



**SPRINGFIELD**  
**PUBLIC SCHOOLS**  
Every Student, Every Day

**BOARD OF EDUCATION**

**March 8, 2021**

**Virtual Meeting**

**7:00 pm Board Meeting**

*To comply with the Governor's executive orders, the Board will conduct this meeting by video conference only. Members of the public may,*

- *Watch the meeting via Zoom Webinar: <https://us02web.zoom.us/j/87900221892> or*
- *Listen by Zoom Phone: +1-929-205-6099 with Webinar ID 879 0022 1892*

**AGENDA**

**TAB**

- |   |                          |   |
|---|--------------------------|---|
| <b>1. Call Meeting to Order</b>   | Board Chair Zach Bessett |   |
| <b>2. Changes or Additions to the Agenda</b>  | Chair Bessett            |   |
| <b>3. Presentation</b>  | Mindy LeRoux             |   |
| A. Student Communication  |                          |   |
| <b>4. Public Comments: Submitted Electronically Only</b>  | Chair Bessett            |   |
| <i>Members of the public may submit written comments by email <a href="mailto:public.comment@springfield.k12.or.us">public.comment@springfield.k12.or.us</a>. Clearly label the subject line as: "Public Comment: Board Meeting – March 8, 2021." The deadline for receiving public comment for the Board to review prior to the Board Meeting is noon on Monday, March 8, 2021. Public comment submitted by noon on Monday, March 8, 2021 will be posted to the District website as a handout by 4:00pm the day of the Board Meeting. The Board is committed to the public comment process and will consider all public comment seriously.</i> |                          |   |
| <b>5. Action Items</b>  |                          |   |
| A. Approve Consent Agenda   |                          |   |
| 1. January 25, 2021 Work Session Minutes  |                          | 1 |
| 2. February 8, 2021 Board Meeting Minutes   |                          | 2 |
| 3. February 22, 2021 Special Meeting Minutes  |                          | 3 |
| 4. Financial Statement  | Brett Yancey             | 4 |
| 5. Personnel Report, Resolution # 20-21.026   | Dustin Reese             | 5 |
| 6. Contract Extension: Chief Operations Officer and Assistant Superintendent, Resolution #20-21.027   | Superintendent Hamilton  | 6 |
| B. Approve OSAA Cooperative Sponsorship, Res. #20-21.028  | David Collins            | 7 |
| C. Accept Superintendent Evaluation   | Chair Bessett            |   |
| D. Approve 2021-22 Inter-District Student Transfers, Resolution # 20-21.029   | David Collins            | 8 |
| <b>6. Discussion</b>  |                          |   |
| A. 2021-2022 Academic Calendar  | David Collins            |   |
| <b>7. Information/Reports</b>   |                          |   |
| A. Attendance and Achievement   | David Collins            |   |
| B. Superintendent Communication   | Superintendent Hamilton  |   |
| C. Board Communication  | Chair Bessett            |   |
| <b>8. Next Meetings:</b> April 12, 2021, 7:00 pm Business Meeting   | Chair Bessett            |   |
| April 26, 2021, 5:00 pm Work Session  |                          |   |
| <del><b>9. The Board will move into Executive Session (non-public) pursuant to ORS 192.660(2)(d) to conduct deliberations with persons designated by the governing body to carry on labor negotiations.</b></del>   |                          |   |
| <b>10. Adjournment</b>  | Chair Bessett            |   |

Springfield Public Schools is an equal opportunity educator and employer.

Persons having questions about or requests for special needs and accommodation 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.

## WORK SESSION MINUTES

A Work Session of the Springfield School District No. 19 Board of Education was held on January 25, 2021. In order to comply with the Governor's executive orders, the Board conducted this meeting by video conference only. The public was invited to watch or listen to the board meeting via Zoom Webinar or Zoom Phone. Information for participating was shared with the public on the district website and news media outlets.

### 1. CALL MEETING TO ORDER

Board Chair Zach Bessett called the Springfield Board of Education virtual work session to order at 5:10 p.m.

Chair Bessett thanked all those in the community who took the time to email the board to share their views on children returning to in-person instruction. He said he valued all their opinions and appreciated hearing all the different perspectives. He added that every board member had been a teacher at one time and could empathize with the concerns being shared by some staff. He concluded by saying that the board supports the decisions and direction the District is moving to return students to the classroom.

### Attendance

Board Members attending the Zoom webinar included Board Chair Zach Bessett, Board Vice Chair Naomi Raven, Lisa Barrager, Dr. Emilio Hernandez, and Todd Mann.

District staff and community members identified included Superintendent Todd Hamilton, David Collins, Brett Yancey, Judy Bowden, Vincent Adams, Jonathan Gault, Greg Howells, Becky Dopps, Mindy Williamsen, Ali Vaughan, Adam Fine, Melissa Ferris, Brian Megert, Jeff Michna, Kayla Lewis, Mr. Roberts, Ashley Stolk, Karen Babcock, Alicia Johnson, Robert Monroe, Michelle Fleming, Kelsey T., Treva Thompson, Mary Harwood, Mitchell Naylor, S Lohr, Jim Crist, Mindy LeRoux, Maria Sayre-Heiss, Misty Acker, Audrey Henthorne, Emily Johnson, Jenny Orlandini, Jane Schneider, Garrett Gilchrist, April Paulson, Amber McCullers, Heidi Larson, Katie Palermo, Kara Minchin, Meyana Dummer, Colin Lyons, Dustin Reese, Lisa Dillon, Lisa Robbins, Shana McOmie, Sarah Calvez, Gina Gervase, Jennifer Shelton, Daniel Courtney, Joanna Guhit, Michael McGraw, Nicole Norris, Whitney McKinley, Moriah Shanahan, Audrey Davids, Michelle Fleming, Franchesca Sandoval, Michelle Olinger, Becca Long, Matthew Brandt, Jennifer Gonzales, Brian Martin, Burdy Smith Angie Lamie, Cheri Westerkamp, Alison Hintz, Troy Thorsby, Jen McCulley, Rachael Overall, Tanya Martin, Megan Helwig, Nicki Gorham, Leah Price, Kristen Noor, Trudy Waddell, Ginger Latta, Sierra Cochrane, Michele Reiersgaard, Tara Sloan, Amber, Adrienne Pierce, Lucille, Kerri Dawson, Erin Allman, Veronica Cheek, Jennifer Guiley, Staci Holt, Larry Walker, Jake Beckwith, Brandi Paquette, Holly Reposa, Carolyn Hoshaw, Tiffany Brown, Sarah Knudsen, CB, Heather St. Louis, Cassandra Moorhead, Stacy Dilworth, KM, Emma Routley from The Chronicle and Lydia Dysart, minutes recorder. There were also community members who attended using Zoom Phone, so their names were not available.

