



**BOARD OF EDUCATION**  
**March 14, 2022**  
**Administration Building Board Room**  
**640 A Street**  
**Springfield, OR 97477**

[En español](#)

**7:00 pm Board Meeting, Board Room**  
 Streaming Meeting URL:  
<http://www.vimeo.com/SpringfieldPS>

<u>AGENDA</u>	<u>TAB</u>
1. <b>Call Meeting to Order and Pledge of Allegiance</b>	Board Chair Naomi Raven
2. <b>Approval of the Agenda</b>	Chair Raven
3. <b>Presentations</b>	
A. School Presentation: Riverbend Elementary School	Principal Ryan Beck Assistant Principal Laurie Melendy
B. Student Board Representative Communication	Chair Raven
4. <b>Public Comments</b> (Three (3) minutes each; maximum time 20 minutes. Speakers may not yield their time to other speakers.)	
5. <b>Action Items</b>	
A. Approve Consent Agenda	
1. February 14, 2022 Board Meeting Minutes	1
2. February 28, 2022 Special Meeting Minutes	2
3. Financial Statement	Brett Yancey 3
4. Personnel Report, Resolution #21-22.030	Dustin Reese 4
B. Approve School Bus Purchase Agreement, Res. #21-22.031	Brett Yancey 5
6. <b>Discussion</b>	
A. United Front Update	Jenna McCulley
7. <b>Information/Reports</b>	
A. Superintendent Communication	Superintendent Hamilton
B. Board Communication	Chair Raven
• Board Committee Reports	
8. <b>Next Meetings:</b> March 17, 2022, 6:00pm Board/Budget Committee	Chair Raven
April 11, 2022, 7:00pm Business Meeting	
April 25, 2022, Time TBD Board Work Session	
9. <b>The Board will meet in Executive Session (non-public) pursuant to ORS 192.600(2)(d) to conduct deliberations with persons designated by the governing body to carry on labor negotiations.</b>	
10. <b>Adjournment</b>	Chair Raven

Springfield Public Schools is an equal opportunity educator and employer.

Persons having questions about or requests for special needs, accommodations or language translation services at Board Meetings should contact the Office of the Superintendent; 640 A Street, Springfield, OR 97477; Phone: (541) 726-3201. Contact should be made 72 hours in advance of the event.



**BOARD OF EDUCATION**  
**14 de marzo, 2022**  
**Sala del Consejo de Administración**  
**640 A Street**  
**Springfield, OR 97477**

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**7:00 pm Reunión del Consejo, Sala del Consejo**  
Junta Transmitida a través de:  
<http://www.vimeo.com/SpringfieldPS>

<b>AGENDA</b>	<b>TAB</b>
<b>1. Declarar Abierta la Sesión y Juramento de Lealtad</b>	Presidenta del Consejo Naomi Raven
<b>2. Aprobar la Agenda</b>	Presidenta Raven
<b>3. Presentaciones</b>	
A. Presentación de Escuela: Escuela Primaria Riverbend	Director Ryan Beck Subdirectora Laurie Melendy
B. Comunicación de los Representantes de la Junta de Alumnos	Presidenta Raven
<b>4. Comentarios Públicos</b> (Tres (3) minutos cada uno; tiempo máximo de 20 minutos. Los ponentes no podrán ceder su tiempo a otros ponentes).	
<b>5. Medidas a Tomar</b>	
A. Aprobar la Agenda de Consentimiento	
5. 14 de febrero 2022 Actas de la Reunión de la Junta Directiva	1
6. 28 de febrero 2022 Actas de la Reunión Especial	2
7. Informe Financiero	Brett Yancey 3
8. Informe sobre el Personal, Resolución #21-22.030	Dustin Reese 4
B. Aprobar Acuerdo de Compra de Autobuses Escolares, Resolución #21-22.031	Brett Yancey 5
<b>6. Discusión</b>	
A. Actualización de United Front	Jenna McCulley
<b>7. Información/Reportes</b>	
A. Comunicación del Superintendente	Superintendente Hamilton
B. Comunicación del Consejo	Presidenta Raven
• Informes de los Comités del Consejo	
<b>8. Próximas Reuniones:</b>	Presidenta Raven
17 de marzo 2022, 6:00pm Sesión de Trabajo del Consejo/Presupuesto	
11 de abril 2022, 7:00pm Reunión de Negocios	
25 de abril 2022, (hora por determinada) Sesión de Trabajo de la Junta	
<b>9. El Consejo se reunirá en Sesión Ejecutiva (no pública) de acuerdo con ORS 192.600(2)(d) para llevar a cabo las deliberaciones con las personas designadas por el cuerpo directivo para llevar a cabo las negociaciones laborales.</b>	
<b>10. Aplazamiento</b>	Presidenta Raven

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## **BUSINESS MEETING MINUTES**

A Business Meeting of the Springfield School District No. 19 Board of Education was held on February 14, 2022.

### **1. CALL MEETING TO ORDER AND FLAG SALUTE**

Board Chair Naomi Raven called the Springfield Board of Education meeting to order at 7:00 p.m. and led the Pledge of Allegiance.

#### **Attendance**

Board Members attending the meeting included Board Chair Naomi Raven, Board Vice Chair Emilio Hernandez, Jonathan Light, Todd Mann and Kelly Mason.

District staff and community members identified included Superintendent Todd Hamilton, David Collins, Judy Bowden, Brett Yancey, Jeff Michna, Dustin Reese, Lesa Haley, Kimberlee Pelster, Jody Barnhart, Troy Barnhart, Kari Thiele, Brandi Starck, Kass McLennan, Ame Beard, Andy Price, Violet Olssyk, Jim Crist, Samantha Alcantar, Janery Marisol Servin Durán, Anahí Valladolid Sandoval, Gorge Peralta, Wyatt Tiller, Mieli Ward, José da Silva, Judy Bowden and Marlene Hockema, minutes recorder.

### **2. APPROVAL OF THE AGENDA**

**MOTION:** Mr. Mann moved, seconded by Dr. Hernandez to approve the agenda as presented.

There was no discussion.

Chair Raven called for a roll call vote. Ms. Raven asked each Board member to indicate if they supported the motion in favor of approving the February 14, 2022 agenda as presented: Dr. Hernandez – yes, Mr. Light – yes, Mr. Mann – yes, Ms. Mason – yes, and Ms. Raven – yes.

Motion passed – 5:0.

### **3. CLASSIFIED EMPLOYEES APPRECIATION WEEK PROCLAMATION**

Chair Raven read the following proclamation:

**WHEREAS**, the education of youth is essential to the future of our community, state, country and world; and

**WHEREAS**, classified employees are the backbone of our public education system; and

**WHEREAS**, classified employees work directly with student, educators, parents, volunteers, business partners and community members; and

**WHEREAS**, classified employees support the smooth operation of offices, the safety and maintenance of buildings and property, and the safe transportation, healthy nutrition and direct instruction of students; and

**WHEREAS**, our community depends upon and trusts classified employees to serve students; and

**WHEREAS**, classified employees, with their diverse talents and true dedication, nurture students

throughout their school years;

**NOW, THEREFORE BE IT RESOLVED** that the Springfield Board of Education proclaims March 7 thru 11, 2022, to be Classified Employee Appreciate Week; and

**BE IT FURTHER RESOLVED** that the Springfield Board of Education strongly encourages all members of our community to join in this observance, recognizing the dedication and hard work of these individuals.

DATED this 14<sup>th</sup> day of February 2022.

