



## Public Comment Information

The Springfield Public Schools Board of Directors desires to hear from the community they serve and sets aside 20 minutes for oral public comment during their regular business meetings.

Members of the community are invited to provide public comment, in-person, virtually, or via written submissions.

### **Oral Comments – In-person, or virtually:**

To sign up to speak to the school board during their regularly scheduled business meeting please send your request to [public.comment@springfield.k12.or.us](mailto:public.comment@springfield.k12.or.us). Clearly label the subject line as: “Oral Public Comment Request” and include *full name, whether you are a resident of the district, a phone number, agenda item or topic*. Submissions will be collected the Thursday before the meeting date, once public meeting notice has been made, and will remain open until 12:00 pm on the day of the meeting.

*Oral public comment is limited to 3 minutes per person and is scheduled for 20 minutes on the agenda. Due to time limitations not all speakers may be selected to provide oral comment during the board meeting.*

### **Written Comment:**

To submit written public comment, send your materials to [public.comment@springfield.k12.or.us](mailto:public.comment@springfield.k12.or.us) by 12:00 pm the day of the meeting. Clearly label the subject line as “Written Public Comment” and include *full name, whether you are a resident of the district, a phone number, agenda item or topic*. All written comments submitted by the 12:00 pm deadline on the day of the meeting will be provided to the board for their review and posted to the district website by 4:00 pm on the day of the board meeting.



ESCUELAS PÚBLICAS DE  
**SPRINGFIELD**  
Cada Estudiante Cuenta, Cada Día

## Información sobre los Comentarios Públicos

La Junta Directiva de las Escuelas Públicas de Springfield desea escuchar a la comunidad a la que sirve y reserva 20 minutos para comentarios orales del público durante sus reuniones regulares de negocios. Hay tres maneras de hacer comentarios públicos en las reuniones regulares de la junta.

Se invita a los miembros de la comunidad a hacer comentarios públicos, en persona, virtualmente o a través de presentaciones escritas.

### **Comentarios Orales - En persona, o virtualmente:**

Para inscribirse para hablar con el consejo escolar durante su reunión de negocios programada regularmente, por favor envíe su solicitud a [public.comment@springfield.k12.or.us](mailto:public.comment@springfield.k12.or.us). Etiquete claramente la línea de asunto como: "Solicitud de Comentario Público Oral". Por favor, incluya su *nombre completo, si es usted residente del distrito, número de teléfono, punto del orden del día o tema*. Las solicitudes serán recaudadas entre el jueves anterior a la fecha de la reunión y el mediodía del día de la reunión.

*Los comentarios orales del público están limitados a 3 minutos por persona y están programados para 20 minutos en el orden del día. Debido a las limitaciones de tiempo, no todos los oradores pueden ser seleccionados para hacer comentarios orales durante la reunión de la junta.*

### **Comentarios por Escrito:**

Para presentar comentarios públicos por escrito, envíe sus materiales a [public.comment@springfield.k12.or.us](mailto:public.comment@springfield.k12.or.us) antes del mediodía del día de la reunión. Por favor, etiquete claramente la línea de asunto como "Comentario Público por Escrito". Por favor, incluya su *nombre completo, si es usted residente del distrito, número de teléfono, punto del orden del día o tema*. Todos los comentarios escritos presentados antes de la fecha límite se proporcionarán a la junta para su revisión y se publicarán en el sitio web del distrito antes de las 4:00 p.m. del día de la reunión de la junta.

Si tiene alguna pregunta o necesita asistencia favor de comunicarse al (541) 726-3486



# SPRINGFIELD

## PUBLIC SCHOOLS

Every Student, Every Day

**BOARD OF EDUCATION**  
**March 13, 2023**  
**Administration Building Board Room**  
**640 A Street**  
**Springfield, OR 97477**

[En español](#)

**7:00 pm In Person Board Meeting**

**Streaming Meeting URL:**

<http://www.vimeo.com/SpringfieldPS>

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**AGENDA**

**TAB**

- |   |   |   |
|---|---|---|
| 1. <b>Call Meeting to Order</b>   | Board Chair Naomi Raven                                   |   |
| A. Pledge of Allegiance   | Chair Raven   |   |
| B. Land Acknowledgement   | Kelly Mason   |   |
| 2. <b>Approval of the Agenda</b>  | Chair Raven   |   |
| 3. <b>Presentations</b>   |   |   |
| A. Aligning for Student Success   | David Collins   |   |
| 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 13, 2023 Board Meeting Minutes  |   | 1 |
| 2. Financial Statement  | Brett Yancey  | 2 |
| 3. Personnel Report, Resolution #22-23.029  | Dustin Reese  | 3 |
| B. Approve Municipal Audit RFP #22-23.031   | Brett Yancey  | 5 |
| C. Accept English Language Development Program and World Language Instructional Materials Adoption, First Read                    | Whitney McKinley  | 6 |
| D. Approve Consolidated Applications #22-23.032   | David Collins   | 7 |
| E. OSAA Cooperative Agreement, Resolution #22-23.030  | David Collins   | 4 |
| 6. <b>Discussion</b>  |   |   |
| A. 2023-2024 Academic Calendar  | David Collins   |   |
| 7. <b>Reports and Information</b>   |   |   |
| A. United Front Update  | Chair Raven   |   |
| B. Superintendent Evaluation  | Chair Raven   |   |
| C. Superintendent Communication   | Superintendent Hamilton                                   |   |
| D. Board Communication  | Chair Raven   |   |
| 8. <b>Next Meetings:</b>  | March 16, 2023 Budget Committee/Board Work Session 6:00pm |   |
|   | April 10, 2023 Board Meeting 7:00pm                       |   |
| 9. <b>Adjournment</b>   | Chair Raven   |   |



**CONSEJO DE EDUCACIÓN**  
**13 de marzo del 2023**  
**Sala del Consejo de Administración**  
**640 A Street**  
**Springfield, OR 97477**

**En español**

**7:00 pm Reunión de Consejo en persona**

**Junta Transmitida a través de:**

<http://www.vimeo.com/SpringfieldPS>

**AGENDA**

**TAB**

- |  |                                    |   |
|--|------------------------------------|---|
| <b>1. Declarar Abierta la Sesión</b>   | Presidenta del Consejo Naomi Raven |   |
| A. Juramento de Lealtad  | Presidenta Raven                   |   |
| B. Reconocimiento de la Tierra   | Kelly Mason                        |   |
| <b>2. Aprobación de Agenda</b>   | Presidenta Raven                   |   |
| <b>3. Presentaciones</b>   |                                    |   |
| A. Alineación para el éxito estudiantil  | David Collins                      |   |
| B. Comunicación del Representante de la Junta de Estudiantes   | 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   |                                    |   |
| 1. 13 de febrero del 2023 Minutos de Reunión del Consejo   |                                    | 1 |
| 2. Informe Financiero  | Brett Yancey                       | 2 |
| 3. Informe sobre el Personal, Resolución #22-23.029  | Dustin Reese                       | 3 |
| B. Aprobar Auditoría Municipal RFP #22-23.031  | Brett Yancey                       | 5 |
| C. Aceptar el Programa de Desarrollo del Idioma Inglés y el Idioma Mundial   |                                    |   |
| Adopción de materiales didácticos, primera lectura   | Whitney McKinley                   | 6 |
| D. Aprobar Solicitudes Consolidadas #22-23.032   | David Collins                      | 7 |
| E. Acuerdo de Cooperación OSAA, Resolución #22-23.030  | David Collins                      | 4 |
| <b>6. Discusión</b>  |                                    |   |
| A. 2023-2024 Calendario Académico  | David Collins                      |   |
| <b>7. Reportes e Información</b>   |                                    |   |
| A. Actualización del Frente Unido  | Presidenta Raven                   |   |
| B. Evaluación del superintendente  | Presidenta Raven                   |   |
| C. Comunicación del Superintendente  | Superintendente Hamilton           |   |
| D. Comunicación de la Junta  | Chair Raven                        |   |
| <b>8. Próximas Reuniones:</b> 16 de marzo 2023 Comité de Presupuesto / Sesión de trabajo de la junta 6:00pm  |                                    |   |
| 10 de abril 2023 Reunión de la Junta 7:00pm  |                                    |   |

**Aplazamiento**

Presidenta Raven

Las Escuelas Públicas de Springfield son un ente educador y empleador con igualdad de oportunidades.