### 2. APPROVAL OF THE AGENDA

Chair Zach Bessett called for a motion to approve the agenda as presented.

**MOTION:** Ms. Barrager moved and seconded by Vice Chair Raven to approve the agenda as presented.

Chair Bessett called for a roll call vote. Chair Bessett asked each board member to indicate if they supported the motion to approve the Agenda as presented: Ms. Raven – aye, Ms. Barrager – aye, Dr. Hernandez – aye, Mr. Mann – aye and Mr. Bessett – aye.

Motion passed, 5:0.

### **3. OREGON SCHOOL BOARD ASSOCIATION TRAINING**

Chair Bessett introduced Vincent Adams from Oregon School Boards who last worked with the board's training on October 26, 2020.

Mr. Adams guided the board through a discussion about their feelings around equity and inclusion and how that could influence their conversations and work as school board members. He continued to share that the framework for continuing this discussion would be based on a book called Courageous Conversations about Race. Part of this discussion included sharing definitions of race, racism and racist.

- Race – The socially constructed meaning attached to a variety of physical attributes, including but not limited to skin and eye color, hair texture and bone structures of people in the U.S. and elsewhere.
- Racism – Beliefs and enactment of beliefs that one set of characteristics is superior to another set (e.g., white skin, blonde hair, blue eyes are more beautiful than brown skin, brown hair, brown eyes).
- Racist – Behaviors or actions that are based in racism and perpetuate these beliefs intentionally or unconsciously.

Mr. Adams went on to say that when the board is having these difficult conversations, they need to have agreements in place and remember to check in with yourself to see how you are doing:

- Stay engaged in the dialogue
- Speak your truth, not what others want to hear
- You will experience discomfort and a wide range of feelings
- Expect non-closure, this is ongoing work

Next, Mr. Adams shared several sketches designed to underscore the differences between equity, equality and justice. Equality is based on giving everyone the same tools, whereas equity is giving different tools that achieve the same outcome for all. Justice is fixing the system to offer equal access to both tools and opportunities. We need to remember to break down barriers, as well as provide supports.

The Board took a break from 6:20 p.m. until 6:30 p.m.

Mr. Adams asked the Board to share some of their general impressions from their reading from White Fragility by Robin Diangelo:

- Good definitions
- Can be a bit abrasive in spots, but that is part of the learning
- Not a quick, easy read
- Evoked a sense of unease
- Makes you uncomfortable and that is probably the purpose of the book
- Takes you into a place of disequilibrium right at the start of the book
- Be aware of how our individualism creates certain responses in us when it comes to race

Next, he asked how do people receive and spread ideas about race? They included television, other forms of media for representation and portrayals of different races that re-enforced stereotypes. They also said that a lot of what people learned was from their families growing up, what adults around them said and how they acted along with what was taught in school. Our ideas about race grow and evolve as we get older.

Another point was made about manifest destiny, the state history of Oregon and the Oregon Trail and their effect on racism in Oregon.

Mr. Adams offered a preview of work that could continue during the next training in April. He shared a slide which defined the idea of operationalizing equity governance for the Board and how the work could be divided into different chunks of work.

- The five roles of the Board were to:
  - Set clear expectations, learn together as a team, create conditions of success, hold the system accountable, build public will.
- Most of their equity work will be through policy.
  - Operational policies were put together by staff.
    - More routine policy based on what is going on in the world.
      - An example was public health policies that were put in place at the beginning of the pandemic.
  - Transformational policies fundamentally changed how the system worked.
    - Ask the District to do things differently.
  - Using an equity lenses to determine what changes needed to be made.
- Important to include all staff and student voices.
  - Create safe spaces for everyone. It is easier now for community to attend and be involved because they can attend online.
- Create conditions for success.
  - Make space in the budget for these changes.
  - Use curriculum as an equity tool to open more opportunities for students.

Mr. Adams asked the Board what they wanted to work on in their next two training sessions.

- Superintendent Hamilton and the Board said they wanted to continue their book study.
- Learn how to embed this in Board work.
- The Board wanted to review their policy JBB, Educational Equity and policy ACB, All Students Belong.
- Guidance and foundation to welcome the new Equity and Inclusion Coordinator and how the Board could support this person and their work.
- Find ways to include Student V.O.I.C.E. and high school student board representatives at board meetings.

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

The next Board meeting will be held on Monday, February 8, 2021 beginning at 7:00 p.m. The location and format will be determined at a later time.

#### **5. The Board moved into Executive Session (non-public) pursuant to ORS 192.660(2)(d) to conduct deliberations with persons designated by the governing body to carry on Labor negotiations.**

The Board moved into Executive Session at 7:59 p.m.

## **6. ADJOURNMENT**

The Board members returned from Executive Session at 9:37 p.m.

With no other business, Chair Bessett adjourned the work session at 9:38 p.m.

*(Minutes recorded by Lydia Dysart)*

## **BUSINESS MEETING MINUTES**

A Business Meeting of the Springfield School District No. 19 Board of Education was held on February 8, 2021. In order to comply with the Governor's executive orders, the Board conducted this meeting by video conference only. The public was invited to watch or listen to the board meeting via Zoom Webinar or Zoom Phone. Information for participating was shared with the public on the district website and news media outlets.

### **1. CALL MEETING TO ORDER**

Board Chair Zach Bessett called the Springfield Board of Education virtual meeting to order at 7:04 p.m.

#### **Attendance**

Board Members attending the Zoom webinar included Board Chair Zach Bessett, Board Vice Chair Naomi Raven, Lisa Barrager, Dr. Emilio Hernandez and Todd Mann.