#### **4. PRESENTATIONS**

##### **A. School Presentation: Gateways High School**

Gateways High School Principal Lesa Haley shared a slide presentation which defined the ways that Gateways High School is supporting their students who need extra help. Some of the highlighted programs included helping students who:

- May need more time to achieve their education plan
- Are 10th-13th graders
- Need smaller classes with fewer students
- Are motivated to be in school and willing to try to succeed
- Are college and/or career bound
- May need help with basic academic skills
- Need extra help in meeting new graduation requirements
- May be behind in course credits
- Need extra support to succeed in post-secondary education
- Are pregnant or parenting (regardless of high school grade level)

Additionally, she stated they help students transition to personal instruction.

Ms. Haley commented on the move a couple of years ago the the old Brattain Elementary building and what a boost it had been for Gateways. She stated that the school offers ongoing support to students through: focus on service, orientation, Spanish speaking staff, personalized learning, Title 1 funding, tutoring and after school appointments with teachers. In response to Chair Raven's question regarding childcare, Ms. Haley stated they have free daycare available for their students who are parents.

Ms. Haley was pleased to announce they are already celebrating 2022 graduates and have put up a bulletin board display sharing the names of students who have already completed their courses for egraduation.

##### **B. Student Board Representative Communication**

A3 School Board Representative, Skyleigh McKibben shared they were proud to announce they had achieved the highest graduation rate in Lane County and offered after school student/teacher encouragement. She added that during J Term the school offered additional classes such as forming a business plan, chocolate making and rock climbing. Principal Ame Beard presented each board member with a handmade chocolate.

Springfield High School Representative, Kassandra McLennan, noted that the school's theatre program had performed Little Women on February 12<sup>th</sup> and would have additional showings this week. She reported that sports programs were going well and spring sports program would be starting soon.

Thurston High School Representative, Mieli Ward reported that the school has added 20 minutes to their second period which would allow students additional advisory time prior to lunch. She informed the group that they had been studying black history as a part of February's Black History Month. She stated that winter sports would end in February and spring sports would begin soon. She commented that students would be looking forward to removal of the face mask mandate which would be scheduled to end March 31<sup>st</sup> and would allow students to participate in prom and celebrate graduation.

## **5. PUBLIC COMMENT**

Chair Raven read the following statement concerning public comment:

*This is the portion of our agenda for public comment. The board continues to accept public comment via email. Public comment received via email for this evening has been reviewed by the Board and has also been posted on the District's website. I want to remind those members of the public who have indicated a desire to make comments that our policy provides for a limitation of three (3) minutes per person. Those wishing to make public comments must complete a "request to speak" form. Audience members who wish to make public comments must state their name and address for the record.*

*We encourage groups with a common purpose to designate a spokesperson. If your comments will be covered by a group spokesperson, please indicate so when your name is called.*

*The Board will not hear comments regarding any school personnel. Any complaints regarding a particular employee must be processed through the procedure set forth in Board policy KL, which requires that complaints be submitted in writing to the Superintendent. This procedure must be followed before there is any Board involvement with such issues. A compliment involving a staff member should be sent to the superintendent, who will forward it to the employee, their supervisor and the Board.*

*Speakers are reminded that their public comments will be limited to three (3) minutes.*

Johanis Tadeo virtually started his comments with a land acknowledgement and shared his thanks to the Board and the classified staff. He also thanked the Board for the addition of Spanish translation during Board meetings, but suggested the public speaking process be set up like the one the city council uses.

Karri Thiele, classroom teacher for 23 years, said that she hoped all teachers had been able to participate in the listening sessions. She was frustrated that teachers on unpaid leave were not included in the process. She hoped that the District would share the information gathered at the listening sessions at the next Board meeting.

Anahí Valladolid Sandoval, a senior at Springfield High School started her comments with a land acknowledgement and thanked the Board for the addition of a Spanish translator, but lamented the fact that students and unqualified staff continue to translate during classes.

Janery Marisol Servin Durán, a senior at Springfield High School started her comments with a land acknowledgement and noted that while she enjoyed translating for other students she was not qualified, nor were the staff. She added there would be no assurance that the translation was correct or understood by the recipient.

Samantha Alcantar started her comments with a land acknowledgement and thanked the Board for adding an interpreter to the meetings, but stated that having to sign up to speak at a meeting would be a barrier. She also shared that accessibility to share public comment is too difficult. She added that an interpreter would be needed in each school and not a student who would get extra credit for interpreting.

The following written public comment submitted for tonight's meeting:

February 14, 2022

3 of 8

# Public comment

Nicole Norris

Wed 1/12/2022 4:46 PM

To: public comment <public.comment@springfield.k12.or.us>;

Hello SPS Board members,

I wanted to send a quick email to thank you for all your hard work that you have been doing in helping SPS schools, staff members, students, and community members. I really appreciate everything that you are doing/have been doing!

Thank you,

Nicole Norris  
First Grade Teacher  
SEA Building Representative  
Guy Lee Elementary  
(541) 744-6391 ext. 22255  
Google Meet: Norris1st

Please consider this email as confidential...

# Praise for progress

Ryan Herlands

Wed 1/12/2022 5:12 PM

To: public comment <public.comment@springfield.k12.or.us>;

Good evening members of the School Board and SPS District Administrators,

Thank you for your work during these challenging times. I would like to share my appreciation for the growth and progress made since contentious interactions this fall. The listening sessions at each school with Dave Collins, stay interviews with Dustin Reese, impending school visits from our superintendent, and more regular, kind, and appreciative emails are positive steps towards repairing the damaged relationship with staff. I'm hopeful that this improved dialogue will lead to better results for all of us, and mostly our students. Thank you for re-engaging with us.

Sincerely,  
Ryan Herlands

Ryan Herlands  
Science teacher, SEA building rep, Environmental Club advisor  
Thurston High School  
email: ryan.herlands@springfield.k12.or.us

Please consider this email as confidential...

# Untitled

Jason P <ke7cwg@gmail.com>

Wed 1/19/2022 7:59 PM

To: public comment <public.comment@springfield.k12.or.us>;

 1 attachment

Screenshot\_20220119-195617\_Facebook.jpg;

This message is from a non-SPS email address. Please use caution and only click links and attachments if you are sure they are safe.

Tell me this is not going on in Springfield

Jason prophet



13m · 🌐

4th and 5th grade Oregon students urged to join LGBTQ clubs without parental knowledge...

#OregonSchools

#OregonKids

#ParentsRights

<https://northwestobserver.com/index.php?ArticleId=1970>



NORTHWESTOBS... <sup>i</sup>

QSA Clubs promoted in ...

1 comment

Like Comment



# WRITTEN PUBLIC COMMENT

Heather Holte <hholte4@icloud.com>

Mon 1/24/2022 8:05 AM

To: public comment <public.comment@springfield.k12.or.us>;

This message is from a non-SPS email address. Please use caution and only click links and attachments if you are sure they are safe.

Dear Board Members and SPS Admin,

This is taken directly from your bylaws:

## F. Communication

1. Communicate openly and honestly.
2. Respect differences and listen well and for positive intent.

Respecting differences means to genuinely listen to someone else regardless if your beliefs, political side, or philosophy aren't in agreement with them. Communicate openly and freely means responding within 24 hours of an email when a parent/guardian reaches out (at least that is your expectation for us as teachers and coaches). This certainly isn't happening currently. Emails are ignored or responded to half heartedly.

Listening for positive intent means seeing the other side of the story even though you may not agree with it and meeting in the middle or compromising cause IT IS THE RIGHT THING TO DO.

Our differences make us stronger as a community. Our differences make us stronger in our schools. Unfortunately, all I see is our differences dividing us and making some callous, bitter and hard hearted. Our differences have been polarized so much that students aren't getting the education, school experience, or safety they deserve in a public education system. I teach and coach and can absolutely admit with the current decisions that were made on October 18th that we are failing our students, I have heard enough from parents and students to know this is true.