Las personas que tengan preguntas o necesidades especiales, necesiten acomodaciones o servicios de traducción en las reuniones de la Junta Directiva deben ponerse en contacto con la Oficina del Superintendente; 640 A Street, Springfield, OR 97477; Teléfono: (541) 726-3201. La solicitud debe hacerse con 72 horas de anticipación al evento.

## BUSINESS MEETING MINUTES

A Business Meeting of the Springfield School District No. 19 Board of Education was held on February 13, 2023.

### 1. CALL MEETING TO ORDER, FLAG SALUTE AND LAND ACKNOWLEDGEMENT

Board Chair Naomi Raven called the Springfield Board of Education meeting to order at 6:01 p.m. and led the Pledge of Allegiance. Following the Pledge of Allegiance, Ms. Raven read the following Land Acknowledgement:

*We acknowledge that we are in the traditional homeland of the Kalapuya people, specifically the community that was known as Chifin, the area that we now call Springfield.*

*Kalapuya people, who have lived in this region since ["Time Immemorial"](#), were illegally dispossessed of their land and forcibly removed to what are now the Grand Ronde and Siletz reservations over several years, but most notably in treaties between 1851 and 1855.*

*The Kalapuya are now members of the [Confederated Tribes of the Grand Ronde](#) and the [Confederated Tribes of Siletz Indians](#), and members of the Kalapuya still live, work, study, and thrive in this area, and continue to make important contributions here in Springfield, across the land we now refer to as Oregon, and around the globe.*

*This information is shared out of a responsibility to honor the heritage and the humanity of all people and to promote unity within our school district.*

### Attendance

Board Members attending the meeting included Board Chair Naomi Raven, Board Vice Chair Todd Mann, and Director Jonathan Light.

Director Emilio Hernandez and Director Kelly Mason attended virtually.

District staff and community members identified included Superintendent Todd Hamilton, David Collins, Dustin Reese, Jeff Michna, Brett Yancey, Martie Steigleder, Mindy Leroux, Tama Rowan, Melinda Henderson, Chuck Messenger, Deanna Jacobson, Jennifer Eisele, Brooklyn Raminez, Charlie Jett, Shelley Nurre, Ame Beard, Danielle Smith, Sue Wright, Lesa Haley, Kristen Noor, Kim Donaghe, Moriah Shanahan, Ariel Jorkan, Aliann Jorkan, Jonathan Gault, Alana Strand, Jenny Potter, Andy Price, Lydia Fabian, Joan Bolts, Kimberlee Pelster, Colleen Hunter, Jose de Silvas, Heather Dillon, Amberly Trano.

### 2. APPROVAL OF THE AGENDA

Chair Raven asked for a motion to approve the February 13, 2023 agenda as presented.

**MOTION:** Director Mann moved, seconded by Director Light, to approve the February 13, 2023 agenda as presented.

Chair Raven called for a roll call vote. Chair Raven asked each Board member to indicate if they supported the motion in favor of approving the February 13, 2023 agenda as presented: Director

Hernandez – Yes, Director Light – Yes, Director Mann – Yes, Director Mason – Yes and Director Raven – Yes.

The motion passed, 5:0.

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

Superintendent Hamilton read the following proclamation in honor of Classified Employee Appreciation Week:

#### **Classified Employee Appreciation Week Proclamation**

**March 6 – 10, 2023**

**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 students, 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 6 thru 10, 2023, to be Classified Employee Appreciation 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 13th day of February 2023.

### **4. PRESENTATIONS**

#### **A. Introduce New Administrators**

Superintendent Hamilton officially welcomed:

- Martie Steigleder, Executive Assistant to the Superintendent and the Board.
- Brian Richardson, Director of Communications and Community Engagement.
- Lydia Fabian, Assistant Director of Human Resources.

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

A3: Maelette Brockmann was not present.

- A3 ranks 12<sup>th</sup> in the state for graduation rate, with an average over 95% and is top in Lane county for the 2<sup>nd</sup> year in a row.
- Monthly Art Walk is this Friday.
- Fabulous responses to our J-Fluence and Confluence projects.
- A3 won the LTD challenge and received a \$1000 prize.
- The January open house was packed. Our next event is Valentine's Day cookies during lunch that will be decorated by the staff. And our Chocolate Festival is March 3-5<sup>th</sup>.

Gateways High School: Krista Sweeney shared

- 52 awards were handed out at their recent Award Ceremony.
- Ten minute plays were shared in Creative Writing.

February 13, 2023

2 of 9

- Night School will begin on February 27, 2023.
- On March 7, 2023 a group of students will be going on a Culinary Tour.
- Seniors are taking their College & Career class this term, in which they will be completing resumes, participating in mock interviews and completing college applications.
- During the second quarter in art, students did optical illusion cubes, a colored pencil cat project and a face mask.

Springfield High School: Ariel Jorkan shared

- SHS welcomed their new freshmen officers with the new semester and were preparing for election for the upcoming school year student body officers.
- On February 9, 2023 they held a College Goal Oregon Event. Each senior that attended received a \$5 Dutch Bros. gift card and four students were randomly selected for a scholarship.
- The Sources of Strength Program began a campaign to work on reinforcing how they show respect to their neighbors and community.
- Near the end of the month a Trash Pickup Challenge will be held to strengthen the relationship between their school and neighbors.
- The previous week was Counselor Appreciation Week.
- Springfield High had students take first, second, third, and one honorable mention, with the speeches they gave at the Martin Luther King Jr. Celebration, held on January 16, 2023.

Thurston High School: Brooklyn Ramirez shared

- Halfway through the school year, students continue to answer their three questions, who am I, who can I be, and how can I be proud of we, while identifying where they had room to grow.
- The Winter Formal dance was brought back for the first time in several years. A new tradition of teachers nominating students for Winter Formal Court began. Nominations were based on positive citizenship, organization, diligence, advocacy, modeling positive behavior, and leadership.
- Leading up to Black History Month, students learned about influential African Americans with lessons created by their Black Student Union. To improve individual student experience, they introduced peer-nominated risk takers, celebrating different students through campus and they added Personal Discovery Tasks into their advisory.
- The biannual Cookies and Cram Event was held last month to help students study for upcoming finals and win prizes.
- Last month they held a Spirit Week leading up to the Winter Ball. The Senior Halfway Point Party was held last month to celebrate the Class of 2023.
- Wrestling and Swim celebrated their Senior Nights. 25% of their students made it onto the Honor Roll last semester and Thurston High reached its highest graduation rate ever, with 84% of students graduating on time.
- Upcoming Events
  - Thurston High will host the Boys Regional Wrestling Contests on February 18, 2023.
  - The Thurston Dance Competition will be held on March 4, 2023.
  - The upcoming Teachers Pageant Events will include dodgeball on February 28, 2023
  - Staff versus Student Basketball Game on March 10, 2023.

Willamette Leadership Academy: Alana Strand shared

- A few weeks ago, a group of seniors graduated early and a ceremony was held in their honor.
- Gift cards for best attendance in January were given out and a Cadet of the Month was chosen.

