

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



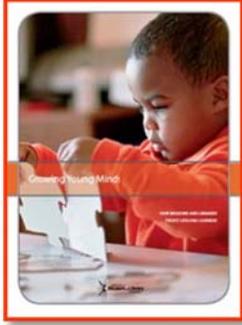
Research has proven that collaborative partnerships, culturally responsive teaching, multi-year primary grade transition supports, mixed classroom demographics and family engagement supports focused on ensuring the entire community works together to focus on children will ensure high poverty students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

Barnett, W. S., & Masse, L. N. (2007). Early childhood program design and economic returns: Comparative benefit-cost analysis of the Abecedarian program and policy implications, *Economics of Education Review*, 26, 113-125. Retrieved from <http://nieer.org/sites/nieer/files/BenefitCostAbecedarian.pdf>

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Bartik, T. J., Gormley, W., & Adelstein, S. (2011). Earnings benefits of Tulsa's pre-K program for different income groups. *Economics of Education Review*. 31(6), December 2012, 1143-1161.

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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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Lipsey, M., Farran, D., Bilbrey, C., Hoffer, K., Dong, N. (2011). Initial Results of the Evaluation of the Tennessee Voluntary PreK Program. *Peabody Research Institute, Vanderbilt University*, 1-41. Retrieved from <http://peabody.vanderbilt.edu/docs/pdf/PRI/New%20Initial%20Results%20of%20the%20Evaluation%20of%20TN-VPK.pdf>

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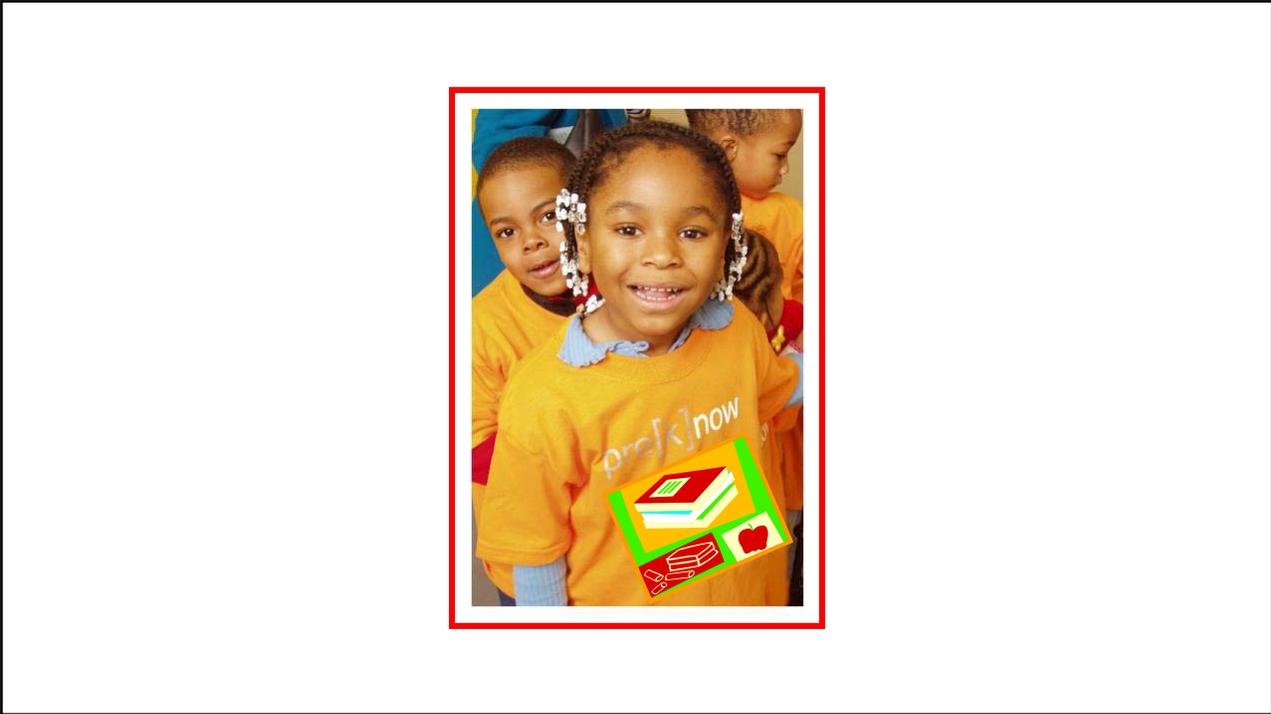
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Early Learner Strategic Framework