Great leadership listens to all and respects all, while leaving their personal agendas behind as DOING WHAT IS BEST FOR THE STUDENTS, should ALWAYS COME FIRST.

If you care about the students and the current crisis going on inside our schools, you will do the right thing which we all know is usually a hard thing and recognize the mistake made when accommodating over 100 staff on unpaid leave isn't WHAT IS BEST FOR THE STUDENTS. It was just more convenient for the adults in charge.

Cordially,  
Heather Holte  
SPED Teacher and High School  
Coach accommodated with unpaid leave for the rest of the school year

Sent from my iPhone

# Written Public Comment

Mike Schellenberg <manesch@yahoo.com>

Wed 2/2/2022 2:37 PM

To: public comment <public.comment@springfield.k12.or.us>;

This message is from a non-SPS email address. Please use caution and only click links and attachments if you are sure they are safe.

To the members of the Springfield School District School Board,

Last fall when staff members were being placed on unpaid leave if they were not vaccinated, I asked why this decision was made and by whom. The response was that "based upon the recommendations and information from our public health authorities, the potential for increased, or on going intermittent disruption is greater in the long term". In other words, if we keep these staff it will cause too much disruption if they get or spread Covid. Well, let me just say that this plan has failed spectacularly. In the first 3 months of school my high school age daughter 'lost' 3 teachers to this ingenious plan. In one of her classes she had FOUR different teachers in those 3 months. I have lost track of how many different substitute teachers she has had in the month of January, many of whom knew nothing about the subject they were subbing for. So much for reducing the amount of disruption in the schools!

It is time for us to be adults and face the facts. We cannot stop Covid. Masks do not stop it. Vaccines do not stop it. Lockdowns don't stop it. Shutting down schools for over a year didn't stop it. At best we can slow down the inevitable. At worst we are doing more harm than good. Let's move on and do what is best for the STUDENTS and not what the unions, politicians and other 'stakeholders' want. Please bring back these staff members. They are not a greater risk than anyone else. I wish you could also remove the mask mandate, but that may be beyond your control.

Sincerely,  
Andrea Schellenberg

# Communication with Board from Public

Aloha Heart <heartaloha@gmail.com>

Mon 2/14/2022 8:31 AM

To: Todd Hamilton <todd.hamilton@springfield.k12.or.us>; Emilio Hernandez <emilio.hernandez@springfield.k12.or.us>; Jonathan Light <Jonathan.Light@springfield.k12.or.us>; Kelly Mason <kelly.mason@springfield.k12.or.us>; naomi.raven@springfield.k12 <naomi.raven@springfield.k12>; public comment <public.comment@springfield.k12.or.us>; Todd Mann <todd.mann@springfield.k12.or.us>;

Some people who received this message don't often get email from heartaloha@gmail.com. [Learn why this is important](#)

This message is from a non-SPS email address. Please use caution and only click links and attachments if you are sure they are safe.

Thank you for providing interpreters for our community members who benefit from these services. As a community member, I feel the latest suggested regulations regarding having the Superintendent present when Community members need to express opinions and concerns, is unnecessary and limits our ability to easily express our concerns. This is a breach of public access to the Board Members we have elected. This is not a tolerable arrangement.

Carol Heart  
Springfield Resident

## Written Public Comment for Feb. 14, 2022

Jonathan Gault <jonathan.gault@oregoned.org>

Mon 2/14/2022 10:41 AM

To: public comment <public.comment@springfield.k12.or.us>;

This message is from a non-SPS email address. Please use caution and only click links and attachments if you are sure they are safe.

Good morning SPS School Board,

I am writing to highlight and celebrate the work being done across our school system. Those in classrooms, health rooms, cafeterias, playgrounds, warehouses, buses, and offices are giving so much to their work, often going beyond expectations, sacrificing their own time and other resources to make the most positive impact they can.

I want to share my pleasure with the networks of outreach and information-gathering we continue to see between leaders in the school district and those in our schools and programs, and the inherent benefits and results of this interaction - a greater sense of shared purpose and an increasing perception of partnership.

I am hopeful that continued collaboration with the extraordinary people dedicated to our Springfield community will persist in providing our students the best possible experience.

Sincerely,

Jonathan M. Gault  
Springfield, OR

# Written Public Comment

Jennifer Potter <jpotter583@gmail.com>

Mon 2/14/2022 7:10 AM

To: public comment <public.comment@springfield.k12.or.us>;

This message is from a non-SPS email address. Please use caution and only click links and attachments if you are sure they are safe.

Dear School Board Members,

Thank you so much for listening to the needs of our community and providing a Spanish interpreter at board meetings.

Sincerely,  
Jennifer Potter  
Springfield resident, Ward 3

## 6. ACTION ITEMS

### A. Consent Agenda

1. **January 10, 2022 Board Meeting Minutes**
2. **January 24, 2022 Work Session Meeting Minutes**
3. **Financial Report**
4. **Personnel Action, Resolution #21-22.025**
5. **Inter-District Student Transfers, Resolution #21-22.026**

With the sunset of Oregon Enrollment on July 1, 2019, ORS 339.133 (5)(a)(A) indicates district school boards must make the determination whether to limit the number of students whom consent is given by an annual date established by the board.

The district may determine the number of transfer spaces available, indicate any enrollment limits by school and/or grade level; and admission criteria or priorities that will be applied. Additionally, the District may also declare the number of Inter-District requests they will release to leave. In order to maintain consistent guidelines surrounding student transfers, the district attempts to align Within-District Transfer guidelines with those for students that reside outside district boundaries.

Identifying student transfers assists the district in determining staffing for the 2022-2023 school year.

Students entering grades Kindergarten through 11<sup>th</sup> grades for the coming year are eligible to request transfers. Returning seniors may also apply.

Transfer students granted approval are allowed to continue through the highest grade of that level. However, students changing school levels, i.e., elementary to middle or middle to high school, must Reapply for the coming year.

Inter-District Transfer student guidelines require the approval of both the resident and receiving districts. Students approved to finish a school year are notified to reapply through High Priority should they wish to request to attend a school outside their resident boundary school.

David Collins recommended the Board approve new transfer requests that do not exceed desired building capacity or projected grade level ratios for the 2022-2023 school year. It is recommended the Board release all students wishing to leave the District.

**MOTION:** Ms. Mason moved, Mr. Mann seconded the motion to approve the Consent Agenda.

Chair Raven called for a roll call vote. Ms. Raven asked each Board member to indicate if they supported the motion favor of approving the Consent Agenda: Dr. Hernandez – Yes, Mr. Light – Yes, Mr. Mann – Yes, Ms. Mason – Yes, and Chair Raven – Yes.

Motion passed, 5:0.

### B. Adopt Board Policy, Resolution #21-22.027

From time to time, changes in laws or operating practice require changes or additions to board policies. In addition, the district subscribes to a policy review service with Oregon School Boards Association and receives drafts that are used to craft policy for Springfield Public Schools.

The below policy has been updated to reflect legislative changes. It was brought to the board for review in a first reading on November 15, 2021, and the Board conducted a work session to further revise the policy on January 24, 2022.

The policy is now submitted for board approval and adoption.

Jenna McCulley recommended that the Board of directors approve the following board policy as updated:

- BDDH            Public Comment Board Meetings

**MOTION:** Dr. Hernandez moved, Mr. Mann seconded the motion to approve policy BDDH as presented.

Chair Raven asked if there was any discussion. Board members shared the following comments:

- Concerns that the policy is too constraining as written and does not allow the public to share public comment about topics that are not on the agenda.
- There needs to be a process in place to follow up with the community concerns shared during public comment.