District staff and community members identified included Superintendent Todd Hamilton, David Collins, Brett Yancey, Judy Bowden, Dustin Reese, Steve, Kenny, Laura, Whitney McKinley, Natasha Colson, Mindy LeRoux, Brian Megert, Brandi Starck, Jen McCulley, Colleen Hunter, Laura Weiss, David Brow, Jeff Michna, Tiffany Brown, KG, Jonathan Gault, Meredith Branch, Marion Malcolm, Douglas Chambers, Jennifer Gonzales, Brianna Arias, Mike Harshbarger, Kellie, Lacey Macdonald, Joan Bolls, TL, Chris Reiersgaard, Jeremy Hugo, Emily Keizer, Mike Schlosser, Jordyn Brown from the Register-Guard, Emma Routley from the Chronicle and Lydia Dysart, minutes recorder.

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

Chair Zach Bessett called for a motion to approve the agenda as presented.

**MOTION:** Ms. Barrager moved, Vice Chair Raven seconded the motion to approve the agenda as presented.

Chair Bessett called for a roll call vote. Mr. Bessett asked each board member to indicate if they supported the motion to approve the agenda as presented: Ms. Raven – aye, Ms. Barrager – aye, Dr. Hernandez – aye, Mr. Mann – aye and Mr. Bessett – aye.

Motion passed, 5:0.

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

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

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

**March 1 – 5, 2021**

**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 1 thru 5, 2021, 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 8<sup>th</sup> day of February 2021.

Superintendent Hamilton added that the classified employees have been incredibly helpful in preparing meals for students during comprehensive distance learning and preparing the buildings for the return of students to in-person instruction. Board members also extended their thanks to our classified staff for all the hard work they have accomplished to help our district, our students and their families.

#### **4. PUBLIC COMMENT: Submitted Electronically Only**

Chair Bessett explained that members of the public were asked to electronically share their ideas and opinions with the Board by noon on the day of this Board meeting. As of the noon deadline, public comment was received from: Heather St. Louis, Jennifer Potter and Colleen Hunter.

# It's not too late.

Heather St. Louis <saintlouis22@gmail.com>

Mon 1/25/2021 3:23 PM

To: public comment <public.comment@springfield.k12.or.us>; Emilio Hernandez <emilio.hernandez@springfield.k12.or.us>; Lisa Barrager <lisa.barrager@springfield.k12.or.us>; Naomi Raven <naomi.raven@springfield.k12.or.us>; Todd Mann <todd.mann@springfield.k12.or.us>; Zachary Bessett <zachary.bessett@springfield.k12.or.us>;

Cc: Jonathan Gault (SEAPREZ) <seaprez@comcast.net>; Laura Scruggs <laurascruggs@mac.com>;

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 SPS board,

I am writing to you once again this school year to urge you to listen to the educators who are desperately seeking your help. Earlier this year you encouraged us to talk to our association with any concerns we had in regards to buildings reopening. We did. We have. We have also showed our recent survey data to our superintendent. We are also writing to you because simply put: we are not being heard.

According to our January survey provided by SEA, the majority of teachers do not feel safe to go back into buildings until they have received vaccinations. Even after seeing this, SPS administration has still decided to rush to reopen buildings despite the feelings and thoughts of their educators. I cannot begin to tell you how defeating it is to have the leaders of my district disregard teachers again and again and again this year. Despite this, the educators in SPS have still given everything they have to make CDL work this year...everything except maybe their health or very lives.

SPS is asking too much. Educators WANT to be back with students, but we also NEED to be taken care of first- and that means waiting until we are vaccinated. I cannot believe this is something that we need to beg and plead for. Some people have compared teachers with soldiers, and say that it's our duty to march back into schools and teach- and if that means we might die, then so be it because that's what we signed up for.

Problematic metaphor aside, would you send a soldier into battle without armor? Or weapons? Or first aid? Or training? Of course not. At the very least we need two doses of a vaccine to feel safer and more prepared to continue the fight for education during a global pandemic.

Please delay the opening of buildings until teachers and staff are inoculated. We are asking for time while everyone is still safe learning and teaching from home. Other districts have changed plans after hearing how their educators feel, and we can too! Please. It's not too late, but if someone dies because of catching Covid-19 at school, it will be.

Thank you for taking the time to read this and having the courage to do the right thing for your staff and students in Springfield Public Schools.



Best,

Heather St. Louis  
Kindergarten Teacher  
(541) 726-3232 Ex 72230

## Public Comment - Board Meeting - February 8, 2021

Jennifer Potter <jpotter583@gmail.com>

Mon 2/8/2021 7:18 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,

I am writing again to ask what the statistics are on distance learning for students of color and lower-income students, including attendance and the amount of support they have received. I realize that you are now back in person, but we still need to know the effects of the past year on our most vulnerable students.

I appreciate the difficult situation you are in with returning to in person learning, but I want to state my concerns about sending teachers back to the classroom before they have been fully vaccinated. The other major school districts in our area have chosen to wait, and I am very concerned about Springfield's decision to rush ahead.

Sincerely,  
Jennifer Potter  
Ward 3 resident

## Public comment for 2/8/21 business meeting

COLLEEN HUNTER <ckhunter13@aol.com>

Mon 2/8/2021 10:00 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.

Board Members and Superintendent Hamilton:

The realities of the Covid-19 pandemic have changed so many facets of everyone's lives: loss of income for many people, food insecurity, business closures, health and safety issues: including massive loss of lives, statewide and nationally, and closure of public schools for a very long time, among other things. The students formerly served in our schools have been homebound for most of the last 11 months, with a few days exception for Kindergarten and 1st grade students. They have been doing schoolwork within their own homes, cars, or other locations, virtually, on devices with or without parental help or supervision, to the extent that they have been able, under extremely difficult conditions. These greatly varied experiences have exacerbated inequities in the outcomes and benefits for many students, as well as their mental health and wellness.

Teachers and other school staff have worked extremely hard to make the situation the best they can for their students and we owe them a great deal of gratitude. As a retired Springfield teacher, I have the utmost respect and appreciation for SPS employees working tirelessly, to make the best possible connections and learning experiences for our students during this difficult time. Students, families and staff are all living through trauma in so many ways. The security and feeling of community in students' classroom environments have been lost to them as well interactions and personal relationships between them, their peers and school staff. I feel that this is a much greater loss to them than any academic progress.

In efforts to acquire an update on the statewide assessment and accountability waiver request by the Oregon Department of Education to the United States Department of Education, I was able to access the document filed on January 22, 2021. It is interesting and informative to read. ODE has asked that the use of summative standardized assessments mandated by the federal government be waived for the current school year. If granted, this would be the second year that these assessments would not be administered to students in grades 3-8 and 11, due to the pandemic and its effect on service delivery for public school students.