February 13, 2023

- A dinner had been held for students and families enrolled in the Special Education Program and for Spanish speaking families to strengthen the education opportunities of all cadets who need a little extra help.
- Color Guard will sponsor a Spaghetti Night on March 24, 2023. Proceeds will be donated to the Junior/Senior Prom. There will be a \$10 entry fee and donations will be gratefully accepted. The dinner will include a rifle performance, varied groups showcasing their hard work and talent, and a speech will be made. They are anxiously awaiting the arrival of the Marine Drill Team.

## 5. PUBLIC COMMENT

Chair Raven read the following statement concerning public comment:

*This is the portion of our agenda for public comment. The board provides three ways for community members to share public comment: written public comment, in person oral public comment and virtual public comment. Written public comment is received 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. The deadline for submitting a request for oral public comment was today at noon. Those who requested an opportunity to speak this evening were notified by the board secretary about their request.*

*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. 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.*

*The Board will not hear comments regarding any school personnel. We ask those speaking to refrain from using names and titles of 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.*

Colleen Hunter, retired Mt. Vernon School teacher addressed the Board on behalf of herself, co workers, students and families of Mt. Vernon School. At a meeting held in August of 2019, which included district leadership and veteran staff, a look at the building and issues which may have contributed to health problems was discussed. The Oregon Health Authority stated that the situation at Mt. Vernon did not constitute a cancer cluster at the time. Ms. Hunter stated that in the three years since that meeting, six more people have been diagnosed. Including herself, there have been ten people in five years diagnosed with cancer. She asked the Board and Superintendent to take another look at the environmental factors in the building.

Danielle Smith, a third grade teacher at Two Rivers-Dos Rios Elementary, with strong ties to the district also discussed the suspicious number of cancer diagnoses from retired or current staff and even students from Mt. Vernon. Ms. Smith said that number included her own mother. She asked the Board and Superintendent to do their due diligence and investigate to ensure that the building is a safe place for their loved ones to work, play and gather.

## 6. ACTION ITEMS

### A. Approve Consent Agenda

#### 1. January 9, 2023 Board Meeting Minutes

- 2. January 7 & 14, 2023 Board Retreat Minutes**
- 3. Financial Report**
- 4. Personnel Action, Resolution #22-23.024**
- 5. OSAA Cooperative Agreement, Resolution #22-23.025**
- 6. Out of State Trip Springfield HS  
Band/Choir/Mariachi/Theater/Orchestra,  
Resolution #22-23.026**

**MOTION:** Director Mason moved, Director Hernandez 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 in favor of approving the Consent Agenda: Director Hernandez – Yes, Director Light – Yes, Director Mann – Yes, Director Mason – Yes and Director Raven – Yes.

The motion passed, 5:0.

The Board took a recess at 7:30 p.m. and returned at 7:40 p.m.

**B. Approve 2023-25 Lane ESD Local Service Plan, Year One, Resolution #22-23.027**

As required by ORS 334.175, 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 2023-2025 Local Service Plan – Year One 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 3, 2023.

Superintendent Hamilton recommended that the Board of Directors approve the Lane ESD 2023-2025 Local Service Plan – Year One and request that Lane ESD provide the services described during the 2023-2024 (year one) fiscal year in accordance with ORS 334.175.

**MOTION:** Director Light moved, Director Mason seconded the motion to accept the Local Service Plan, Year One for 2023-2024 as presented by the firm of Pauly, Rogers and Co., PC.

Chair Raven called for a roll call vote. Ms. Raven asked each Board member to indicate if they approve Lane ESD 2021-2023 Local Service Plan – Year One and requests the Lane ESD provide the services described during the 2021-2022 (Year One) fiscal year in accordance with ORS 334.175: Director Hernandez – Yes, Director Light – Yes, Director Mann – Yes, Director Mason – Yes and Director Raven – Yes.

The motion passed, 5:0.

**C. Approve Cosmetology Modular, Resolution #22-23.028**

Brett Yancey explained that the resolution was for the approval of the purchase of a modular classroom for the Springfield Public Schools Cosmetology Program, to be located on the Brattain Campus, specifically Gateways High School. The purchase is facilitated through a cooperative purchasing agreement, Modern Building Systems and negotiated by the Salem Keizer School District for the total purchase price of \$455,102. It is the best contract price guaranteed for school districts that attach to their

already previously negotiated contract. The project is additionally supported through funds made available by High School Success Funds (Measure 98).

**MOTION:** Director Light moved, seconded by Director Mann to approve Resolution #22-23.028, authorizing the purchase of the Cosmetology modular building.

Chair Raven asked if there was any discussion.

Director Light asked if the modular was new and asked for more details concerning space and utilities. Mr. Yancy stated that it was a brand new modular with 2,376 square feet. The modular would include instruction space for classroom, lab space, a waiting room, and restroom. It would have its own heating and air conditioning and would be tied into all of the utilities. It could act as a stand alone building, but would also be as a complement to the existing Gateways School with a covered walkway between the two, as well. If approved, it would be in use for the fall of the 2023 school year.

Director Mann made mention of the federal funds and the Measure 98 funds that had been secured, asking if the federal funds were for the teachers.

Mr. Yancy replied that there were several pieces to it. The actual modular building, then the excavation and preparing of the building site would be covered through the Measure 98 funds, which must be used before June 30, 2023. Federal funds would cover the outfitting and supplying of the building.

Mr. Mann asked how that breaks down between one time and ongoing expenditures.

Mr. Yancy replied that the building, infrastructure, cabinets, and furniture would be a one time expenses. The ongoing expenses would be curriculum based.

Mr. Collins commented that the ongoing expenditures would be spurred through the High School Success Funds, which would include curriculum, professional development, replenishment of supplies and staffing needs, sustained through Measure 98 dollars.

Director Light asked what the anticipated total landed cost would be with the infrastructure.

Mr. Yancy stated they had estimated right at a million dollars.

Director Hernandez asked where would we get the staffing from.

Ms. LeRoux said they had posted positions and are in the process of hiring staff right now. There were only three of such projects in the state. They are located in Coquille, Salem Keizer, and in Willamette ESD. The position requires the person to be licensed in hair design, barbering, nails and esthetician.

Director Light asked what the initial number of teachers they were looking to hire.

Ms. LeRoux answered just one, but if needed they could add an educational assistant. The Board of Cosmetology limits one teacher per fifteen students during a given time period.

Chair Raven called for a roll call vote. Ms. Raven asked each Board member to indicate if they approved of the Cosmetology building purchase, Resolution #22-23.028: Director Hernandez – Yes, Director Light – Yes, Director Mann – Yes, Director Mason – Yes and Director Raven – Yes.

The motion Passed, 5:0.

## **7. REPORTS AND INFORMATION**

### **A. Graduation Rates**

David Collins and Mindy LeRoux highlighted the four-year graduation, taking into account transfers in and out of the school districts or state that earns a standard diploma or modified diploma within 4 years of high school.

Ms. LeRoux pointed out that there was a nice steady growth in those graduation numbers, but that they were going to continue to focus on instructional improvement in the classroom, paying attention to the data and a never ending support for all students. The economically disadvantaged students' graduation rate of 76.2% is up five points from last year. Underserved races, ethnicities increased by 10%. Students who completed English Learner Programs prior to entering high school 89.1%, which is higher than our district rate. The graduation rates for students experiencing homelessness increased 7.1%.

Mr. Collins shared highlights recently released by the State, including some of the global areas of opportunities. They are continuing to see a steady increase however we are still 5% points below the State average so they would like to meet and exceed that in the future. There was an increase of 4% in dropout rates. Staff was continuing to reach out to the families to identify any obstacles or barriers. National data supports an increased gap for students who do not graduate on time. Disproportionality continues to exist, although they were seeing improvements in areas and populations, they were still not up to the District or State average. While we're wanting to celebrate successes, we are mindful and attentive to the areas where they want to continue to focus their efforts.