Hearing no further discussion, Chair Raven called for a roll call vote. She asked each Board member to indicate if they supported the motion of approving Policy BDDH as presented. Dr. Hernandez – Yes, Mr. Light – No, Mr. Mann – Yes, Ms. Mason – Yes, and Chair Raven – Yes.

Motion passed 4:1.

**C. Approve 2021-2023 Lane ESD Local Service Plan, Year Two, Resolution #21-22.028**

As required by ORS334.175, Lane Education Service district has developed a Local Service Plan. The process in developing this plan included analysis of all resolution and core service offerings available to component school districts.

The 2021-2023 Local Service Plan – Year Two was developed in collaboration with component district superintendents, Lane ESD administrators and staff, and reviewed and approved by the Lane ESD Board of Directors on January 5, 2021.

The local Service Plan contains all services mandated by law. Local Service Plan services are intended to: improve student learning; enhance the quality of instruction provided to students; assure equitable access to resources; and maximize operational and fiscal efficiencies.

The Board of Directors of the Springfield School District #19 has completed their annual review of the Lane ESD 2021-2023 Local Service Plan – Year Two which includes services for:

- Students with special needs
- Instruction, Equity and Partnerships (School Improvement)
- Technology
- Administrative and Support
- Custom Services

The Lane ESD 2021-23 Local Service Plan provides a two-year framework which must be approved annually by Lane ESD and component district boards no later than March 1 (ORS 334-175(5)(b)).

**BE IT RESOLVED** that the Board of Directors of Springfield School District #19 hereby authorizes the approval of the Lane ESD 2021-23 Local Service Plan – Year Two and requests the Lane ESD to provide the services described during the 2022-23 (year two) fiscal year in accordance with ORS 334.175.

This resolution adopted this 14<sup>th</sup> day of February 2022

Chair Raven asked for a motion to approve the Lane ESD 2021-23 Local Service Plan – Year Two as presented.

**MOTION:** Mr. Light moved, Ms. Mason seconded the motion to approve the Lane ESD 2021-23 Local Service Plan – Year Two as presented.

Chair Raven asked if there was any discussion. There was no discussion.

Chair Raven called for a roll call vote. Ms. Raven asked each Board member to indicate if they were in favor of the motion to approve the Lane ESD 2021-23 Local Service Plan – Year Two as presented: Dr. Hernandez – Yes, Mr. Light – Yes, Mr. Mann – Yes, Ms. Mason – Yes, and Chair Raven – Yes.

Motion passed, 5:0.

#### **D. Superintendent and Board Working Agreements, Resolution #21-22.029**

In an effort to insure district operations and oversight, staff from Oregon School Boards Association provided professional development about the board’s governance role, board culture, its relationship with the superintendent, and effective board operating agreements. As part of this training, Board members spent time on August 30, September 27, and October 25, 2021, reviewing and updating governing body, as well as with the Superintendent and District administration.

The proposed draft includes revisions discussed during board minutes.

Chair Raven recommended that the Board of Directors move to approve the following working agreements as presented: *Board and Superintendent Working Agreements*.

Chair Raven called for a motion to approve the *Board and Superintendent Working Agreements* as presented.

**MOTION:** Dr. Hernandez moved, seconded by Ms. Mason to approve the *Board and Superintendent Working Agreements* as presented.

Chair Raven asked if there was any discussion.

Mr. Light responded that the process was restrained, the round robin approval needed modification and board members should not have to communicate with the district prior to meeting with the community. Discussion continued around the wording of Section F #6 as it would need clarification. Mr. Mann suggested verbiage, “when acting as elected official and representative of the Board discussing topics that could lead to Board decisions.” Further discussion added “that they represent; does not apply to community boards or sessions.”

**MOTION:** Dr. Hernandez moved, Ms. Mason seconded to approve the amendment to the aforementioned motion.

Chair Raven called for a roll call vote and asked each Board member to indicate if they were in favor of the motion to amend Section F #6 of the Board and Superintendent Working Agreements. Dr. Hernandez – yes, Mr. Light – No, Mr. Mann – yes, Ms. Mason – yes and Chair Raven – yes.

Motion passed, 4:1.

Chair Raven then called for a roll call vote and asked each Board member to indicate if they were in favor of the primary motion to approve the *Board and Superintendent Working Agreements* with the amended

language: Dr. Hernandez – yes, Mr. Light – No, Ms. Mason – yes, Mr. Mann – yes and Chair Raven – yes.

Motion passed, 4:1.

#### **E. Personnel Action**

Chair Raven asked for a motion to uphold the superintendent’s decision on the termination appeal heard in executive session tonight.

**MOTION:** Mr. Mann moved and Ms. Mason seconded the motion to uphold the superintendent’s decision on the termination appeal heard in executive session tonight.

Chair Raven asked if there was any discussion.

Hearing no discussion, Chair Raven called for a roll call vote and asked each Board member to indicate if they were in favor of the motion to uphold the superintendent’s decision on the termination appeal heard in executive session tonight: Dr. Hernandez – yes, Mr. Light – yes, Mr. Mann – yes, Ms. Mason – yes and Chair Raven – yes.

Motion passed, 5:0.

### **7. INFORMATION REPORTS**

#### **A. Graduation Rates**

Assistant Superintendent, David Collins, and Director of High School Education, Mindy LeRoux, presented a slide report indicating a rise in graduation rates and a decline in dropout rates. Rates are based on:

- 4 year grade rate – starting 9<sup>th</sup> grade and graduating in 4 years.
- 5 year cohort – students who graduate after an extra year.
- NCES grads – number of students who started in the 12<sup>th</sup> grade and graduated at the end of the 12<sup>th</sup> grade year.
- Drop out – number of students that dropped from the system with no explanation.

Ms. LeRoux stated the success of the increased graduation rate was directly related to the implementation of the Care and Connect Teams which would pair students with coaches and include summer or night school if needed to complete the courses needed for graduation.

She added that tracking these numbers had changed some due to the discontinuation of the 10 day drop rule in which the law required students to be dropped from enrollment after missing 10 days in a row of school. That had been put on hold during the pandemic. That law has since been reinstated.

#### **B. Superintendent Communication**

Superintendent Hamilton shared the following:

- He congratulated the high school teams are a continued increase in graduation rates. While graduation rates around the state have declined, our rates have increased.
- He thanked Sky for the opportunity to hear about the J Term work that took place at A3 last month.
- The District continues to receive updated information from ODE, OHA and Lane County Public Health regarding lifting of the mask mandate and returning that authority to individual school districts.

#### **C. Board Communication**

Mr. Light shared he attended the LCOG (Lane Council of Governments) board meeting on January 27, 2022, where they discussed childcare needs, additional funds for wildfires, senior services and cyber security.

Ms. Mason indicated she had attended Wildish board meetings and looked forward to the U of O graduation program.

Mr. Mann, who sits on the Springfield Education Foundation, stated they had increased the amount of grants awarded to staff from \$3,000 to \$4,000. Upcoming Foundation events include their Honor Roll event scheduled for Thursday, March 10<sup>th</sup> at the Holiday Inn Express and the Annual Luau on June 25<sup>th</sup>.

Chair Raven stated she attended the Board Chair meeting hosted by OSBA and encouraged the board to follow bills HB 4029 on board training and Senate Bill 1521 regarding superintendent continuity. In conclusion, she was pleased to inform the group that Walterville Elementary students had successfully moved into the Mohawk Elementary building.