I read with interest the conclusion on page 19 of the document, signed by Director of the Oregon Department of Education, Colt Gill. I was extremely pleased to see the following statements within this part of the application: "This is the time for care, connection, and support...This is not the time for summative assessment and high-stakes accountability."

"This is not a time for deficit thinking and behaviors, discussions about "learning loss", or so-called achievement

gaps."

"This is a time to support families and educators to use their funds of knowledge and exercise their own assessment muscles, while receiving support from ODE in those efforts."

"As stewards of Oregon's resources, we cannot place our trust in summative assessments that promise indefinite benefit. We are hopeful that investing instead in practices that we know will make us better able to meet the needs of our students, this year and in the years to come, will be supported by the United States Department of Education."

I am hopeful that these comments and reminders will be acknowledged by district leadership so as to best serve and nurture students while navigating the effects and aftermath of the past 11 months and the time yet to come. The losses that students have suffered most are of the human kind: caring and connection is crucial for them, always, but especially now.

Sincerely,  
Colleen Hunter  
CAPE member  
(Community Alliance for Public Education)

## **5. ACTION ITEMS**

### **A. Approve Consent Agenda**

- 1. January 11, 2021 Board Meeting Minutes**
- 2. Financial Statement**
- 3. Personnel Action, Resolution #20-21.023**

**MOTION:** Dr. Hernandez moved, Mr. Mann seconded the motion to approve the Consent Agenda.

Chair Bessett called for a roll call vote. Chair Bessett asked each board member to indicate if they supported the motion to approve the Consent Agenda: Ms. Raven – aye, Ms. Barrager – aye, Dr. Hernandez – aye, Mr. Mann – aye and Mr. Bessett – aye.

Motion passed, 5:0.

### **B. Approve 2021-2023 Lane ESD Local Service Plan Year One, Resolution #20-21.024**

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 2021-2023 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 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 No. 19 has completed their annual review of the Lane ESD 2021-2023 Local Service Plan – Year One which includes services for:

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

The Lane ESD 2021-2023 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 Lane County Springfield School District No. 19 hereby authorizes the approval of the Lane ESD 2021-2023 Local Service Plan – Year One and requests the Lane ESD to provide the services described during the 2021-2022 (year one) fiscal year in accordance with ORS 334.175.

Superintendent Hamilton recommended that the Board of Directors approve the 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.

**MOTION:** Dr. Hernandez moved, Ms. Barrager seconded the motion to approve the 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.

Chair Bessett asked if there was any discussion.

Chair Bessett called for a roll call vote. Chair Bessett asked each board member to indicate if they supported the motion to 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: Ms. Raven – aye, Ms. Barrager – aye, Dr. Hernandez – aye, Mr. Mann – aye and Mr. Bessett – aye.

Motion passed, 5:0.

**C. Approve Resolution of Bus Lease Purchase, Resolution #20-21.025**

This purchase reflects pricing associated with an existing Eugene 4J permissive cooperative agreement for school buses. Pursuant to ORS Chapter 279A.215, government agencies may utilize an existing permissive cooperative agreement of another public agency if all of the statutory requirements covered under this section have been met. Springfield purchasing staff reviewed the original solicitation document and cooperative agreement to assure alignment with statutory requirements.

As part of the Transportation Fleet Management Plan, we identified the need to establish a regular replacement cycle for district owned school buses. While the length of the replacement cycle was not set in stone, it was recommended that the district establish a replacement cycle somewhere between 12-15 years.

Since the time of the original fleet plan, there continue to be improvements in the school bus industry that have increased the number of propane powered buses. Propane power reduces emissions and the buses are less expensive to purchase and operate than the currently available diesel powered buses. Over the past five years, the district purchases 32 propane powered buses and they have worked well. This year we are proposing adding three (3) additional propane powered, 48 passenger, special education buses equipped with wheelchair lifts to the fleet, along with three (3) propane powered, 77 passenger, regular route buses. School buses of this type should provide Springfield School District with a life cycle of 12+ years or 200,000 miles.

Funding for this purchase will be provided through the District equipment replacement fund. This expenditure is 70% reimbursable from the State at a rate of 7% annually for the first 10 years of ownership.

Again, this year the district will be making arrangements to fund this bus acquisition through a lease purchase at a market driven interest rate associated with a municipal lease, which has already been secured. It is important to note that, similar to the purchase cost of the bus, the interest associated with a bus lease is 70% reimbursable by the state.

Board Member Naomi Raven reviewed the procurement file.

Brett Yancey recommended that the Board of Directors approve the Lease Purchase of Propane School buses as presented in Resolution #20-21.025 from Western Bus Sales, Inc. for a total of \$844,134.00.

Qty	Description	Unit \$	Total \$
3 Each	Type C Propane Blue Bird Vision 77-passenger front engine school buses	\$137,916.00	\$413,748.00



3 Each	Type C Propane Blue Bird Vision 48-passenger Special Education Wheelchair Lift front engine school buses	\$143,462.00	\$430,386.00
		Grand Total	\$844,134.00

**MOTION:** Dr. Hernandez moved, Vice Chair Raven seconded the motion to approve the Lease Purchase of Propane School buses as presented in Resolution #20-21.025 from Western Bus Sales, Inc. for a total of \$844,134.00.

Chair Bessett asked if there was any discussion.

The Board asked if:

- The special education buses were shorter.
  - Mr. Yancey replied that they were shorter, seated 48 passengers, and could load up to six wheelchairs.
  - Larger buses could hold 77 passengers.
- These buses would cover the whole Springfield School District.
  - Mr. Yancey replied that they would.
  - Wheelchair buses were door-to-door service.
- Buses would provide masks and air ventilation.
  - Mr. Yancey responded that masks would be given out to any student who got on the bus without a mask and students would be spread out.
    - Bus drivers were also sanitizing all areas of the bus between routes.
    - Ventilation on a bus meant keeping the windows down, which meant a colder ride in the winter. They were communicating this information with families so students were prepared.
- The buses were the same as their current buses, but with propane.
  - Mr. Yancey replied that they also had some better safety measures, but they were generally the same.
- About how they were able to save money long term by buying buses on a schedule and in larger quantities.
  - Mr. Yancey responded that these purchases are 70% reimbursable by ODE. The District had large grant funds coming in that were helping with the costs as well.
- They were concerned with the 20% increase in propane costs.
  - Mr. Yancey said that they were keeping their eye on that, but had budgeted that year for this change. It would be something to bring up to the Budget Committee about for next year's budget.
- Where they got their propane? Is the District concerned about the increase in propane costs?
  - Mr. Yancey responded that they got their propane through Ferrell Gas through a State contract. Currently, there were federal rebates on propane at \$.36 to \$.50 per gallon.
- There are no general fund dollars spent to purchase these buses.