#### Strategies for Student Support:

- Data Team Meetings
- Instructional Alignment to Standards
- Engagement Strategies - AVID
- Access to College Level Courses
- Expanded CTE Offerings
- Credit Recovery Options

Ms. LeRoux concluded that they would continue listening to the students' voices and focusing on instructional practices that will lead to better student outcomes.

In conclusion, Mr. Collins stated that fifteen years ago, they had one out of two students graduate in Springfield Public Schools, but over time through intentional efforts, investments, best practice and community strategies that number increased by 20%. He said there was still much work to be done, but that they needed to celebrate that increase for a moment.

Chair Raven asked if there is any discussion.

Director Mann inquired into how much the State average had increased over that same three-year time period for the four-year cohort.

Mr. Collins replied that he would obtain that information and would ensure they communicate that back to him.

Ms. Raven commented how proud she was of their District for providing so many avenues for students to be successful, however there were two-parts; having the programs and then communicating all of their options to the students. She wondered what it looked like for the data teams to write standards for the elementary and middle schools.

Mr. Collins replied that they have data teams and collaboration by grade level teams at the elementary level. They have dedicated time within the student day, as well as outside the student day and multiple teachers that do this work, coming together regularly to talk about reading and math. At the middle school there is a dedicated time for the same, once or twice a week, then they study the responses to that.

Director Hernandez asked how to get parents and keep students interested in the programs. Mr. Collins answered that they have family support staff and a contracted service with an individual that looks at all data for families, to try and figure out and track down where the families are. There is still work to do.

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

- Superintendent Hamilton commented that to see those graduation rates continue to climb was really a K-12 investment in funds, in resources and dedication among the people in their organization.
- Since the last meeting, the boardroom had been filled with visitors from Japan and an assortment of staff. The trip went well and the schools that hosted did a fantastic job, thanks to Brian and Nicole.
- Superintendent Hamilton attended the MLK Celebration and march at Springfield High School and described it as a powerful event.
- Mayor VanGordon recognized retired educator Ra LaMarche, as the Distinctively Springfield Leader. Richardson and Olsson Industrial Electric as Distinctively Springfield Businesses of the Year.
- Taylor, Lydia and Mr. Hamilton had a chance on Friday to gather together with colleagues and other local government and public service agencies as part of their Equity and Community Consortium.
- In conclusion, Superintendent Hamilton said it was a great advance and a great celebration of the work over the past year. We had a work session in August to identify areas where they can collectively come together again.
- First Friday CCAN (Communities of Color and Allies Network) will be held on April 7, 2023. It will be hosted in Springfield for the first time in many years and will be held at Willamalane Parks and Recreation.
- Hamilton joined in on a City Club of Eugene meeting and discussed the impacts of the pandemic, what was learned and how they were moving forward in support of students.

#### **D. Board Communication**

Director Mason did not have any Wildish Theater updates, as they had not had a chance to meet. Ms. Mason and Superintendent Hamilton visited a few SPS schools, meeting staff and students and touring a few buildings.

Director Hernandez shared that during the three weeks that he was unable to leave his house, he had remained in touch with ESD staff over the phone to check in and see how they were doing.

Director Mann shared that he and the Springfield Education Foundation had been reviewing their various events. Night of a Thousand Stars would remain, however they were looking to change up events going forward. Battle of the Books will begin soon and his family was excited for such an inspiring student event.

Director Light shared that he had received an invitation for the Willamette Leadership Academy Awards and would be attending the following Wednesday. Mr. Light joined General Nunez and Sgt Master Major Roberts in touring the school. He attended the Second Friday Artwalk and visited A3 and reiterated that wonderful things were happening there. Mr. Light planned on attending the Education Day in Salem on Monday to continue pushing the point for ESSER funds and the proper use of federal funds was money

well spent and the importance of continued support. The Lane Council of Governments (LCOG) meeting went well. They completed the financial statements and had passed with flying colors.

Chair Raven shared that she was getting ready for a United Front Trip, which would be in the first week of March. She was looking forward to the Team Springfield meeting later in the week. The meeting will be about Diversity, Equity, and Inclusion.

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

The next Board Work Session Meeting is scheduled for Monday, February 27, 2023, time is TBD.

The next Board meeting is scheduled for Monday, March 13, 2023 at 7:00pm.

The next Budget Committee/Board Work Session is scheduled for Thursday, March 16, 2023.

Chair Raven thanked everyone for attending.

#### **9. ADJOURNMENT**

Chair Raven adjourned the meeting at 8:40 p.m.

*(Minutes recorded by Trenay Ryan)*

**SPRINGFIELD PUBLIC SCHOOLS  
2022-2023 Revenue/Expenditure Forecast  
As of February 28, 2023  
\*\*Please see attached report\*\***

**REVENUES:**

- Both current year and prior year tax collections are projected for 102% collection. To date there has been \$28.9 million in current year tax revenue received, as well as \$335,220 in prior year tax revenue received, which is an indication that prior year tax revenue collections will be stronger than in the recent past. 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 \$83.4 million for the current year based on 2022-23 projected enrollment and the allocation designated by the Oregon Department of Education (2/17/2023 update). As District enrollment is below projections for the current year, the current year SSF allocation is based on the prior year's enrollment (2021-22).
- The district is anticipating receiving approximately \$190,000 in County School Funds. To date the district has not received anticipated funds.
- The district is anticipating receiving approximately \$1.425 million in Common School Funds. To date the district has received \$336,642.

**EXPENDITURES:**

- Projected salary expenditures are based upon staff allocations adopted during the budgeting process and is estimated using actual and projected data (per previous year-end estimates). The current projection of 96.2% expenditures for salary related items. This is due to ongoing unfilled positions, primarily within classified staffing allocations.
- Benefit amounts are based upon projected staffing expenditures and are directly tied to the salary assumptions and are currently anticipated to be 91.0% expended. This projection will slightly change as the year advances.
- The purchased services, supplies and capital outlay expenditure projections are based upon budgeted expenditures and anticipated to be expended similar to past trends, and at this time being projected to be 100% expended.
- Other objects include the cost for property and liability insurance and is based upon premiums negotiated after the 2022-2023 adopted budget.

- Fund transfers allocated during the 2022-23 budget process include \$1.8 million (Co-Curricular Fund), 1.0 million (Instructional Materials Fund), 1,000,000 (Technology Fund) and \$434,246 (Debt Service Fund).

Additional Notes: For the 2022-2023 budget year the current estimate of ending fund balance is \$16,746,496. Included in this number is the audited ending fund balance from the 2021-2022 fiscal year (\$19,648,105). As with previous years, this is an estimate and accounts for the reductions/adjustments and assumptions made in the current year operating budget, as well as the use of reserves as a strategy for adjusting to the unanticipated loss of enrollment.