#### **8. NEXT MEETING**

The Board will meet on February 28, 2022 for a Work Session, March 14, 2022 at 7:00 p.m. for a Business Meeting and on March 17, 2022 at 6:00 p.m. for a Board/Budget Work Session.

Chair Raven thanked everyone for attending.

#### **9. ADJOURNMENT**

With no other business, Chair Raven adjourned the meeting at 8:58 p.m.

*(Minutes recorded by Marlene Hockema)*

## WORK SESSION MINUTES

A Work Session of the Springfield School District No. 19 Board of Education was held on February 28, 2022.

### 1. CALL MEETING TO ORDER

Board Chair Naomi Raven called the Springfield Board of Education Work Session to order at 5:30 p.m. in Executive Session.

#### Attendance

Board Members attending the meeting included Board Chair Naomi Raven, Jonathan Light, Kelly Mason and Todd Mann. Vice Chair Emilio Hernandez was excused due to illness.

District staff and community members identified included Superintendent Todd Hamilton, David Collins, Brett Yancey, Dustin Reese, Kari Thiele, Jeff Michna, Rebekah Jacobson, Brian Carmichael, Judy Bowden and Marlene Hockema, minutes recorder. There were eleven people who watched the meeting via the live stream.

### 2. EXECUTIVE SESSION

The Board moved into Executive Session (non-public) at 5:35pm pursuant to ORS 192.660(2)(b) to consider the dismissal or disciplining of, or to hear complaints or charges brought against a public officer, employee, staff member or individual agent who does not request an open hearing and ORS 192.660(2)(f) to consider information or records exempt by law from public inspection.

The Board returned from Executive Session at 5:58 pm; Chair Raven led the Pledge of Allegiance.

### 3. ACTION ITEM:

A. Request for Appeal of a Complaint

**MOTION:** Mr. Mann moved and Ms. Mason seconded that the Board deny the request of appeal of the complaint reviewed in executive session.

Chair Raven called for a roll call vote of the motion as presented: Dr. Hernandez – absent, Mr. Light – yes, Mr. Mann – yes, Ms. Mason – yes and Chair Raven – yes.

Motion passed: 4:0.

### 4. BOARD BUDGET

Superintendent Hamilton and Chief Operations Officer Brett Yancey shared a presentation regarding the Board's budget stating an understanding of their budget would help in comprehending the district budget. Superintendent Hamilton explained the four parts of budget building: Fund, Function, Object and Cost Center.

- Fund – Source of budgeted resources (General Fund, Title 1, Nutrition Services, etc.)
- Function – Describes the type of activity for which a service or object is acquired
- Object – Describes the service or commodity being obtained by an expenditure

- Cost Center – Identifies school or non-school department making the purchase

Additionally, each part would have a corresponding number such as 100 is the general Fund. Superintendent Hamilton went on to explain Board spending and proposed spending over the years 2017-2023, pointing out the discrepancies due to COVID-19 and the likelihood of returning to previous spending habits when in-person conferences return.

After a discussion regarding Board travel it was determined that members would be interested in attending meetings, in the future, such as (NSBA) National School Boards Association, United Front and Oregon School Boards Association Conferences. Furthermore, the Superintendent suggested to the Board that it would be advisable to review the non-instructional services and dues and fees, in the budget, to determine if they would still be beneficial to the Board.

Superintendent Hamilton informed the group that the expense listed under Supplies is available and would be used to add two cameras to the Board room. Mr. Light suggested that a screen be set up in the hallway/foyer to allow for attendee overflow at Board meetings to still be able to view the meeting.

The Board thanked the Superintendent and Mr. Yancey for enlightening them on the functions and spending of their budget and acknowledged the benefit of reviewing it prior to working on the district's proposed budget.

#### **4. NEXT MEETING**

The next Board Meeting will take place on Monday, March 14, 2022 beginning at 7:00 p.m. and the next Board/Budget Committee Work Session will be held on Thursday, March 17, 2022 beginning at 6:00 p.m.

#### **5. ADJOURNMENT**

With no further business, Chair Raven adjourned the Work Session at 6:57 p.m.

*(Minutes recorded by Marlene Hockema)*

**SPRINGFIELD PUBLIC SCHOOLS**  
**2021-2022 Revenue/Expenditure Forecast**  
**As of February 28, 2022**  
**\*\*Please see attached report\*\***

**REVENUES:**

- Both current year and prior year tax collections are projected for 100% collection. To date there has been no current year tax revenue received, however the first tax payment is anticipated to be collected in November. This report is based on the information received through the Lane County Tax and Assessment office.
- The District's most significant portion of revenue is the District's scheduled Basic School Support payments through the Oregon Department of Education. The District projects to receive approximately \$77.8 million for the current year based on 2021-22 projected enrollment and the allocation designated by the Oregon Department of Education. Due to the decline in anticipated enrollment it is anticipated that the State School Fund will be decreased, however with a state-wide enrollment decline the decreased revenue is not as drastic as it would be in typical years. As we continue to navigate the current COVID and financial environment, we will continue working to further refine these estimates.
- The District is anticipating receiving approximately \$300,000 in County School Funds. To date the District has not received anticipated funds.
- The District is anticipated receiving approximately \$1.05 million in Common School Funds. To date the District has received \$1,213,248 of the funds, which is greater than originally budgeted.

**EXPENDITURES:**

- Projected salary expenditures are based upon actual staff allocations adopted during the budgeting process and actual ability to hire and staff vacant positions. This anticipated expenditure is estimated using actual and projected data (per previous year-end estimates). At this point in the year, and based on projections through the end of the year it is projected that the District will expend approximately 96% of the adopted budget for salaries.
- Benefit amounts are based upon projected staffing expenditures and are directly tied to the salary assumptions, with the exception of PERS expenditures. The District participated in the recent offering of a PERS pension bond and the decreased rates were in effect on September 1, 2021. With the updated salary projections and the decreased PERS rate, It is projected this combined decrease in benefit expenditures will total approximately \$8.2 million, or 18.5% of the adopted budget in this area.

- The purchased services, supplies and capital outlay expenditure projections are based upon budgeted expenditures and anticipated to be expended similar to past trends. This assumption may be revised if comprehensive distance learning continues throughout a majority of the year.
- Other objects include the cost for property and liability insurance and is based upon premiums negotiated after the 2021-2022 adopted budget.
- Fund transfers allocated during the 2021-22 budget process include \$1.5 million (Co-Curricular Fund) and \$471,516 (Debt Service Fund).

Additional Notes: For the 2021-2022 budget year the current estimate of ending fund balance is \$17,118,170. Included in this number is the audited ending fund balance from the 2020-2021 fiscal year (\$17,331,150). As with previous years, this is an estimate and accounts for the reductions/adjustments & assumptions made throughout the current year operating budget.

