



**BOARD OF EDUCATION**  
**February 11, 2019**  
**Administration Building Board Room**  
**640 A Street**  
**Springfield, OR 97477**

**7:00 pm Board Meeting**

| <b>AGENDA</b> |   | <b>TAB</b>               |
|---------------|---|--------------------------|
| 1.            | Call Meeting to Order and Flag Salute<br>• Changes or Additions to the Agenda   | Board Chair Zach Bessett |
| 2.            | Classified Employee Appreciation Week Proclamation  | Chair Bessett            |
| 3.            | School Presentation: Academy of Arts and Academics  | Principal Ame Beard      |
| 4.            | Public Comments (Three (3) minutes each; maximum time 20 minutes. Speakers may not yield their time to other speakers.) |                          |
| 5.            | Consent Agenda  |                          |
|               | A. January 14, 2019 Board Meeting Minutes   | 1                        |
|               | B. January 28, 2019 Board Meeting Minutes   | 2                        |
|               | C. Financial Statement  | Brett Yancey 3           |
|               | D. Personnel Action, Resolution #18-19.023  | Dustin Reese 4           |
|               | E. Contract Renewals: Chief Ops Officer & Assistant Superintendent, Resolution #18-19.024                               | Bruce Smolnisky 5        |
|               | F. Lane ESD Local Service Plan 19-21, Res. #18-19.025   | Bruce Smolnisky 6        |
|               | G. Student Transfers, High Priority and Inter-District, Resolution #18-19.026   | David Collins 7          |
|               | H. Resolution in Support of Education Funding to the Level Recommended by the Quality Education Model, Res. #18-19.027  | Bruce Smolnisky 8        |
|               | I. 2019-2020 School Calendar, First Read  | David Collins 9          |
|               | J. Out of State Trip, SHS Baseball, Resolution #18-19.028   | Brian Megert 10          |
| 6.            | Reports and Discussion  |                          |
|               | A. Student Communication  |                          |
|               | B. Superintendent Communication   | Bruce Smolnisky          |
|               | C. Board Communication  | Chair Bessett            |
| 7.            | Other Business  |                          |
| 8.            | Next Meeting: February 25, 2019, 4:00 pm, Work Session  |                          |
| 9.            | Adjournment   | Chair Bessett            |

### **SCHOOL BOARD APPRECIATION RECEPTION**

Jenna McCulley welcomed those in attendance and asked Superintendent Bruce Smolnisky to read the following proclamation in recognition of **School Board Recognition Month**:

#### **School Board Recognition Month Proclamation**

**WHEREAS**, school boards create a vision for what students should know and be able to do;

**WHEREAS**, school boards establish clear standards for student performance;

**WHEREAS**, school boards ensure that student assessments are tied to established standards;

**WHEREAS**, school boards are accountable to the community for operating schools that support student achievement;

**WHEREAS**, school boards align school district resources to ensure that students meet standards;

**WHEREAS**, school boards create a climate that supports the philosophy that all children can learn at high levels;

**WHEREAS**, school boards build collaborative relationships based on trust, teamwork and shared accountability; and

**WHEREAS**, school boards are committed to continuous education and training on issues related to student achievement;

**NOW, THEREFORE**, we hereby declare our appreciation to the members of the *Springfield Public Schools Board of Education* and proclaim the month of January to be School Board Recognition Month.

We urge all citizens to join us in recognizing the dedication and hard work of local school board members in preparing today's students for tomorrow's world.

Dated this 14<sup>th</sup> day of January 2019.

Staff, students and members of the community shared their appreciation for the hard work and dedication of the School Board at the reception. Several representatives from our District schools shared gifts for each board member. Those schools which sent representatives were: Carla Smith from Douglas Gardens Elementary, Emily Minnis from Maple Elementary, Cindy Nees from Mt. Vernon Elementary, Jeremy Hugo from Ridgeview Elementary, Amy Halley from Centennial Elementary, Nicki Gorham from Thurston Elementary, José da Silva, Marilyn Williams and Calli Dean from Springfield High School and Missy Cole, Sun Saeteurn and Chad Towe from Thurston High School. Charlie Jett from Two Rivers Dos Rios shared a video featuring his students and staff thanking the School Board for all they do.

## **BUSINESS MEETING MINUTES**

9/ A Regular Meeting of the Lane County School District No. 19 Board of Education was held on January 14, 2019.

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

Board Chair Zach Bessett called the Springfield Board of Education meeting to order in the Board Room of the District Administration Building at 7:00 pm and led the Pledge of Allegiance.

#### **Attendance**

Board Members present included Board Chair Zach Bessett, Board Vice Chair Michelle Webber, Laurie Adams, and Naomi Raven. Dr. Emilio Hernandez was excused from the meeting.