Submitted by:

Brett M. Yancey  
Chief Operations Officer

**SPRINGFIELD SCHOOL DISTRICT 19**  
**2022-2023 REVENUE/EXPENDITURE FORECAST**  
as of  
**2/28/23**

	BUDGET	ACTUAL through 02/28/23	ESTIMATED from 02/28/23 to year end	PROJECTED 2022-2023	PROJECTED as % of BUDGET
<b>REVENUES:</b>					
Property taxes - current	29,488,180	28,897,387	1,289,253	30,186,640	102.37%
Property taxes - prior years	350,000	335,220	14,780	350,000	100.00%
Other local sources	608,000	1,083,806	250,000	1,333,806	219.38%
Lane ESD Apportionment	35,000	0	35,000	35,000	100.00%
County School Fund	300,000	0	190,000	190,000	63.33%
State School Fund	83,073,888	62,231,230	21,169,604	83,400,834	100.39%
Federal Forest Fees	400,000	0	0	0	0.00%
Common School Fund	1,054,017	1,336,642	88,364	1,425,007	135.20%
<b>Total revenues</b>	<b>115,309,085</b>	<b>93,884,285</b>	<b>23,037,002</b>	<b>116,921,287</b>	<b>101.40%</b>
<b>Beginning fund balance</b>	<b>19,103,159</b>	<b>19,648,105</b>	<b>0</b>	<b>19,648,105</b>	<b>102.85%</b>
<b>Total Beginning fund balance</b>	<b>19,103,159</b>	<b>19,648,105</b>	<b>0</b>	<b>19,648,105</b>	<b>102.85%</b>
<b>Total resources</b>	<b>134,412,244</b>	<b>113,532,390</b>	<b>23,037,002</b>	<b>136,569,392</b>	<b>101.60%</b>
<b>EXPENDITURES:</b>					
Personal services	66,114,967	34,027,166	29,566,587	63,593,753	96.19%
Employee benefits	39,131,699	18,472,705	17,149,621	35,622,326	91.03%
Purchased services	9,951,251	5,333,542	4,617,709	9,951,251	100.00%
Supplies & materials	3,626,802	2,289,394	1,337,408	3,626,802	100.00%
Capital outlay	1,603,500	1,232,697	370,803	1,603,500	100.00%
Other objects	1,191,018	1,162,743	28,275	1,191,018	100.00%
Fund transfers	4,234,246	4,234,246	0	4,234,246	100.00%
<b>Total expenditures</b>	<b>125,853,483</b>	<b>66,752,491</b>	<b>53,070,404</b>	<b>119,822,895</b>	<b>95.21%</b>
Unappropriated	7,558,761	0	0	0	-
Contingency	1,000,000	0	0	0	0.00%
<b>Total appropriations</b>	<b>134,412,244</b>	<b>66,752,491</b>	<b>53,070,404</b>	<b>119,822,895</b>	<b>89.15%</b>
<b>Total resources</b>		<b>113,532,390</b>	<b>23,037,002</b>	<b>136,569,392</b>	
<b>Total appropriations</b>		<b>66,752,491</b>	<b>53,070,404</b>	<b>119,822,895</b>	
<b>Ending fund balance</b>		<b>46,779,898</b>	<b>(30,033,402)</b>	<b>16,746,496</b>	
<b>Less: contingency</b>			<b>0</b>	<b>0</b>	
<b>Net fund balance</b>		<b>46,779,898</b>	<b>(30,033,402)</b>	<b>16,746,496</b>	

## **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/retirement, 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/Retirement
- 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

NO	NAME OR EMPLOYEE ID	CURRENT STATUS	FTE	EFFECTIVE DATE	NOTES
	<b>NEW HIRES</b>				
1	ARNETT, SHIRLEY A	TEMPORARY TEACHER	FT	03/07/2023	TEMPORARY NEW HIRE
2	HANSON, KIM M	TEMPORARY TEACHER	FT	02/01/2023	TEMPORARY NEW HIRE
3	JOHNSON, KIANA	TEMPORARY TEACHER	FT	02/10/2023	TEMPORARY NEW HIRE
	<b>RESIGNATIONS/RETIREMENT</b>				
4	513873	PROBATIONARY 2 TEACHER	FT	06/30/2023	RETIREMENT
5	300675	CONTRACT ADMINISTRATOR	FT	06/30/2023	RESIGNATION
6	1754343	PROBATIONARY 2 TEACHER	FT	06/20/2023	RESIGNATION
7	393967	PROBATIONARY 2 ADMINISTRATOR	FT	06/30/2023	RESIGNATION
	<b>ADMINISTRATIVE PROBATIONARY RENEWALS</b>				
8	1995987	Probationary 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
9	2333198	Probationary 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
10	367419	Probationary 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
11	294241	Probationary 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2

12	2432110	Probationary 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
13	385204	Probationary 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
14	393932	Probationary 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
15	393622	Probationary 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
16	1282069	Probationary 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
17	395102	Probationary 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
18	610615	Probationary 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
19	328944	Probationary 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
20	910317	Probationary 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
21	300837	Probationary 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
22	1451308	Probationary 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
23	911119	Probationary 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
24	1244337	Probationary 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
25	394343	Probationary 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
26	394963	Probationary 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT ADMINISTRATOR
27	2080583	Probationary 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT ADMINISTRATOR

	<b>ADMINISTRATOR CONTRACT RENEWALS</b>				
28	1230441	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
29	1077546	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
30	396125	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
31	287814	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
32	395129	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
33	395331	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
34	776734	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
35	1229605	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
36	2238403	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
37	395242	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
38	396036	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
39	296414	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
40	393924	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
41	394858	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
42	396079	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
43	394068	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL

44	1229591	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
45	396338	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
46	2087235	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
47	392081	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
48	393401	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
49	394696	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
50	396095	CONTRACT ADMINISTRATOR	FT	2023-2025	CONTRACT RENEWAL
	<b>TEACHER CONTRACT RENEWALS</b>				
51	1124749	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
52	392863	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
53	947628	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
54	886483	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
55	2238330	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
56	2088754	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
57	1861964	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
58	32816	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL

59	1995979	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
60	824712	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
61	1594338	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
62	1861972	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
63	392197	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
64	287784	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
65	1862359	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
66	394971	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
67	1525867	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
68	351687	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
69	886939	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
70	392642	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
71	1125052	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
72	394483	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
73	886610	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
74	886858	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
75	385417	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
76	1707833	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL

77	1893998	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
78	393770	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
79	1996479	CONTRACT TEACHER	PT	2023-2025	CONTRACT RENEWAL
80	1860631	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
81	397091	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
82	886750	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
83	1385577	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
84	1229486	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
85	2086395	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
86	25682	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
87	394513	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
88	392294	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
89	1127365	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
90	393746	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
91	392766	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
92	2088843	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
93	1451189	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
94	1764586	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL

95	395471	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
96	1038818	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
97	1038443	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
98	1486594	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
99	394947	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
100	397423	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
101	1576062	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
102	394645	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
103	1995502	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
104	86355	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
105	392960	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
106	1862219	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
107	1126474	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
108	1230506	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
109	640050	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
110	1424068	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
111	564257	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
112	1322427	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL

113	742104	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
114	712256	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
115	392510	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
116	1848356	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
117	1126679	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
118	385123	CONTRACT TEACHER	PT	2023-2025	CONTRACT RENEWAL
119	777919	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
120	1125036	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
121	393126	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
122	2086123	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
123	237639	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
124	395447	CONTRACT TEACHER	PT	2023-2025	CONTRACT RENEWAL
125	390828	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
126	392898	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
127	392162	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
128	1385909	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
129	480118	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
130	394467	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL

131	1038435	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
132	389560	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
133	1038532	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
134	641510	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
135	394408	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
136	2238365	CONTRACT TEACHER	PT	2023-2025	CONTRACT RENEWAL
137	1753827	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
138	287237	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
139	631086	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
140	1659227	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
141	394521	CONTRACT TEACHER	PT	2023-2025	CONTRACT RENEWAL
142	1230557	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
143	1038508	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
144	394823	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
145	991333	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
146	1386190	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
147	385158	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
148	1282077	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL

149	395161	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
150	886866	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
151	1974211	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
152	397342	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
153	886823	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
154	178780	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
155	394653	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
156	395064	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
157	1510576	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
158	1386018	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
159	395641	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
160	1753851	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
161	1125540	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
162	393002	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
163	2238829	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
164	2238306	CONTRACT TEACHER	PT	2023-2025	CONTRACT RENEWAL
165	1764047	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
166	1229540	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL

167	1038931	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
168	1038893	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
169	242217	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
170	2001845	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
171	776718	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
172	1921266	CONTRACT TEACHER	PT	2023-2025	CONTRACT RENEWAL
173	389250	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
174	393290	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
175	393061	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
176	393525	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
177	1038583	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
178	1038451	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
179	393835	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
180	1230573	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
181	886963	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
182	393363	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
183	1038753	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
184	1038729	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL

185	394475	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
186	397245	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
187	390097	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
188	887145	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
189	393096	CONTRACT TEACHER	FT	2023-2025	CONTRACT RENEWAL
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	<b>PROBATIONARY TEACHER RENEWALS</b>				
474	2592266	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
475	250450	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
476	949655	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
477	2591510	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
478	947547	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
479	2483270	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
480	2070596	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
481	2089238	PROBATIONARY 1	PT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
482	1738941	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
483	2430851	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
484	2179318	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
485	2591847	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
486	2483297	PROBATIONARY 1	PT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
487	1948113	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2

488	2483300	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
489	940267	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
490	1127020	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
491	2591715	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
492	2425629	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
493	2590425	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
494	536601	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
495	2590824	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
496	2483327	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
497	2238802	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
498	1076302	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
499	2592606	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
500	1848933	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
501	2401983	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
502	2590646	PROBATIONARY 1	PT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
503	2154986	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
504	2087944	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2

505	2591197	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
506	1828703	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
507	2425424	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
508	391328	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
509	25900557	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
510	2592053	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
511	2592096	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
512	1147382	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
513	2087464	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
514	2590980	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
515	1594591	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
516	2591014	PROBATIONARY 1	PT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
517	1271059	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
518	2591448	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
519	741477	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
520	1712187	PROBATIONARY 1	PT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
521	1997351	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2

522	1177133	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
523	972711	PROBATIONARY 1	PT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
524	392596	PROBATIONARY 1	PT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
525	2590948	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
526	2297841	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
527	2113813	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
528	323756	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
529	1280694	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
530	2431939	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
531	2132591	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
532	1908995	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
533	1522914	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
534	2026031	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
535	1591634	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
536	2591669	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
537	2591685	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
538	2591766	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2

539	393460	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
540	2591863	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
541	387983	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
542	688223	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
543	2510901	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
544	2659166	PROBATIONARY 1	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 2
545	2329786	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
546	2432455	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
547	2432463	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
548	1974297	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
549	2430703	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
550	2032082	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
551	709549	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
552	1648012	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
553	1826158	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
554	2430770	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
555	2089076	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3

556	2330660	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
557	2430932	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
558	1915096	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
559	909203	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
560	1789813	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
561	1491377	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
562	1861794	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
563	2431025	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
564	1996177	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
565	2088932	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
566	2431084	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
567	1280686	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
568	1712055	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
569	2431165	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
570	2431173	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
571	2157284	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
572	1912704	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3

573	2431645	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
574	2431270	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
575	1920537	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
576	2431351	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
577	2431378	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
578	385484	PROBATIONARY 2	PT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
579	2431416	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
580	993913	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
581	2331853	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
582	1576232	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
583	1617362	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
584	1758098	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
585	1755439	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
586	2431572	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
587	2431610	PROBATIONARY 2	PT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
588	2431629	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
589	2431637	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3

590	1627864	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
591	796018	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
592	1862367	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
593	2431688	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
594	2086999	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
595	2431718	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
596	2087030	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
597	2431750	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
598	499102	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
599	2297663	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
600	1579916	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
601	1675133	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
602	2431777	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
603	2431815	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
604	2431890	PROBATIONARY 2	PT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
605	2103850	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
606	2238977	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3

607	2431963	PROBATIONARY 2	PT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
608	2330636	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
609	2432013	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
610	1711814	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
611	1278061	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
612	2432072	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
613	1626302	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
614	2104814	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
615	2432137	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
616	2113791	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
617	1253042	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
618	930148	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
619	2432323	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
620	2153351	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
621	502200	PROBATIONARY 2	PT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
622	2432366	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
623	2432382	PROBATIONARY 2	PT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3

624	1974238	PROBATIONARY 2	FT	2023-2024	RECOMMEND MOVE TO PROBATIONARY 3
625	1486845	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
626	1848798	PROBATIONARY 3	PT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
627	2200864	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
628	778265	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
629	2297698	PROBATIONARY 3	PT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
630	2297817	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
631	1009729	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
632	2298163	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
633	2298171	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
634	2086158	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
635	1862251	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
636	2297760	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
637	2298023	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
638	1996231	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
639	1372815	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
640	2187507	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER

641	477109	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
642	1996053	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
643	1583549	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
644	2297884	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
645	2297809	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
646	2088266	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
647	1880519	PROBATIONARY 3	PT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
648	1886185	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
649	2297558	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
650	2297655	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
651	2298279	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
652	2297744	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
653	15861115	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
654	2297426	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
655	1806834	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
656	2087308	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
657	1127179	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER

658	2297922	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
659	2086697	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
660	2297981	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
661	1501453	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
662	2238314	PROBATIONARY 3	FT	2023-2025	RECOMMEND MOVE TO CONTRACT TEACHER
	<b>TEMPORARY NON-RENEWALS</b>				
663	2662752	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
664	911712	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
665	2591839	TEMPORARY	PT	06/20/2023	TEMPORARY NON-RENEWAL
666	1127470	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
667	2592061	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
668	742104	TEMPORARY ADMINISTRATOR	FT	06/30/2023	TEMPORARY NON-RENEWAL AS TEMPORARY ADMINISTRATOR
669	1974270	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
670	2592630	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
671	2659093	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
672	2592711	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
673	394424	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL

674	2659107	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
675	396435	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
676	2591413	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
677	2431092	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
678	2659115	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
679	740128	TEMPORARY ADMINISTRATOR	PT	06/30/2023	TEMPORARY NON-RENEWAL
680	2590433	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
681	2425688	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
682	2590808	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
683	2590832	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
684	2105330	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
685	393991	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
686	2591316	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
687	2483335	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
688	2662760	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
689	1039040	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
690	2591200	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
691	2591243	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL

692	2298260	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
693	1575988	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
694	2659123	TEMPORARY	PT	06/20/2023	TEMPORARY NON-RENEWAL
695	1862111	TEMPORARY ADMINISTRATOR	FT	06/30/2023	TEMPORARY NON-RENEWAL AS TEMPORARY ADMINISTRATOR
696	2591456	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
697	2510995	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
698	1785591	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
699	2510812	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
700	1860992	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
701	2590883	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
702	2659131	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
703	879029	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
704	2238055	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
705	2238608	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
706	2590867	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
707	1328360	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
708	390992	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
709	2511215	TEMPORARY	PT	06/20/2023	TEMPORARY NON-RENEWAL

710	2087529	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
711	2591774	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
712	2591782	TEMPORARY	PT	06/20/2023	TEMPORARY NON-RENEWAL
713	2659158	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
714	597478	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
715	2089556	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL
716	2592568	TEMPORARY	FT	06/20/2023	TEMPORARY NON-RENEWAL

**RESOLUTION: # 22-23.031**

**DATE: MARCH 13, 2023**

**MUNICIPAL AUDIT SERVICES**

**RELEVANT DATA:**

This request for proposal was advertised in the Daily Journal of Commerce, Springfield School District Website and posted on OregonBuys web site. One proposal response was received.