Submitted by:

Brett M. Yancey  
Chief Operations Officer

**SPRINGFIELD SCHOOL DISTRICT 19**  
**2021-2022 REVENUE/EXPENDITURE FORECAST**  
as of  
**2/28/22**

	BUDGET	ACTUAL through 02/28/22	ESTIMATED from 02/28/22 to year end	PROJECTED 2018-2019	PROJECTED as % of BUDGET
<b>REVENUES:</b>					
Property taxes - current	28,491,016	27,268,476	1,222,540	28,491,016	100.00%
Property taxes - prior years	350,000	215,784	134,216	350,000	100.00%
Other local sources	744,000	332,147	411,853	744,000	100.00%
Lane ESD Apportionment	2,288,083	746,682	1,541,401	2,288,083	100.00%
County School Fund	300,000	0	300,000	300,000	100.00%
State School Fund	78,508,305	58,262,094	19,524,325	77,786,419	99.08%
Federal Forest Fees	400,000	0	400,000	400,000	100.00%
Common School Fund	<u>1,051,611</u>	<u>1,213,248</u>	<u>0</u>	<u>1,213,248</u>	<u>115.37%</u>
 Total revenues	 112,133,015	 88,038,432	 23,534,334	 111,572,766	 99.50%
 Beginning fund balance	 <u>16,600,000</u>	 <u>17,331,150</u>	 <u>0</u>	 <u>17,331,150</u>	 <u>104.40%</u>
 Total Beginning fund balance	 16,600,000	 17,331,150	 0	 17,331,150	 104.40%
 Total resources	 <u><u>128,733,015</u></u>	 <u><u>105,369,582</u></u>	 <u><u>23,534,334</u></u>	 <u><u>128,903,916</u></u>	 <u><u>100.13%</u></u>
 <b>EXPENDITURES:</b>					
Personal services	64,070,714	33,143,951	28,387,700	61,531,651	96.04%
Employee benefits	41,255,410	18,231,653	15,356,540	33,588,193	81.42%
Purchased services	9,940,860	4,930,478	4,513,339	9,443,817	95.00%
Supplies & materials	3,483,633	2,071,382	1,417,804	3,489,186	100.16%
Capital outlay	682,700	64,996	599,536	664,532	97.34%
Other objects	1,096,851	1,026,838	70,013	1,096,851	100.00%
Fund transfers	<u>1,971,516</u>	<u>1,971,516</u>	<u>0</u>	<u>1,971,516</u>	<u>100.00%</u>
 Total expenditures	 122,501,684	 61,440,814	 50,344,932	 111,785,746	 91.25%
 Unappropriated	 5,231,331	 0	 0	 0	 -
Contingency	<u>1,000,000</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0.00%</u>
 Total appropriations	 <u><u>128,733,015</u></u>	 <u><u>61,440,814</u></u>	 <u><u>50,344,932</u></u>	 <u><u>111,785,746</u></u>	 <u><u>86.84%</u></u>
 Total resources		 105,369,582	 23,534,334	 128,903,916	
Total appropriations		<u>61,440,814</u>	<u>50,344,932</u>	<u>111,785,746</u>	
 Ending fund balance		 43,928,768	 (26,810,599)	 17,118,170	
Less: contingency		<u>0</u>	<u>0</u>	<u>0</u>	
 Net fund balance		 <u><u>43,928,768</u></u>	 <u><u>(26,810,599)</u></u>	 <u><u>17,118,170</u></u>	

**PERSONNEL ACTION**

**RELEVANT DATA:**

Each month the board of Directors is asked to approve personnel action involving licensed employees. Tonight the Board is being asked to approve the attached new hires, resignations, retirements, leave of absence, administrative probationary renewals, administrative & teacher contract renewals, probationary teacher renewals, and temporary non-renewals. If the Board of Directors would like to discuss any of these recommendations in executive session, in accordance with ORS 192.660(2)(f) Exempt Public Records, the employee should be identified by the number and it will be withdrawn pending further instruction from the Board. Dustin Reese is available for questions.

**RECOMMENDATION:**

It is recommended the Board of Directors approve the personnel action for licensed employees as reflected in this resolution and any addendum presented along with this resolution. Categories include:

- New Hires
- Resignations
- Retirements
- Leave of Absence
- Administrative Probationary Renewals
- Administrative and Teacher Contract Renewals
- Probationary Teacher Renewals
- Temporary Non-Renewals

SUBMITTED BY:

Dustin Reese  
Director of Human Resources

APPROVED BY:

Todd Hamilton  
Superintendent

<b>NO</b>	<b>NAME OR EMPLOYEE ID</b>	<b>CURRENT STATUS</b>	<b>FTE</b>	<b>EFFECTIVE DATE</b>	<b>NOTES</b>
	<b>NEW HIRES</b>				
1	DALE, RYAN	TEMPORARY	FT	01/31/2022	TEMPORARY NEW HIRE
2	HAMILTON, RONALD L	TEMPORARY	FT	02/14/2022	TEMPORARY NEW HIRE
3	HILKEY, TIFFANY	TEMPORARY	FT	02/07/2022	TEMPORARY NEW HIRE
4	KAUFMAN, JOSH	TEMPORARY	PT	02/18/2022	TEMPORARY NEW HIRE
5	MAISONVILLE, NATHANIAL	TEMPORARY	FT	03/03/2022	TEMPORARY NEW HIRE
	<b>RESIGNATIONS</b>				
6	1861530	CONTRACT SPECIALIST	FT	06/17/2022	RESIGNED
7	1995235	CONTRACT TEACHER	FT	04/20/2022	RESIGNED
8	615889	CONTRACT TEACHER	FT	06/17/2022	RESIGNED
	<b>RETIREMENTS</b>				
9	393053	CONTRACT TEACHER	FT	06/30/2022	RETIRING
10	392073	CONTRACT TEACHER	FT	06/30/2022	RETIRING
11	1000780	PROBATIONARY 3	FT	06/30/2022	RETIRING
12	1764411	CONTRACT TEACHER	FT	06/30/2022	RETIRING
13	879460	CONTRACT TEACHER	FT	06/30/2022	RETIRING

	<b>LEAVE OF ABSENCE</b>				
14	674702	CONTRACT TEACHER	FT	2022-2023	FULL TIME LEAVE OF ABSENCE
	<b>ADMINISTRATIVE PROBATIONARY RENEWALS</b>				
15	393932	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
16	393622	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
17	2483319	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
18	395102	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
19	610615	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
20	394963	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
21	328944	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
22	910317	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
23	300837	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
24	1451308	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
25	2112981	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
26	2080583	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
27	393967	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2

28	911119	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
29	1244337	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
30	2432234	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
31	394343	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
32	300675	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
33	396184	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
34	2238403	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
35	394068	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
36	297046	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
37	1077546	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT ADMINISTRATOR
38	2087235	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT ADMINISTRATOR
	<b>ADMINISTRATOR CONTRACT RENEWALS</b>				
39	1230441	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
40	396125	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
41	287814	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
42	395129	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
43	395331	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL

44	391638	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
45	776734	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
46	294527	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
47	1229605	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
48	626384	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
49	395242	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
50	396036	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
51	296414	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
52	393924	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
53	394858	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
54	396079	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
55	1229591	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
56	396338	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
57	392081	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
58	393401	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
59	394696	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL
60	396095	CONTRACT ADMINISTRATOR	FT	2022-2024	CONTRACT RENEWAL

	<b>TEACHER CONTRACT RENEWALS</b>				
61	1124749	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
62	392863	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
63	947628	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
64	886483	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
65	2088754	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
66	1861964	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
67	32816	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
68	1995979	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
69	824712	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
70	1594338	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
71	1861972	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
72	392197	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
73	287784	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
74	1862359	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
75	394971	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
76	351687	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
77	886939	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
78	392642	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL

79	1125052	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
80	394483	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
81	886610	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
82	886858	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
83	385417	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
84	1473433	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
85	1707833	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
86	1893998	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
87	393770	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
88	1996479	CONTRACT TEACHER	PT	2022-2024	CONTRACT RENEWAL
89	1860631	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
90	397091	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
91	886750	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
92	1385577	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
93	1229486	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
94	2086395	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
95	25682	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
96	394513	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
97	392294	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL

98	1127365	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
99	393746	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
100	392766	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
101	2088843	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
102	1764039	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
103	1451189	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
104	1573551	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
105	1764586	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
106	395471	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
107	1038818	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
108	1038443	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
109	1486594	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
110	394947	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
111	1995502	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
112	397423	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
113	1576062	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
114	394645	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
115	86355	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
116	392960	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL

117	1862219	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
118	1126474	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
119	2089254	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
120	392707	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
121	1230506	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
122	1576089	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
123	640050	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
124	1424068	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
125	1917404	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
126	564257	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
127	1322427	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
128	742104	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
129	712256	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
130	392510	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
131	1126679	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
132	385123	CONTRACT TEACHER	PT	2022-2024	CONTRACT RENEWAL
133	777919	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
134	393126	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
135	2086123	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL

136	237639	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
137	395447	CONTRACT TEACHER	PT	2022-2024	CONTRACT RENEWAL
138	390828	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
139	394424	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
140	392898	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
141	392162	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
142	1385909	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
143	480118	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
144	394467	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
145	1038435	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
146	1038532	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
147	641510	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
148	394408	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
149	1753827	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
150	2088886	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
151	287237	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
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445	2087537	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
446	390488	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
447	1223437	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
448	395145	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
449	394629	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
450	1038702	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
451	1065963	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
452	1385267	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
453	1518909	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
454	394033	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
455	393657	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
456	2086484	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
457	393959	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
458	1244930	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL

459	394254	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
460	397253	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
461	394106	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
462	391115	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
463	886815	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
464	676683	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
465	395579	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
466	1451324	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
467	887013	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
468	1078658	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
469	393460	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
470	385204	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
471	1494244	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
472	397415	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
473	1125656	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
474	1511262	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
475	1510576	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
476	392995	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
477	394718	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL

478	736651	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
479	300926	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
480	1955268	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
481	108650	CONTRACT TEACHER	PT	2022-2024	CONTRACT RENEWAL
482	393118	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
483	1433946	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
484	392979	CONTRACT TEACHER	PT	2022-2024	CONTRACT RENEWAL
485	2089505	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
486	886505	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
487	1576305	CONTRACT TEACHER	PT	2022-2024	CONTRACT RENEWAL
488	2089343	CONTRACT TEACHER	PT	2022-2024	CONTRACT RENEWAL
489	34258	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
490	1537385	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
491	2089386	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
492	1229567	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
493	1451340	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
494	1860690	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
495	397261	CONTRACT TEACHER	PT	2022-2024	CONTRACT RENEWAL
496	394890	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL

497	1038648	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
498	778028	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
499	2089424	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
500	911313	CONTRACT TEACHER	FT	2022-2024	CONTRACT RENEWAL
	<b>PROBATIONARY TEACHER RENEWALS</b>				
501	2329786	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
502	2432455	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
503	1974297	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
504	1648012	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
505	1826158	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
506	2089076	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
507	2430932	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
508	1915096	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
509	909203	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
510	1789813	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
511	1491377	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
512	1861794	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2

513	243125	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
514	1996177	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
515	2088932	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
516	2431041	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
517	2431084	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
518	1280686	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
519	1712055	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
520	2431165	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
521	2431173	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
522	2157284	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
523	1912704	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
524	2431270	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
525	2431289	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
526	2431327	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
527	2431351	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
528	2431378	PROBATIONARY 1	PT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
529	385484	PROBATIONARY 1	PT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
530	2330660	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2

531	993913	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
532	2331853	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
533	1576232	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
534	2080745	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
535	1720260	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
536	1617362	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
537	2200082	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
538	1206044	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
539	2431556	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
540	1755439	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
541	2431599	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
542	2431610	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
543	2328577	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
544	2333198	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
545	2431629	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
546	2431637	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
547	1627864	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
548	2431645	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2

549	1862367	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
550	2431688	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
551	2087030	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
552	2431750	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
553	2297663	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
554	1579916	PROBATIONARY 1	PT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
555	1675133	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
556	2327015	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
557	2431815	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
558	1699288	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
559	2431890	PROBATIONARY 1	PT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
560	2103850	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
561	2238977	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
562	2431963	PROBATIONARY 1	PT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
563	1711814	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
564	1278061	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
565	1626302	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
566	2432110	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2

567	2113791	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
568	965170	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
569	2432196	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
570	1253042	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
571	930148	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
572	2432323	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
573	2153351	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
574	502200	PROBATIONARY 1	PT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
575	2432366	PROBATIONARY 1	PT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
576	2432404	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
577	1974238	PROBATIONARY 1	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 2
578	1486845	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
579	513873	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
580	1754343	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
581	2087707	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
582	2200864	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
583	778265	PROBATIONARY 2	PT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
584	2297698	PROBATIONARY 2	PT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3

585	1860925	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
586	2297817	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
587	1386093	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
588	1009729	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
589	2298163	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
590	2298171	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
591	2086158	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
592	2187507	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
593	1862251	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
594	2238314	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
595	229776	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
596	2298023	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
597	1996231	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
598	1372815	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
599	2297604	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
600	477109	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
601	1996053	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
602	1583549	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3

603	2297884	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
604	2297809	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
605	2088266	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
606	1880519	PROBATIONARY 2	PT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
607	1886185	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
608	710407	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
609	2297558	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
610	2297655	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
611	2298279	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
612	2297957	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
613	2297744	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
614	1861115	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
615	2297426	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
616	1806734	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
617	2087308	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
618	1038494	PROBATIONARY 2	PT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
619	1127179	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
620	2297922	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3

621	2237644	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
622	2086697	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
623	2297981	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
624	1974629	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
625	2297973	PROBATIONARY 2	FT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
626	1501453	PROBATIONARY 2	PT	2022-2023	RECOMMEND MOVE TO PROBATIONARY 3
627	2238330	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
628	1848356	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
629	2238365	PROBATIONARY 3	PT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
630	1974211	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
631	2237903	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
632	2238829	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
633	2238306	PROBATIONARY 3	PT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
634	2001845	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
635	1653156	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
636	2238799	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
637	127337	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
638	2237350	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER

639	2080745	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
640	2086182	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
641	910325	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
642	394459	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
643	2239027	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
644	1038575	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
645	1495321	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
646	2237385	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
647	2238624	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
648	495913	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
649	1434756	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
650	1848798	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
651	2238438	PROBATIONARY 3	PT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
652	300667	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
653	2238683	PROBATIONARY 3	PT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
654	1495275	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
655	2086751	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
656	1996436	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER

657	1847821	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
658	2081296	PROBATIONARY 3	FT	2022-2025	RECOMMEND MOVE TO CONTRACT TEACHER
	<b>TEMPORARY NON-RENEWALS</b>				
659	2432463	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
660	385220	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
661	2430703	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
662	389285	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
663	395587	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
664	2032082	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
665	709549	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
666	2430770	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
667	2483270	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
668	2070596	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
669	2236710	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
670	1974270	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
671	910546	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
672	2237326	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
673	2483289	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL

674	2483297	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
675	2088916	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
676	1576119	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
677	1038508	TEMPORARY	PT	6/17/2022	TEMPORARY NON-RENEWAL
678	2483300	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
679	1282069	TEMPORARY ADMINISTRATOR	FT	6/30/2022	TEMPORARY NON-RENEWAL
680	2431114	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
681	742619	TEMPORARY	PT	6/17/2022	TEMPORARY NON-RENEWAL
682	1705199	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
683	2105330	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
684	2483327	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
685	1416383	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
686	1076302	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
687	2483335	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
688	1920537	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
689	2431416	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
690	2154986	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
691	2175606	TEMPORARY	PT	6/17/2022	TEMPORARY NON-RENEWAL
692	2425424	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL

693	2483343	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
694	2431521	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
695	1758098	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
696	2431572	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
697	2485575	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
698	2087464	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
699	796018	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
700	2086999	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
701	2431718	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
702	2431777	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
703	2431912	TEMPORARY	PT	2/04/2022	TEMPORARY NON-RENEWAL
704	1280694	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
705	563625	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
706	2330636	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
707	291153	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
708	2432013	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
709	390992	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
710	2026031	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
711	2432072	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL

712	2432099	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
713	2104814	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
714	2432137	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
715	2432145	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
716	2483351	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
717	2432161	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
718	2086913	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
719	688223	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
720	395439	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
721	669598	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL
722	2432382	TEMPORARY	FT	6/17/2022	TEMPORARY NON-RENEWAL

**RESOLUTION#: 21-22.031**

**DATE: MARCH 14, 2022**

**SCHOOL BUS PURCHASE AGREEMENT**

**RELEVANT DATA:**

At the June 14, 2021 school board meeting the Board authorized the purchase of seven (7) new propane school buses to replace older fleet models. All seven of these buses are Type C Propane Blue Bird Vision 77 passenger models.