District staff and community members identified included Superintendent Bruce Smolnisky, David Collins, Judy Bowden, Jenna McCulley, Whitney McKinley, Suzy Price, Brian Megert, Jeff Michna, Brett Yancey, Dustin Reese, Crystal Haddock, Emma Haddock, Toby Haddock, Jessica Auxier, Kim Donaghe, Colleen Hunter, Anne Goff, Vanessa Truett, Audrey Davids, Andrew Hock, Rhea Cramer, John DeWenter, Claire Barnum, Kim Donaghe, Tony Scurto, Emily Minnis, Hanalei Rozen, Amy Haley, Kenneth Woodruff, Cadence Rose, Jacob Sieczowski, Ian Ker, Chad Towe, Ame Beard, Mike Eyster, Chris Reiersgaard, Dave Hulbert, José da Silva, Marilyn Williams, Calli Dean, Missy Cole, Sun Sateurn, Kevin Ricker and Kathy Savelich.

Student Board Representatives present included:

Cadence Rose/Academy of Arts and Academics (A3)

Kenneth Woodruff/Willamette Leadership Academy (WLA)

Jacob Sieczowski/Thurston High School (THS)

Ian Ker/Springfield High School (SHS)

The student representative from Gateways High School was unable to attend the meeting this evening.

### **2. CHANGES OR ADDITIONS TO THE AGENDA**

There were no changes or additions to the agenda.

### **3. SCHOOL PRESENTATION: WALTERVILLE ELEMENTARY SCHOOL**

Principal Dave Hulbert shared why he enjoys Walterville Elementary School (WES) and a PowerPoint presentation "Walterville Wildcats: Every Child, Every Day, Let's Go!"

#### **❖ Springfield Public School Board Goals**

- Promote growth and success for every student
- Support families so that every student is ready to learn
- Provide personalized learning opportunities for every student
- Create safe and future ready facilities
- Advocate for funding and policies that support education
  - Who are these people who work at Walterville Elementary? They are loving, dedicated, fun, collaborative, learners, creative and team-focused educators.
- He said it all starts with Relationships.
- Social-emotional learning overlays with the PBIS systems.
- Supportive families in the community.
- Small school setting.
- Caring School Community

- Principal Hulbert asked the board members and his students to spend a few minutes mingling and introducing themselves.
- Wildcat parent perspectives: Principal Hulbert introduced Rhea Cramer and Claire Barnum who spoke to their experiences with the school and the positive learning environment for their children.
- Student-centered discipline that connects to parents/guardians
- Morning & closing circle, class meetings
- Cross-age buddies as mentors
- Positive relationships = Positive behavior
- Positive relationships = Academic growth
- Performance and growth by school
  - We are building on our past work
- Looking ahead to continued growth
- Gutsy Goal: students in high risk for reading and math
- Student voice
  - Principal Hulbert played a video featuring students speaking about their positive experiences at Walterville Elementary School.

#### **4. 2019-2021 Lane ESD Local Service Plan Review**

Lane ESD Superintendent Tony Scurto introduced Lane ESD Board Member Vanessa Truett and shared the 2019-2021 Lane ESD Local Service Plan for Review.

- ❖ Relevant Data: Includes all resolution and core service offerings available to component school districts.
- ❖ Developed in collaboration with component district superintendents, Lane ESD Administration and staff, and reviewed and approved by the Lane ESD Board of Directors on January 8, 2019.
- ❖ Local Service Plan Year One includes services for:
  - Students with Special Needs
  - Instruction, Equity and Partnerships (School Improvements)
  - Technology
  - Administrative and Support

This Local Plan is same as prior years with two exceptions: Behavior Assistance Fund and support for the Lane Regional Promise Programs.

Mr. Scurto offered to address questions. There were no questions, but rather compliments and thanks to Lane ESD. Mr. Bessett, Mr. Smolnisky and Ms. Raven all thanked Mr. Scurto for coming this evening and sharing the details of the new Local Plan.

#### **5. PUBLIC COMMENT**

Chair Bessett read the following statement:

*This is the portion of our agenda for public comment. I want to remind those members of the public who have indicated a desire to make comments that our policy provides for a limitation of three (3) minutes per person.*

*Those wishing to make public comments must complete a "request to speak" form and speakers will be called upon in the order in which they are received. Audience members who wish to make public comments must state their name and address for the record.*

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

*The Board will not hear personal complaints concerning school personnel or against any person connected with the school system. Any complaints regarding a particular employee must be processed through the procedure set forth in policy, 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. Speakers are reminded that their public comments will be limited to three (3) minutes.*

Hanalei Rozen, residing at 1551 B St. Springfield OR 97477 offered her thoughts on the Board's work and thanked them for all they do. She hoped to attend more of the board meetings this year. She invited all to come to the Learning Garden at Brattain and get their gift of appreciation. She would dig up her gift as a surprise. She felt they would walk away inspired and with a better understanding of what she believes could be accomplished in the garden by growing educational opportunities. Ms. Rozen said that her gift to the district was her time in the garden. Even though she was not an employee of the district, she felt that she worked for the district.

