey | 021771 |
| Tucker | Ruth | 014615 |
| Williams | Reiko | 017220 |
| Zabel | Sarah | 021970 |

S. Murray

RESOLUTION No. 4888

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 2014-2015 school year the following persons, according to the employment terms and conditions set out in the standard District contract.

| Last | First | ID |
|--------------------|--------------|-----------|
| Berthoin-Hernandez | Diane | 021119 |
| Broadous | Lajena | 010509 |
| Freeman | Ayesha | 021029 |
| Krankowski | Edward | 011066 |
| LaFontaine | Joseph | 020999 |
| Lizaola | David | 019564 |
| McCalley | Jennifer | 000893 |
| Polizos | Katherine | 007833 |
| Poole | Lydia | 016349 |
| Taylor | Ginger | 010293 |
| Watros | Chrystal | 002195 |
| Whitney | Amy | 015845 |
| Wolfe | Korinna | 017743 |

S. Murray

RESOLUTION No. 4889

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 2017, subject, according to the employment terms and conditions set out in the standard District contract.

| Last | First | ID |
|--------------|------------|--------|
| Asson | Silvia | 020372 |
| Bailey | Karen | 020371 |
| Campbell | Carol | 006359 |
| Ellwood | Kathleen | 019983 |
| Flowers | Evelyn | 006010 |
| Gilson | Oscar | 000863 |
| Herms | Nalota | 000857 |
| Hristic | Filip | 020334 |
| Jackson | Tammy | 004723 |
| Jones | Sarah | 000157 |
| Kinnersley | Cherie | 020369 |
| Kosmala | Susan | 013974 |
| Martinez | Vanessa | 020525 |
| Ndubisi | Sandra | 008332 |
| Newlyn | Lisa | 000527 |
| Roletto | Gina Elisa | 020370 |
| Streeter | Brandi | 007887 |
| Taylor | Kevin | 013594 |
| Van Der Wolf | Pamela | 000336 |
| Westphal | Kristyn | 020503 |
| Williams | Joy | 004916 |

S. Murray

RESOLUTION No. 4890

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 2017, subject to the employment terms and conditions contained in the standard form contract approved by the legal counsel for the District.

| Last | First | ID |
|---------------|--------------|-----------|
| Bacon | Kevin | 002717 |
| Bagby | Eryn | 019826 |
| Berry | Deborah | 005377 |
| Brawley | Ewan | 019595 |
| Carbone | Jeandre | 015531 |
| Casson-Taylor | Elizabeth | 000060 |
| Choate | Gerald | 016441 |
| Crabtree | Gregory | 006061 |
| Diaz | Martha | 016654 |
| Dibblee | Ivonne | 019636 |
| Fox | Brenda | 011362 |
| Froehlich | Deanne | 005212 |
| Fuller | Edmund | 015558 |
| Galati | Joseph | 006599 |
| Garnett | Shawn | 009218 |
| Garrido | Celina | 013725 |
| Gay | Carla | 016065 |
| Goldstein | Matthew | 016647 |
| Gutierrez | Verenice | 016479 |
| Hahn | Sara | 008460 |
| Harris | Lorraine | 004695 |
| Hull | Heather | 005370 |
| Jeans | Jonathan | 012713 |
| John | Marylyn | 012719 |
| Jones | Seth | 015457 |
| Keefer | Benjamin | 012644 |
| Kitchen | Karen | 005681 |
| Kleiner | Amy | 016480 |

| Last | First | ID |
|--------------------|-----------|--------|
| LaFramboise | Michael | 008048 |
| Lauer | Timothy | 005234 |
| Lee | LaShawn | 015532 |
| Lindholm | Kristie | 016418 |
| Matier | Kimberly | 000615 |
| Morrison | Robin | 009212 |
| Neuman | Gregory | 000796 |
| O'Neill | Tammy | 000389 |
| Osborn | Robi | 008732 |
| Pearson | Bradley | 000495 |
| Pinder | Karen | 006152 |
| Robbins | Gayle | 013603 |
| Sandilands | Mark | 016542 |
| Sandino | Angela | 009045 |
| Schorr | Elisa | 012652 |
| Torres- Wilhelm | Rebecca | 019658 |
| Valder | Juanita | 007985 |
| Vimegnon | Harriette | 008382 |
| Williams | Charlene | 018676 |
| Wilson | Pamela | 006122 |
| Wilson | Elizabeth | 018682 |
| Wood | David | 016213 |

S. Murray

RESOLUTION No. 4891

Notice of Non-Renewal of Probationary Teachers

RECITAL

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

RESOLUTION

The Board of Education accepts the Superintendent's recommendation and by this resolution hereby does not renew the contracts of the probationary teachers listed below. The Human Resources Department is instructed to notify such teachers that their employment is not renewed for the 2014-2015 school year and that their contracts will terminate June 2014.

| Employee ID |
|-------------|
| 021997 |

S. Murray

RESOLUTION No. 4892

Notice of First Time Non-Extension Contract Teachers

RECITAL

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

RESOLUTION

The Board of Education accepts the Superintendent's recommendation and by this resolution hereby does not extend the contracts of the contract teachers listed below. The Human Resources Department is instructed to notify such teachers that their employment is not extended for the 2015-2016 school year and that their contracts will terminate June 30, 2014.

| Employee ID |
|-------------|
| 013873 |
| 016665 |
| 003674 |
| 011903 |

S. Murray

Other Items Requiring Board Action

The Superintendent RECOMMENDS adoption of the following item:

Number 4893

RESOLUTION No. 4893

Approving Board Member Conference Attendance

RECITAL

1. Board Policy 1.40.070 requires Board approval for individual Board members to attend state or national meetings as representatives of the Board.
2. Portland Public Schools is a member of the Council of Great City Schools, which holds its annual Legislative and Policy Conference in late March 2014.

RESOLUTION

The Board affirms Director Knowles' position as a Director of the Council of Great City Schools and authorizes her to attend the conference. The Board further approves Director Belisle to attend the conference as a representative of the Board of Education.