- **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

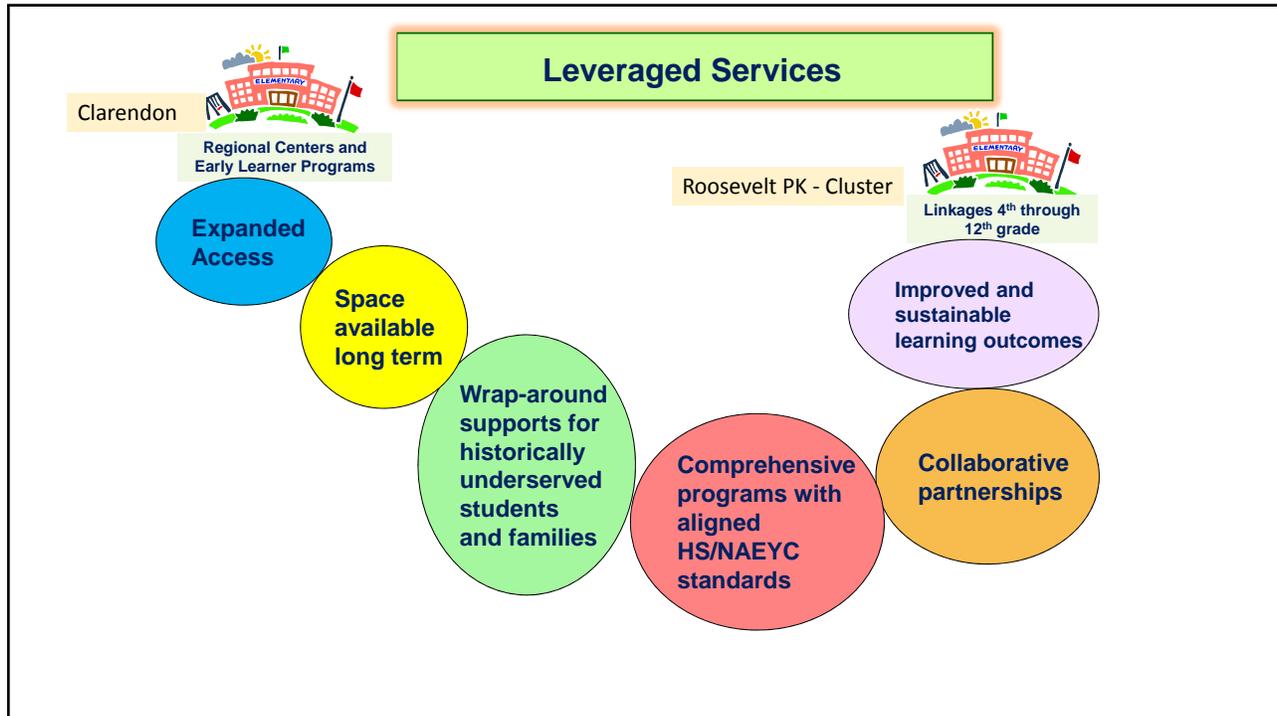


EARLY LEARNER WORKING GROUP

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..