Chair Bessett called for a roll call vote. Chair Bessett asked each board member to indicate if they supported the motion to approve the Lease Purchase of Propane School buses as presented in Resolution #20-21.025 from Western Bus Sales, Inc. for a total of \$844,134.00: Ms. Raven – aye, Ms. Barrager – aye, Dr. Hernandez – aye, Mr. Mann – aye and Mr. Bessett – aye.

Motion passed, 5:0.

## 6. Discussion

### A. 2021-2022 Inter-District Student Transfers

February 8, 2021

5 of 7

With the sunset of Open 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 2021-2022 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 that approval of both the resident and receiving districts. Student 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 of Directors approve new transfer requests that do not exceed desired building capacity or projected grade level ratios for the 2021-2022 school year. It is also recommended the Board of Directors release all students wishing to leave the District.

The Board asked:

- What the status quo for the year meant?
  - Superintendent Hamilton said that they allowed any student who wanted to transfer into the District to do so if they had space, and at the same, a student who wanted to transfer to a different district was allowed to do so as long as that district was willing to enroll them.
- How do other District's feel about students leaving or entering new Districts?
  - Superintendent Hamilton was unsure, but would reach out to other superintendents and share that information at an upcoming board meeting.
  - The Board felt like all local districts had to agree to this decision or students would be left out.

## **7. Information/Reports**

### **A. Superintendent Communication**

Superintendent Hamilton shared that:

- The District has hosted two vaccination clinics.
  - Offering vaccines to educators in our district and some of the smaller districts around us.
  - Every staff member who wanted to be vaccinated would have the opportunity to get a vaccination.
- Currently, we have 1,300 students learning in-person in our District.
  - Certified employees and administrators did a lot to prepare for this.



- Families are looking for after school care. We are looking forward to bringing back Willamalane's kids club opportunities in some of our schools.
- The District is discussing a return to in-person meetings and public comment again.
  - Staff had been researching the best way to include the public in their meetings.
  - Asked other Districts for information on how they did public comment at their virtual meetings.
  - They were talking to others about how to get the Board back in-person.
    - Make sure that it was safe and done correctly.
- He shared that he has some ideas about how to get better student participation.
  - If everything worked out, student in-person instruction would continue to roll out in March.

#### B. Board Communication

Board Chair Zach Bessett shared that he attended a few Wildish Theater meetings. Everyone was very passionate about the arts. They are always looking for creative ways to bring funds into the theater.

Vice Chair Naomi Raven shared that District staff had worked so hard over the last year and she was proud that the District had opened their doors to students for in-person instruction.

Emilio Hernandez wanted them to reach out and do more readings and even watch some movies on race and equity. They had to be open to ideas that made them feel uncomfortable. All the books the board is looking at have extensive bibliographies of other materials that could be helpful.

Lisa Barrager shared that the last two weeks had been hard. She had read through letters from concerned staff members about the re-opening schools. She has enjoyed watching students in her neighborhood joyfully walking to school. It has lifted her spirits.

Todd Mann shared that he went to the LCOG meeting the previous week. They went over yearly reports and data. He said that his daughter went back to school that week and she was very excited. Mr. Mann said that staff did a great job handling the return of the students at his daughter's school.

### 8. OTHER BUSINESS

Chair Bessett said that there was no other business.

### 9. NEXT MEETINGS

The next meeting will be a Special Meeting on Monday, February 22, 2021. The start time, location and format will be determined at a later time. The next regular Business meeting will be held on Monday March 8, 2021 beginning at 7:00pm. The location and format will be determined at a later time.

### **10. The Board moved into Executive Session (non-public) pursuant to ORS 192.660(2)(d) to conduct deliberations with persons designated by the governing body to carry on labor negotiations.**

The Board moved into Executive Session at 8:22 p.m..

### 8. ADJOURNMENT

The Board Members returned from Executive Session at 8:49.

With no other business, Chair Bessett adjourned the meeting at 8:50 p.m.

*(Minutes recorded by Lydia Dysart)*

### **SPECIAL BUSINESS MEETING MINUTES**

A Special Meeting of the Springfield School District No. 19 Board of Education was held on February 22, 2021. In order to comply with the Governor's executive orders, the Board conducted this meeting by video conference only. The public was invited to watch or listen to the board meeting via Zoom Webinar or Zoom Phone. Information for participating was shared with the public on the district website and through local media outlets.

#### **1. CALL MEETING TO ORDER**

Board Chair Zach Bessett called the Springfield Board of Education virtual meeting to order at 5:01 p.m.

#### **Attendance**

Board Members attending the Zoom webinar included Board Chair Zach Bessett, Board Vice Chair Naomi Raven, Lisa Barrager, Dr. Emilio Hernandez and Todd Mann.

District staff and community members identified included Superintendent Todd Hamilton, Judy Bowden, Sierra Cochrane, Melissa, Jeff Michna, Jeff Mather, S. Lohr and Emma Routley of the Chronicle. There were also community members who attended using Zoom Phone, so their names were not available.

#### **2. APPROVE THE AGENDA**

Chair Zach Bessett called for a motion to approve the agenda as presented.

**MOTION:** Dr. Hernandez moved, Ms. Barrager seconded the motion to approve the agenda as presented.

Chair Bessett called for a roll call vote. Mr. Bessett asked each board member to indicate if they supported the motion to approve the agenda as presented: Ms. Raven – aye, Ms. Barrager – aye, Dr. Hernandez – aye, Mr. Mann – aye and Mr. Bessett – aye.