This contract provides “Audit Services” to include at a minimum the following services:

- Examination of the financial statements of the District in accordance with:
  - Auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States
  - Title 2 U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards (Uniform Guidance)
  - Oregon Revised Statutes as specified in Oregon Administrative Rules 162-10-000 through 162-10-320 of Minimum Standards for Audits of Oregon Municipal Corporations
- Apply limited procedures to required supplementary information, including management’s discussion and analysis
- Report on supplementary information other than RSI that accompanies the District’s financial statements.
- Assistance to District staff on various accounting and reporting issues and questions including implantation of new accounting standards
- Written recommendations to management

This contract is renewable on an annual basis with the total contract period not to exceed five (5) years.

Brett Yancey and Joan Bolls will be available to answer questions.

**RECOMMENDATION:**

It is recommended that the Board of Directors approve the award of a contract for professional municipal auditing services to the firm of Pauly Rogers & Company PC, for the amount of \$36,000.00 for the fiscal year ending June 30, 2023.

**SUBMITTED BY:**

**RECOMMENDED BY:**

Brett Yancey  
Chief Operations Officer

Todd Hamilton  
Superintendent

FIRST READING

DATE: MARCH 13, 2023

World Language and  
English Language Proficiency

TEXTBOOK ADOPTION

RELEVANT DATA:

In accordance with Board Policy IIAA, Textbook Selection and Adoption, the title(s) listed below are presented to the Board for approval for the (K-12) English Language Proficiency and World Language programs.

These titles provide language acquisition components correlated to the Oregon State Standards and reflect the recommendation of the Springfield Public Schools World Language and English Language Proficiency Committee(s).

David Collins and Whitney McKinley are available for questions.

RECOMMENDATION:

It is recommended that the Board of Directors approve the request of:

*High School Spanish: Entre Culturas, Wayside Publishing, 2017*

*High School French: Liaisons: An Introduction to French, Cengage Learning, 2020*

*High School German: Deutsch So Aktuell, Carnegie Learning, 2020*

For basal use in the High School World Language Programs.

It is recommended that the Board of Directors approve the request of:

*K-3<sup>rd</sup> – Reach, Cengage Learning, 2020*

*4<sup>th</sup> – 12<sup>th</sup> grade – English 3D, Houghton Mifflin Harcourt, 2020*

For basal use in the K-12 English Language Development Program.

SUBMITTED BY:

APPROVED BY:

David Collins  
Assistant Superintendent

Todd Hamilton  
Superintendent

2023 Aligning for Student Success:  
Integrated Guidance for Six ODE Initiatives Application

**RELEVANT DATA:**

In 2022, the Oregon Department of Education (ODE) implemented a new initiative referred to as Aligning for Student Success: Integrated Guidance for Six ODE Initiatives, requiring Oregon school districts and charter schools to undergo a comprehensive needs assessment and application process to continue receiving funds from six key grants. The intent of the Integrated Guidance initiative is to streamline the grant application process while simultaneously aligning strategies to provide better outcomes for students. The six grants that are a part of the initiative include:

- High School Success (HSS) is focused on improvement of graduation rates as well as career and college readiness.
- Student Investment Account (SIA) is focused on reducing academic disparities while increasing academic achievement and meeting the mental and behavioral health needs of students.
- Continuous Improvement Planning (CIP) is focused on continuous improvement of educational opportunities.
- Career and Technical Education (CTE/Perkins) is focused on development of academic knowledge in addition to technical and employability skills for secondary students.
- Every Day Matters (EDM) is focused on addressing chronic absenteeism through increased attention on student engagement, school culture, climate and safety, culturally sustaining pedagogy, and family and community involvement.
- Early Indicator and Intervention Systems (EIS) is focused on creating and supporting cohesive systems of data collection and analysis, interventions, and supports.

ODE is using targeted universalism as a guiding framework. We developed a plan that can benefit all students while targeting investments for our historically underserved students. The plan, process, and investments have been outlined and shared in the Integrated Application.

ODE requires Board approval of the Integrated Guidance Application.

More information about the application, plan and budget is available on the district's website:

<https://www.springfield.k12.or.us/Page/8553>

**RECOMMENDATION:**

It is recommended that the Board of Directors approve the Springfield Public Schools *Aligning for Student Success: Integrated Guidance for Six ODE Initiatives Application* as presented.

**SUBMITTED**

David Collins  
Assistant Superintendent

**RECOMMENDED BY**

Todd Hamilton  
Superintendent

OSAA Cooperative Sponsorship

**RELEVANT DATA:**

Full member schools, located in the same geographic area, may apply for cooperative sponsorship for an OSAA activity when a school has difficulty sponsoring the activity by itself.

For the 2022-23 through 2025-26 academic years, the following program is applying for cooperative sponsorship:

- Girls Softball – Thurston High School and Mohawk High School

Support for this application will make activities available for students that would not be available in their resident school because of a lack of numbers if joint sponsorship did not occur.

**RECOMMENDATION:**

It is recommended that the Board of Directors support the OSAA Cooperative Sponsorship Application for Girls Softball between: Thurston High School and Mohawk High School.

**SUBMITTED**

David Collins  
Assistant Superintendent

**RECOMMENDED BY**

Todd Hamilton  
Superintendent

FIRST READING

DATE: MARCH 13, 2023

## 2023-2024 ACADEMIC CALENDAR

### RELEVANT DATA:

The attached 2023-2024 academic calendar includes 175 school days for students, one (1) full day collaboration for staff (January 2), 15 early release/collaboration days.

This calendar is for first reading, and as such, may require adjustments to fit projected budget conditions prior to Board approval in June.

David Collins will be available to answer any questions the Board may have about the academic calendar for the 2023-2024 school year.

### RECOMMENDATION:

It is recommended that the Board of Directors review, as a first reading, the 2023-2024 academic calendar as presented.

### SUBMITTED BY:

David Collins  
Assistant Superintendent

### RECOMMENDED BY:

Todd Hamilton  
Superintendent


# 2023-2024 DISTRICT CALENDAR

**Staff - Secondary: Semester**  
**IMPORTANT DATES**

DRAFT 175A 1.0

M	T	W	T	F	Day	Month	M	T	W	T	F
<b>JULY 2023</b>						<b>August</b>	<b>JANUARY 2024</b>				
3	(4)	5	6	7	29-31	Staff Inservice Day	(1)	2	3	4	5
10	11	12	13	14		<b>September</b>	8	9	10	11	12
17	18	19	20	21	1 & 5	Staff Inservice Day	15	16	17	18	19
24	25	26	27	28	4	Labor Day Holiday	22	23	24	25	26
31					6	First Day of School - 1/2 Kinders, Gr 1-5, 6 & 9	29	30	31		
<b>AUGUST 2023</b>					7	First Day of School - 1/2 Kinders, Gr 7, 8 & 10-12	<b>FEBRUARY 2024</b>				
	1	2	3	4	22	Early Release - Collaboration Day (all students)				1	2
7	8	9	10	11		<b>October</b>	5	6	7	8	9
14	15	16	17	18	113 & 27	Early Release - Collaboration Day (all students)	12	13	14	15	16
21	22	23	24	25		<b>November</b>	19	20	21	22	23
28	29	30	31		2 & 3	No School-Grading/Conf Day (Sec Only)-End of 1st Qtr	26	27	28	29	
<b>SEPTEMBER 2023</b>					10	No School - Veterans Day Holiday	<b>MARCH 2024</b>				
					17	Early Release - Collaboration Day (all students)				1	
(4)	5	6	7	8	23 & 24	Holiday - Thanksgiving - No School	4	5	6	7	8
11	12	13	14	15		<b>December</b>	11	12	13	14	15
18	19	20	21	22	8	Early Release - Collaboration Day (all students)	18	19	20	21	22
25	26	27	28	29	18-29	Winter Break - No School	25	26	27	28	29
<b>OCTOBER 2023</b>						<b>January</b>	<b>APRIL 2024</b>				
	2	3	4	5	1	Holiday - No School	1	2	3	4	5
9	10	11	12	13	2	No School - Collaboration Day (all students)	8	9	10	11	12
16	17	18	19	20	12 & 26	Early Release - Collaboration Day (all students)	15	16	17	18	19
23	24	25	26	27	15	No School - Non-Contract Holiday (all students)	22	23	24	25	26
30	31					<b>February</b>	29	30			
<b>NOVEMBER 2023</b>						<b>March</b>	<b>MAY 2024</b>				
		1	2	3	1 & 2	No School - Grading Day (Sec Only), End of 1st Sem			1	2	3
6	7	8	9	10	9 & 23	Early Release - Collaboration Day (all students)	6	7	8	9	10
13	14	15	16	17	19	No School - Non-Contract Holiday (all students)	13	14	15	16	17
20	21	22	23	24		<b>April</b>	20	21	22	23	24
27	28	29	30		8	Early Release - Collaboration Day (all students)	27	28	29	30	31
<b>DECEMBER 2023</b>					25-29	No School - Spring Break	<b>JUNE 2024</b>				
						<b>May</b>					
4	5	6	7	8	12 & 26	Early Release - Collaboration Day (all students)	3	4	5	6	7
11	12	13	14	15	19	No School-Conf/Grading Day (Sec Only)-End of 3rd	10	11	12	13	14
18	19	20	21	22		<b>June</b>	17	18	19	20	21
25	26	27	28	29	3 & 17	Early Release - Collaboration Day (all students)	24	25	26	27	28
					27	Holiday - Memorial Day					
						<b>June</b>					
					14	Last Day of School/Early Release-Collaboration Day (all students)					
					17	Staff Grading Day					