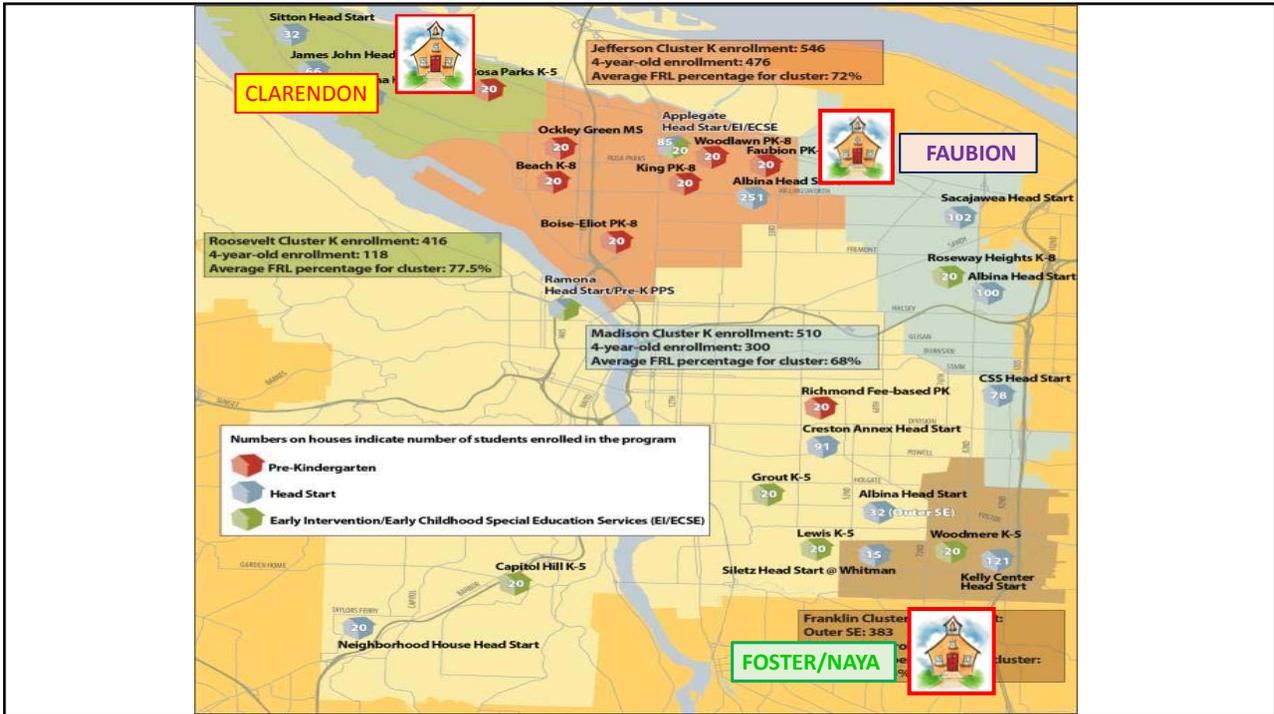
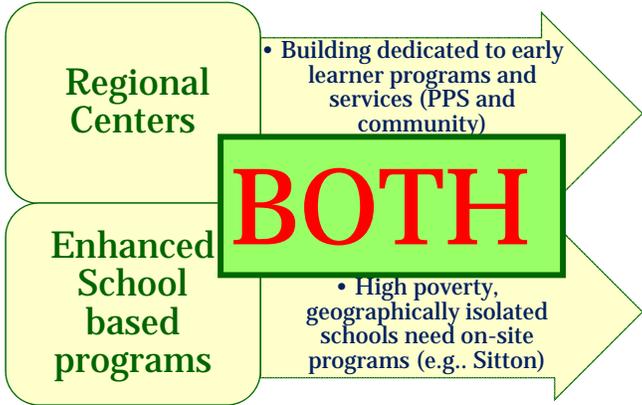