Motion passed, 5:0

Chair Bessett read the following statement:

*The School Board will now meet in executive session for the purpose of discussing matters pertaining to the evaluation of the Superintendent. The Executive Session is called to order pursuant to ORS 192.660(2)(i) which allows the School Board to meet in executive session to review and evaluate the employment-related performance of the chief executive officer of any public body, public officer, employee or staff member who does not request an open hearing.*

*Representatives of the news media, designated staff and invited guests shall be allowed to attend the executive session. Representatives of the news media are specifically directed not to report on any of the deliberations during the executive session, except to state the general subject of the session as previously announced. No recording of the executive session is allowed without express permission from the board.*

*No decision may be made in executive session. At the end of the executive session, the board will return to the virtual Special meeting and invite the audience back into the webinar.*

**3. The Board moved into Executive Session (non-public) at 5:05pm pursuant to ORS 192.660(2)(i) to review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee or staff member who does not request an open hearing.**

**4. The Board returned from Executive Session at 7:44pm.**

**5. NEXT MEETING**

The next Board meeting will be held on Monday, March 8, 2021 beginning at 7:00pm. The location and format would be determined at a later time.

**6. ADJOURNMENT**

With no other business, Chair Bessett adjourned the meeting at 7:45pm.

*(Minutes recorded by Judy Bowden)*

**SPRINGFIELD PUBLIC SCHOOLS  
2020-2021 Revenue/Expenditure Forecast  
As of February 28, 2021  
\*\*Please see attached report\*\***

**REVENUES:**

- Both current year and prior year tax collections are projected for 100% collection. To date there has been approximately 95% during the month of November through February. Tax payments will continue to be collected through the remainder of the year. 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. Originally, the District was projected to receive approximately \$84.1 million for the current year based on 2020-21 projected enrollment, however this projection is reduced due to an unanticipated loss of enrollment in the current pandemic environment. As a key point, the District is funded on the higher of two consecutive years weighted enrollment (2019-20 or 2020-21). This year, we anticipate being funded on the 2019-20 year, as we have realized a reduction in enrollment for the 2020-21 school year. The anticipated revenue for this current year is projected at \$81.9 million, which is a reduction of approximately \$2.2 million from the adopted budget. As we continue to navigate the current COVID environment, we will continue working to further refine these estimates and coordinate through Oregon Department of Education.
- 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 \$1.55 million in flow through revenue from the Lane Education Service District. To date the District has received \$406,679 of the anticipated revenue.
- The District is anticipating receiving approximately \$1.02 million in Common School Funds. To date the District has received approximately \$1,148,109 and is not anticipating any further revenue.

**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 (conservative) current projection of reduced expenditures (4.8%) is based on the anticipated reduction in need for employee substitutes, assumed reductions in supplemental pay and other areas that may not be utilized in a Comprehensive Distance Learning environment. As the school year continues, staff will closely monitor the potential for these projections to be refined.

- Benefit amounts are based upon projected staffing expenditures and are directly tied to the salary assumptions.
- The purchased services, supplies and capital outlay expenditure projections are based upon budgeted expenditures and anticipated to be expended slightly less than past trends. This assumption may continue to 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 2020-2021 adopted budget.
- Fund transfers allocated during the 2020-21 budget process include \$1.5 million (Co-Curricular Fund), \$1.0 million (Instructional Materials Fund), \$700,000 (Technology Fund), and \$546,578 (Debt Service Fund).

Additional Notes: For the 2020-2021 budget year the current estimate of ending fund balance is \$11,941,736. Included in this number is the audited ending fund balance from the 2019-2020 fiscal year (\$13,705,101). As with previous years, this is an early estimate and accounts for the reductions/adjustment 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**  
**2020-2021 REVENUE/EXPENDITURE FORECAST**  
as of  
**2/28/21**

	BUDGET	ACTUAL through 02/28/21	ESTIMATED from 02/28/21 to year end	PROJECTED 2020-2021	PROJECTED as % of BUDGET
<b>REVENUES:</b>					
Property taxes - current	27,529,344	26,222,205	1,307,139	27,529,344	100.00%
Property taxes - prior years	350,000	258,123	91,877	350,000	100.00%
Other local sources	730,100	226,137	250,000	476,137	65.22%
Lane ESD Apportionment	1,550,000	406,679	1,143,321	1,550,000	100.00%
County School Fund	190,000	0	190,000	190,000	100.00%
State School Fund	84,182,892	62,094,887	19,839,919	81,934,806	97.33%
Federal Forest Fees	400,000	0	400,000	400,000	100.00%
Common School Fund	1,022,219	1,148,109	(125,890)	1,022,219	100.00%
<b>Total revenues</b>	<b>115,954,555</b>	<b>90,356,140</b>	<b>23,096,366</b>	<b>113,452,506</b>	<b>97.84%</b>
<b>Beginning fund balance</b>	<b>12,450,000</b>	<b>13,705,101</b>	<b>0</b>	<b>13,705,101</b>	<b>110.08%</b>
<b>Total Beginning fund balance</b>	<b>12,450,000</b>	<b>13,705,101</b>	<b>0</b>	<b>13,705,101</b>	<b>110.08%</b>
<b>Total resources</b>	<b>128,404,555</b>	<b>104,061,242</b>	<b>23,096,366</b>	<b>127,157,607</b>	<b>99.03%</b>
<b>EXPENDITURES:</b>					
Personal services	62,041,467	31,578,285	27,524,015	59,102,300	95.26%
Employee benefits	40,540,902	20,631,863	17,532,851	38,164,714	94.14%
Purchased services	10,066,475	3,791,777	4,693,432	8,485,209	84.29%
Supplies & materials	3,335,000	2,044,050	1,138,874	3,182,924	95.44%
Capital outlay	1,685,870	1,035,928	535,721	1,571,648	93.22%
Other objects	1,165,047	936,191	26,307	962,498	82.61%
Fund transfers	3,746,578	3,746,578	0	3,746,578	100.00%
<b>Total expenditures</b>	<b>122,581,339</b>	<b>63,764,671</b>	<b>51,451,200</b>	<b>115,215,871</b>	<b>93.99%</b>
Unappropriated	4,823,216	0	0	0	-
Contingency	1,000,000	0	0	0	0.00%
<b>Total appropriations</b>	<b>128,404,555</b>	<b>63,764,671</b>	<b>51,451,200</b>	<b>115,215,871</b>	<b>89.73%</b>
<b>Total resources</b>		<b>104,061,242</b>	<b>23,096,366</b>	<b>127,157,607</b>	
<b>Total appropriations</b>		<b>63,764,671</b>	<b>51,451,200</b>	<b>115,215,871</b>	
<b>Ending fund balance</b>		<b>40,296,570</b>	<b>(28,354,834)</b>	<b>11,941,736</b>	
<b>Less: contingency</b>		<b>0</b>	<b>0</b>	<b>0</b>	
<b>Net fund balance</b>		<b>40,296,570</b>	<b>(28,354,834)</b>	<b>11,941,736</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, contract 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 preceding the name 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
- Probationary Administrator Renewals
- Administrator & Teacher Contract Renewals
- Probationary Teacher Renewals
- TEMPORARY Non-Renewals