**Key:**

-  End of Quarter
-  Non-Contract Holiday
-  First & Last Day of School
-  Holidays
-  Grading-Planning Days/Parent Conference Days
-  Inservice Days: Staff Dev, Planning & Collaboration
-  Early Release
-  Collaboration Days (certified & classified report)

\*This is Springfield Public School's district-wide calendar. For specific information pertaining to your school, please contact your school.

**Should more than two school days be missed for inclement weather, those days will be added during the year or to the end of the school year in order to meet minimum instruction minutes required by the State. See 'Other Key Dates' for details.**

**NOTE: In the event of budget constraints, the school board reserves the right to adjust the district's**

# 2023-2024 DISTRICT CALENDAR

**Staff -Elementary: Trimester**

DRAFT 175A 1.0

## IMPORTANT DATES

M	T	W	T	F	Day	Month	M	T	W	T	F
						<b>August</b>					
					29-31	Staff Inservice Days					
						<b>September</b>					
					1 & 5	Staff Inservice Days					
					4	Labor Day Holiday					
					6	First Day of School - 1/2 Kinders, Gr 1-5, 6 & 9					
					7	First Day of School - 1/2 Kinders, Gr 7, 8 & 10-12					
					8	Kinder Teacher Collaboration Day - Only Kinder students do not report					
					15	Early Release - Collaboration Day (all students)					
						<b>October</b>					
					13 & 27	Early Release - Collaboration Day (all students)					
						<b>November</b>					
					10	No School - Veterans Day Holiday					
					17	Early Release - Collaboration Day (all students)					
					23 & 24	Holiday - Thanksgiving - No School					
					29 & 30	Grading/Conf Day, End of 1st Trimester (Elem Only)					
						<b>December</b>					
					1	Grading/Conf Day, End of 1st Trimester (Elem Only)					
					8	Early Release - Collaboration Day (all students)					
					18-29	Winter Break - No School					
						<b>January</b>					
					1	Holiday - No School (all students)					
					2	No School - Collaboration Day (all students)					
					12 & 26	Early Release - Collaboration Day (all students)					
					15	No School - Non-Contract Holiday (all students)					
						<b>February</b>					
					2	Teacher Prep Day (Elementary Only)					
					9 & 25	Early Release - Collaboration Day (all students)					
					19	No School - Non-Contract Holiday (all students)					
						<b>March</b>					
					8	Early Release - Collaboration Day (all students)					
					15	No School-Grading Day/End of 2nd Trimester (Elem Only)					
					25-29	No School - Spring Break					
						<b>April</b>					
					12 & 26	Early Release - Collaboration Day (all students)					
						<b>May</b>					
					3 & 17	Early Release - Collaboration Day (all students)					
					27	Holiday - Memorial Day					
						<b>June</b>					
					14	Last Day of School/Early Release - Collaboration (all students)					
					17	Staff Grading Day					

**Key:**

	End of Trimester
	Non-Contract Holiday
	First & Last Day of School
	Holidays
	Grading-Planning Days/ Parent Conference Days
	Inservice Days: Staff Dev, Planning & Collaboration
	Early Release
	Collaboration Days (certified & classified report)
	Kinder Only

\*This is Springfield Public School's district-wide calendar. For specific information pertaining to your school, please contact your school.

**Should more than two school days be missed for inclement weather, those days will be added during the year or to the end of the school year in order to meet minimum instruction minutes required by the State. See 'Other Key Dates' for details.**

**NOTE: In the event of budget constraints, the school board reserves the right to adjust the district's**

## KEY POINTS ABOUT THE 2023-2024 ACADEMIC CALENDAR

This calendar represents the best efforts of the District, in collaboration with staff associations, to strike a balance as it reinvests its limited resources in ways that allow it to continue improving student achievement. It also represents what the School Board believes to be best for the instructional program as a whole, working within current budget limitations.

***Should more than two school days be missed for inclement weather, those days will be added to the end of the school year in order to meet minimum instruction minutes required by the State.***

### School Start and End Times

Begin and end times for schools are as follows:

- Elementary Schools: 8:35 a.m. - 2:50 p.m.
- Middle Schools: 8:15 a.m. - 3:05 p.m.
- High Schools: 8:00 a.m. - 3:05 p.m.

### First Week of School

Springfield schools will start on **Sept 6th** for grades 1-5, 6 and 9; and **Sept 7th** for grades 7, 8 and 10-12. To support smooth transition to school, kindergarten students will have a special schedule the first week. **Kindergarteners will begin the school year on a staggered start schedule, with half attending on Sept 6th and half on Sept 7th. Friday, Sept 8th, will be a no school day for kinders only. All kindergarten students will resume school on Sept 11th.**

### Early Release for All Grades

The District has once again designated a number of days for collaboration. Collaboration time allows staff to work together and plan the best ways to support individual students without requiring additional no-school days. This collaboration time is key to allowing schools to build the networks of support that can help all students achieve our vision of *Every Student a Graduate Prepared for a Bright and Successful Future*.

There are 15 early release dates identified on the calendar for all grades. High schools will provide more information about their early release schedule at registration in August.

The early release times are staggered at different levels to ensure bus availability

- All elementary schools will be released at 12:30 p.m.
- All middle and high schools will be released at 1:15 p.m.

**Elementary bus riders will be dropped off at their bus stops 2 hours and 20 minutes earlier than their regular time. Middle and high school students will arrive 2 hours earlier**

All students in grades K-12 will be served lunch just as they are on a regular school day.

### Other Key Dates

- Winter Break is December 18-December 29. Spring Break is March 25-29.
- The last day of school is **June 14** and is an Early Release day.
- There are 175 student contact days, including early release days for collaboration.
- All District elementary schools are on trimester grading systems, while all middle and high schools are on semester calendars. This public calendar contains information relevant to both systems. Please note that A3 and charter schools Willamette Leadership Academy (Middle & High), have completely different calendars, which are available by contacting those schools.

*Contact your child's school for more information or for any other questions about this calendar. Transportation schedules will be available shortly after school registration events in August.*