The buses have been ordered and delivery is estimated in mid-April. Upon delivery, the District will need to submit payment for these new buses using previously identified resources. Similar to the purchases made in the past the District is recommending the utilization of a full faith and credit note payable over a ten (10) year timeframe, which aligns with the depreciation schedule reimbursed by the Oregon Department of Education. This lease purchase agreement is a ten-year agreement at a market driven interest rate associated with municipal notes. The estimated rate for this issue is 2.97% due to the current market. Payments for the agreement will be made solely from the Equipment Replacement Fund (Fund 297) on an annual basis. Additionally, the State reimburses our district for 70% of the cost of purchasing a new school bus (including interest on the lease program), and the District was successful in receiving a DEQ grant to cover the remaining 30%. This reimbursement comes to the district over a ten-year period and can only be used for the purchase of school buses and related equipment. The district places this money into Fund 297 and there are no additional General Fund resources being used for this purchase.

Brett Yancey is available to answer any questions.

**RECOMMENDATION:**

It is recommended that the Board approve the resolution as presented (attached), authorizing the issuance and negotiated sale of full faith and credit note in an aggregate amount not to exceed \$675,000, including the designation of authorized representatives and appointment of special counsel.

Submitted by:

Brett Yancey  
Chief Operations Officer

Recommended by:

Todd Hamilton  
Superintendent

## **RESOLUTION NO. 21-22.031**

A RESOLUTION OF SPRINGFIELD SCHOOL DISTRICT NO. 19, LANE COUNTY, OREGON AUTHORIZING THE ISSUANCE AND NEGOTIATED SALE OF A FULL FAITH AND CREDIT OBLIGATION; DESIGNATING AN AUTHORIZED REPRESENTATIVE AND SPECIAL COUNSEL; AUTHORIZING EXECUTION AND DELIVERY OF A FINANCING AGREEMENT; AND RELATED MATTERS.

WHEREAS, Springfield School District No. 19, Lane County, Oregon (the “District”) is authorized pursuant to the Constitution and laws of the State of Oregon, namely Oregon Revised Statutes Section 271.390, 287A.300 and 287A.315 and 332.155 (collectively, the “Act”) to enter into financing agreements to finance the cost of real and personal property, including the acquisition of six buses (the “Project”) and pay the costs of issuance of such obligations; and

WHEREAS, it is advantageous for the District to authorize and enter into a financing agreement and note to finance the Project and costs of issuance.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF SPRINGFIELD SCHOOL DISTRICT NO. 19, LANE COUNTY, OREGON AS FOLLOWS:

**Section 1. Authorization.** The Board hereby authorizes the execution and delivery of a financing agreement and note (the “Agreement”) to finance the Project and costs of issuance. The aggregate principal amount of the Agreement shall not exceed \$675,000.

**Section 2. Payments** The payments for the Agreement shall be payable from the general, non-restricted revenues of the District and other funds which may be available for that purpose, including taxes levied within the restrictions of Sections 11 and 11b, Article XI of the Constitution of the State of Oregon. The obligation of the District to make payments shall be a full faith and credit obligation of the District, and is not subject to appropriation. The lender shall not have a lien or security interest on the property financed with the proceeds of the Agreement.

**Section 3. Designation of Authorized Representative.** Pursuant to ORS 287A.300 (4), the District hereby authorizes the Superintendent or the Chief Operations Officer or either of their designee (the “Authorized Representative”) to act on behalf of the District and determine the remaining terms of the Agreement as specified in Section 4 of this Resolution.

**Section 4. Delegation of Final Terms of the Agreement and Additional Documents.** The Authorized Representative is hereby authorized, on behalf of the District, to:

- a. establish the dated date, final maturity date, interest payment dates, interest rate, principal payment dates and maturities, and principal amounts; and to establish prepayment provisions for the payments;

- b. prepare the Agreement which the Authorized Representative determines to be in the best interest of the District, and to execute and deliver the Agreement; and
- c. enter into any other agreements and to execute any other certificates or documents, and take any actions, which are necessary to finance the Project in accordance with this Resolution.

**Section 5. Maintenance of Tax-Exempt Status.** The District hereby covenants for the benefit of the lender to use proceeds of the Agreement and to otherwise comply with all provisions of the Internal Revenue Code of 1986, as amended (the “Code”) which are required for the interest component of the payments payable under the Agreement to be excluded from gross income for federal income tax purposes, as provided in the Agreement. The District makes the following specific covenants with respect to the Code:

- i. The District will not take any action or omit any action if it would cause the Agreement to become an arbitrage bond under Section 148 of the Code.
- ii. The District shall operate the facilities financed with the Agreement so that the Agreement does not become a private activity bond within the meaning of Section 141 of the Code.
- iii. The District shall comply with appropriate reporting requirements.
- iv. The District shall pay, when due, all rebates and penalties with respect to the Agreement which are required by Section 148(f) of the Code.

**Section 6. Bank Designation.** The District designates the Agreement for purposes of paragraph (3) of Section 265(b) of the Code as a “qualified tax-exempt obligation” since the Agreement does not constitute a private activity bond as defined in Section 141 of the Code, and not more than \$10,000,000 aggregate principal amount of obligations, the interest on which is excludable under Section 103(a) of the Code from gross income for federal income tax purposes (excluding, however, private activity bonds other than qualified 501(c)(3) bonds) including the Agreement, have been or expect to be issued by the District, including all subordinate entities of the District, if any, during the calendar year 2022.

**Section 7. Resolution to Constitute Contract.** In consideration of the purchase and acceptance of the Agreement, the provisions of this Resolution shall be part of the contract of the District with the lender and shall be deemed to be and shall constitute a contract between the District and the lender. The covenants, pledges, representations and warranties contained in this Resolution and in the closing documents executed in connection with the Agreement, including without limitation the District’s covenants and pledges contained in Section 2 hereof, and the other covenants and agreements herein set forth to be performed by or on behalf of the District shall be contracts for the equal benefit, protection and security of the lender.

**Section 8. Reimbursement.** The District hereby declares its official intent to reimburse itself with the proceeds of the Financing Agreement for any of the Project expenditures incurred by it from its general funds prior to the issuance of the Agreement.

**Section 9. Appointment of Special Counsel.** The District hereby appoints Mersereau Shannon LLP as special counsel to the District in connection with the Agreement.

ADOPTED by the Board of Directors of Springfield School District No. 19, Lane County, Oregon this 14<sup>th</sup> day of March 2022.

SPRINGFIELD SCHOOL DISTRICT NO. 19  
LANE COUNTY, OREGON

By \_\_\_\_\_  
Chair

ATTEST:

By \_\_\_\_\_  
Superintendent