**SUBMITTED BY:**

Dustin Reese  
Director of Human Resources

**APPROVED BY:**

Todd Hamilton  
Superintendent

NO	EMPLOYEE STATE ID	CURRENT STATUS	FTE	EFFECTIVE DATE	NOTES
	<b>NEW HIRES</b>				
1	BARNEY, DELACIE	TEMPORARY SPECIALIST	PT	03/04/21-6/30/21	TEMPORARY NEW HIRE
2	MORPHY, PAUL NM	TEMPORARY SPECIALIST	FT	02/15/21-6/30/21	TEMPORARY NEW HIRE
3	PRESLEY, SHELBY	TEMPORARY TEACHER	FT	02/16/21-6/30/21	TEMPORARY NEW HIRE
	<b>PROBATIONARY ADMINISTRATOR RENEWALS</b>				
4	394963	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
5	2080583	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
6	1579401	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
7	395374	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
8	300675	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
9	396184	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
10	2238403	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
11	394068	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
12	1145703	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
13	297046	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3



14	1077546	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT ADMINISTRATOR
15	393789	Probationary 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT ADMINISTRATOR
	<b>ADMINISTRATOR CONTRACT RENEWALS</b>				
16	1230441	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
17	1451359	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
18	287814	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
19	395129	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
20	395331	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
21	391638	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
22	395757	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
23	776734	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
24	294527	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
25	1229605	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
26	626384	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
27	395242	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
28	396036	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL

29	296414	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
30	393924	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
31	394858	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
32	396079	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
33	1229591	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
34	396338	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
35	392081	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
36	393401	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
37	396176	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
38	394696	CONTRACT ADMINISTRATOR	FT	2021-2023	CONTRACT RENEWAL
	<b>TEACHER CONTRACT RENEWALS</b>				
39	712256	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
40	480118	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
41	395064	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
42	395625	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
43	890626	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
44	395579	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
45	1511262	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
46	778028	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
47	1127365	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
48	1038818	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
49	237639	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
50	395447	CONTRACT TEACHER	PT	2021-2023	CONTRACT RENEWAL
51	392162	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL

52	394521	CONTRACT TEACHER	PT	2021-2023	CONTRACT RENEWAL
53	394475	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
54	947644	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
55	886920	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
56	395102	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
57	385409	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
58	887129	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
59	674702	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
60	969028	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
61	385085	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
62	393584	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
63	1576364	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
64	1451324	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
65	287784	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
66	886939	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
67	385417	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
68	1764039	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
69	1862219	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
70	392510	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
71	777919	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
72	1038451	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
73	1038478	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
74	1996258	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
75	393630	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
76	1046993	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
77	1126946	CONTRACT TEACHER	PT	2021-2023	CONTRACT RENEWAL
78	1861360	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
79	887218	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
80	393886	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
81	393029	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
82	393444	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
83	397393	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
84	1861085	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
85	393193	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
86	1995693	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
87	886548	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
88	394610	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
89	394211	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
90	676683	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL

91	385204	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
92	394890	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
93	911313	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
94	351687	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
95	393061	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
96	1038672	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
97	1415085	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
98	504157	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
99	886483	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
100	886610	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
101	394947	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
102	641510	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
103	395307	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
104	393320	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
105	887021	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
106	1860461	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
107	393312	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
108	394335	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
109	1281380	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
110	392111	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
111	391344	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
112	394270	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
113	385174	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
114	394009	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
115	1451340	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
116	392960	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
117	393126	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
118	1386190	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
119	886866	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
120	385298	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
121	397245	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
122	1522493	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
123	982547	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
124	1861158	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
125	394106	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
126	394718	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
127	34258	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
128	1038648	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
129	1861972	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL

130	1862359	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
131	631086	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
132	397342	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
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427	1575996	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
428	1357867	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
429	394955	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
430	1594060	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
431	997714	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
432	1861204	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
433	394815	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
434	1244930	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
435	385360	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
436	886505	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
437	1125052	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
438	393746	CONTRACT TEACHER	PT	2021-2023	CONTRACT RENEWAL
439	1995987	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
440	1322427	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
441	1554964	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
442	394424	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL

443	393932	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
444	911399	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
445	395161	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
446	886823	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
447	394025	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
448	393916	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
449	392049	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
450	392170	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
451	1125281	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
452	1126377	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
453	394122	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
454	397156	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
455	1039024	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
456	947989	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
457	1494961	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
458	389072	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
459	393657	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
460	736651	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
461	1576305	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
462	1995502	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
463	86355	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
464	394408	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
465	1282069	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
466	385158	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
467	1038931	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
468	1075764	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
469	1862081	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
470	393827	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
471	753777	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
472	1451219	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
473	1593773	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
474	394734	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
475	1754424	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
476	395269	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
477	887056	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
478	1537466	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
479	1068296	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
480	1385267	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL

481	1258389	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
482	1494244	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
483	108650	CONTRACT TEACHER	PT	2021-2023	CONTRACT RENEWAL
484	1451189	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
485	393290	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
486	384607	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
487	391328	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
488	1594184	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
489	392618	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
490	394483	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
491	1764586	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
492	395471	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
493	1576062	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
494	392529	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
495	1038893	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
496	392073	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
497	1861530	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
498	982288	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
499	610615	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
500	1229559	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
501	1862138	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
502	393797	CONTRACT TEACHER	PT	2021-2023	CONTRACT RENEWAL
503	385069	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
504	393347	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
505	1211625	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
506	1124064	CONTRACT TEACHER	FT	2021-2023	CONTRACT RENEWAL
507	397261	CONTRACT TEACHER	PT	2021-2023	CONTRACT RENEWAL