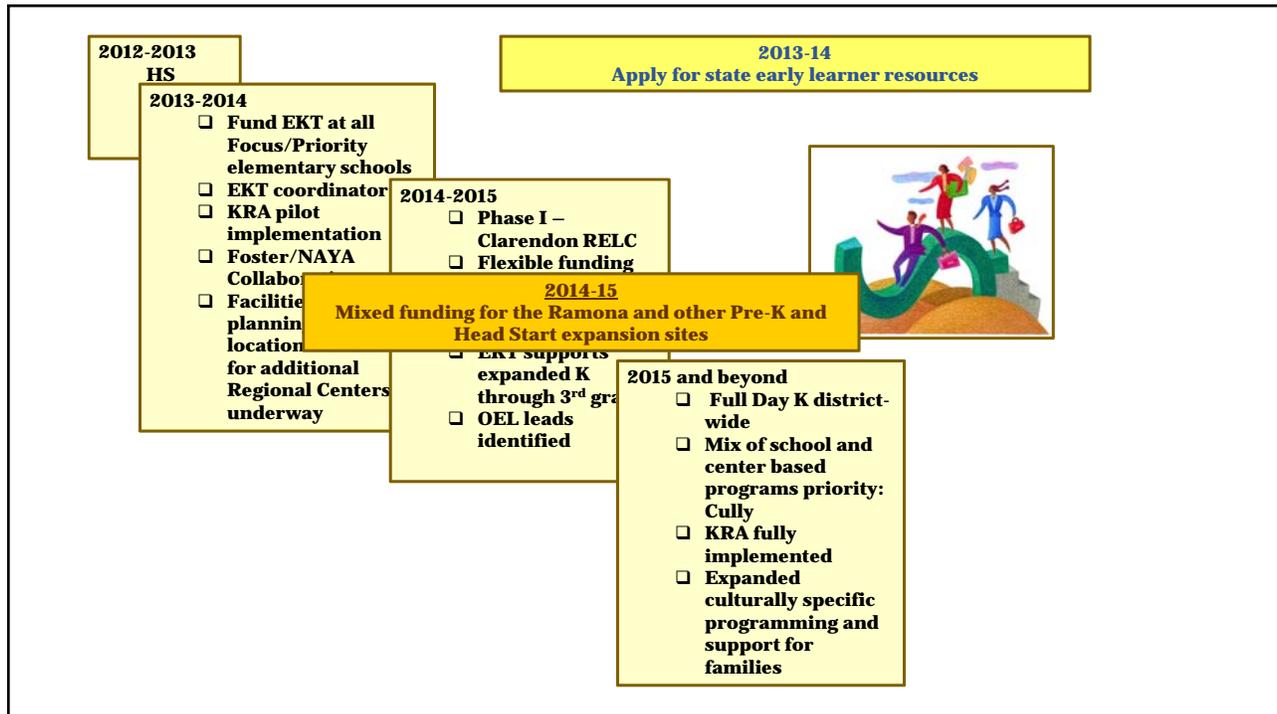
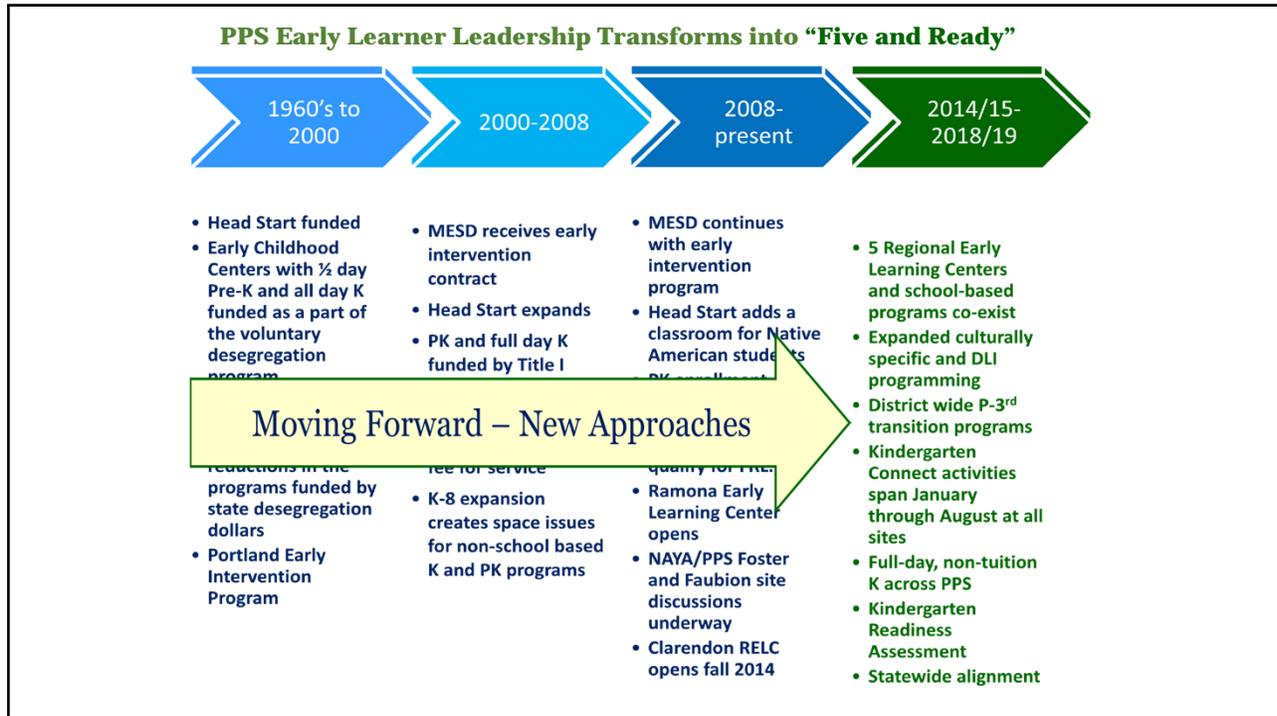