	<b>PROBATIONARY TEACHER RENEWALS</b>				
508	2298120	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
509	1147455	PROBATIONARY 1	PT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
510	2087707	PROBATIONARY 1	PT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
511	2151294	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
512	778265	PROBATIONARY 1	PT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
513	178454	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
514	2297698	PROBATIONARY 1	PT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
515	2297779	PROBATIONARY 1	PT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
516	2039125	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
517	1386093	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
518	1009729	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
519	2298163	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
520	2298171	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
521	2086158	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
522	2297760	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
523	1996231	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
524	2298031	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
525	1372815	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
526	2297604	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2

527	477109	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
528	1996053	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
529	1717227	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
530	2297817	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
531	1886185	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
532	710407	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
533	2297531	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
534	2298279	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
535	627119	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
536	854395	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
537	2297418	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
538	2297426	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
539	2297957	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
540	1806734	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
541	1038494	PROBATIONARY 1	PT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
542	852082	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
543	2237644	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
544	2086697	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
545	2297981	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
546	1501453	PROBATIONARY 1	PT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2
547	2297647	PROBATIONARY 1	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 2



548	2238330	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
549	2237903	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
550	1848356	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
551	2238365	PROBATIONARY 2	PT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
552	1974211	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
553	2238829	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
554	2238306	PROBATIONARY 2	PT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
555	2086182	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
556	2001845	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
557	1653156	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
558	1000780	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
559	2238799	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
560	127337	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
561	2238144	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
562	2237350	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
563	2080753	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
564	910325	PROBATIONARY 2	PT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
565	394459	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
566	2239027	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
567	1038575	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
568	1495321	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3

569	2237385	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
570	2238624	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
571	495913	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
572	1434756	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
573	1848798	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
574	2238438	PROBATIONARY 2	PT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
575	300667	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
576	1618288	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
577	2238713	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
578	2238683	PROBATIONARY 2	PT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
579	1495275	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
580	2086751	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
581	2237466	PROBATIONARY 2	PT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
582	1996436	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
583	1847821	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
584	2081296	PROBATIONARY 2	FT	2021-2022	RECOMMEND MOVE TO PROBATIONARY 3
585	1408038	PROBATIONARY 3	PT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
586	2088754	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
587	1707906	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
588	1473433	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
589	1707833	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER

590	1996479	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
591	1860631	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
592	2086395	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
593	2088843	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
594	1894005	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
595	2089254	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
596	1917404	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
597	2086123	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
598	2014696	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
599	2088886	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
600	1659227	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
601	2087693	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
602	389250	PROBATIONARY 3	PT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
603	1038729	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
604	390097	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
605	1861522	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
606	1525867	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
607	2088371	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
608	2086344	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
609	2087855	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
610	1671731	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER

611	947741	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
612	2086352	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
613	391379	PROBATIONARY 3	PT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
614	2088053	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
615	1894048	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
616	1594257	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
617	2087979	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
618	299324	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
619	1921266	PROBATIONARY 3	PT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
620	1905732	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
621	1593765	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
622	1532642	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
623	1879138	PROBATIONARY 3	PT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
624	2086972	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
625	1576291	PROBATIONARY 3	PT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
626	588547	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
627	1407929	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
628	1754289	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
629	2086484	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
630	2086514	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
631	675504	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER

632	973114	PROBATIONARY 3	PT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
633	300969	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
634	2087227	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
635	910708	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
636	2087154	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
637	879460	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
638	1879146	PROBATIONARY 3	PT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
639	1853422	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
640	524468	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
641	1861301	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
642	2087502	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
643	2087537	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
644	1861557	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
645	1526057	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
646	1955268	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
647	2089505	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
648	2089343	PROBATIONARY 3	PT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
649	1644211	PROBATIONARY 3	PT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
650	2089386	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER
651	2089424	PROBATIONARY 3	FT	2021-2023	RECOMMEND MOVE TO CONTRACT TEACHER

	<b>TEMPORARY NON-RENEWALS</b>				
652	396060	TEMPORARY ADMINISTRATOR	FT	6/30/2021	TEMPORARY POSITION ENDED
653	396044	TEMPORARY ADMINISTRATOR	FT	6/30/2021	TEMPORARY POSITION ENDED
654	1486845	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
655	513873	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
656	395587	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
657	911712	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
658	1754343	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
659	2263432	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
660	2200864	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
661	240206	TEMPORARY	PT	6/30/2021	TEMPORARY NON-RENEWAL
662	2326981	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
663	1773585	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
664	1317016	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
665	2297736	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
666	2297744	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
667	1860925	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
668	758337	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
669	2187507	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
670	1862251	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
671	2238314	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
672	2298023	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
673	1425617	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
674	1583549	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
675	2297884	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
676	2080745	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
677	1047132	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
678	2327007	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
679	2297809	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
680	2297833	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
681	1880519	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
682	1975048	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL

683	563447	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
684	2297558	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
685	2297655	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
686	2327015	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
687	1861115	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
688	2025973	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
689	2298104	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
690	2087308	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
691	1127179	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
692	2297922	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
693	1974629	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL
694	2297973	TEMPORARY	FT	6/30/2021	TEMPORARY NON-RENEWAL

**RESOLUTION #20-21.027**

**DATE: MARCH 8, 2021**

**CONTRACT EXTENSION**

**RELEVANT DATA:**

In accordance with Board Policy CCD, the following recommendation is presented for the Board's consideration.

**RECOMMENDATION:**

It is recommended that the Board of Directors approve contract extensions for the Assistant Superintendent and the Chief Operations Officer.

**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 2020-21 academic year, the following program is applying for cooperative sponsorship:

- Girls Soccer – Thurston High School and Lowell 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 Soccer between Thurston High School and Lowell High School.

**SUBMITTED BY:**

David Collins  
Assistant Superintendent

**RECOMMENDED BY:**

Todd Hamilton  
Superintendent

**INTER-DISTRICT STUDENT TRANSFERS**

**RELEVANT DATA:**

With the sunset of Open 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 2021-22 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.

**RECOMMENDATION:**

It is recommended the Board approve new transfer requests that do not exceed desired building capacity or projected grade level ratios for the 2021-2022 school year. It is recommended the Board release all students wishing to leave the District.

**SUBMITTED BY:**

David Collins  
Assistant Superintendent