5 Early Learner Regional Centers

Enhanced School-based programs

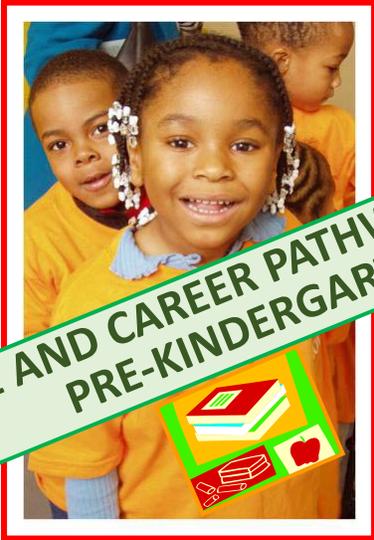
Replication Flexibility not either/or
(community context variables create a multiple models approach. E.g. **Gladstone Family Center**: a center with “one stop” community partnerships on site that provide comprehensive early learner programs and physical and mental health services to families, **Earl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

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





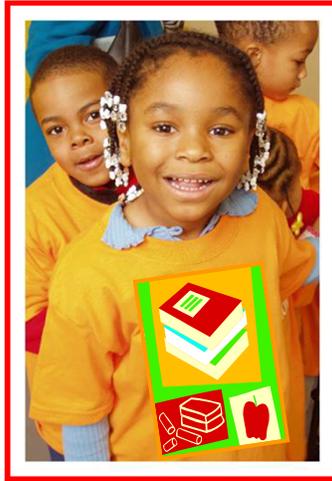
<http://youtu.be/QNZJ0BaNaol>



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

The image features a photograph of three young children, likely in a classroom setting. A green banner with a black border is overlaid diagonally across the photo. The banner contains the text "COLLEGE AND CAREER PATHWAYS BEGIN IN PRE-KINDERGARTEN" in bold, black, uppercase letters. Below the text, there are several small icons: a stack of books, a pair of scissors, and a red apple.

Questions



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

INDEX TO THE AGENDA

March 10, 2014

Board Action Number	Page
---------------------------	------

Personnel

4883	Election of Second Year Probationary Teachers	3
4884	Election of Third Year Probationary Teachers	6
4885	Election of Contract Teachers	9
4886	Contract Extension for Teachers.....	11
4887	Election of Second Year Probationary Administrators	39
4888	Election of Third Year Probationary Administrators	40
4889	Election of Contract Administrators.....	41
4890	Contract Extension for Administrators.....	42
4891	Notice of Non-Renewal of Probationary Teachers.....	44
4892	Notice of First Time Non-Extension Contract Teachers.....	44

Other Items Requiring Board Action

4893	Approving Board Members Conference Attendance	46
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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	Briana	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	Maira	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
Bilter	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
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
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
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
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
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
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
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
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

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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
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
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
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

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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
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
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
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
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
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.