Colleen Hunter who resides at 4921 Glacier Dr., Springfield, OR 97478 addressed the board regarding the Amber Trano medical fund and thanking the board and community for their support. She gave details for the upcoming fundraiser at Texas Roadhouse, on January 28<sup>th</sup> and 29<sup>th</sup>, 2019. Ms. Hunter also spoke about HB2655 and the parent notification regarding state testing. She stated her desire to know when Springfield intends to send notifications out. She believes that the use of the Smarter Balanced Assessment scores as criteria for the Talented and Gifted program is discriminatory toward those students whose parents decide to exercise their rights according to the law to opt out of the state assessments.

## **6. CONSENT AGENDA**

### **A. December 10, 2018 Board Meeting Minutes**

### **B. Financial Statement**

### **C. Division 22 Assurances, Resolution #18-19.022**

Each district in Oregon is required to adhere to the requirements for public education outlined in OAR Chapter 581, Division 22. In response to requests from districts to Oregon Department of Education to lessen the reporting burden, the 2018-2019 Assurance submission includes responses to questions about Oregon Administrative Rules.

Currently, the District is out of compliance in only three areas. The areas and compliance plan are:

- 581-022-2045 Prevention Education Programs in Drugs and Alcohol.

As part of this year's Health/PE committee work, we are reviewing revised standards and planning for 2019-2020 compliance.

- 581-022-2055 Human Sexuality Education.

Through our Health/PE committee adoption work we will be in compliance at the elementary level with anticipated compliance at the secondary level at the 2019-2020 school year.

- 581-022-2355 Instructional Materials Adoption.

Due to the recession and lost revenue streams, the District became out of compliance. The District has postponed the adoption of instructional materials while deliberately investing fiscal resources and developing a plan to become fully compliant. We have a fiscal investment and adoption plan that will bring the District in compliance.

David Collins recommended that the Board of Directors accept the assurance standards as written.

### **D. Board Policy, First Read**

Consistent with the direction of the school board, the school district has begun the process of updating all district policies over the next 18 months. With the assistance and guidance of the Oregon School Board Association staff, district staff respectfully submit the first two sections (Section A and Section B) of the Springfield School Board Policy Manual for review.

Jenna McCulley recommended that the Board of Directors review the following board policies as a first reading:

### [Section A/B: Board Governance and Operations](#)

#### **E. 2019-2021 Lane ESD Local Service Plan Year One, First Read**

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 2019-2021 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 8, 2019.

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 Lane ESD 2019-2021 Local Service Plan Year One includes services for:

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

The Lane ESD 2019-2021 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)).

Bruce Smolnisky recommended the Board of Directors review the Service Plan as a first reading.

**MOTION:** Laurie Adams moved, Michelle Weber seconded, for approval of the Consent Agenda. Motion carried 4-0.

### **7. REPORTS AND DISCUSSION**

#### **A. Student Communication**

Jacob Sieczowski/Thurston High School (THS) thanked the School Board for their work and efforts. He described fundraising efforts by Mr. & Mrs. THS contestants for the Children's Miracle Network and the dates for their upcoming sports competitions. On January 16<sup>th</sup> and 23<sup>rd</sup> one of the civics classes would be hosting a discussion about the United States Constitution. This will take place in the THS library and is open to the public. Finals week is coming the last week of January. Their band and orchestra programs would have a silent auction and luau on February 9<sup>th</sup> in the gym. The THS Hall of Fame Dinner and Induction Ceremony would take place on January 26<sup>th</sup> at 6:00pm.

Ian Ker from Springfield High School (SHS) shared about the school's current sport efforts. The girl's basketball team is currently ranked #3 in the state. The school is going to try to break a Guinness Book world record for the most high fives in one minute. They are contacting Guinness Book to see if they can set this up. One SHS student had a discussion with Senator Jeff Merkley over the winter break.

Cadence Rose from the Academy of Arts and Academics (A3) shared about the J-term classes and internship opportunities. J-term classes included Playwriting, Interactive Storytelling, A3 Scouts, Modern Folklore, Rock Climbing, Recipe for Life, Film Study, Voices of the Sixties and Spies like Us. The A3 leadership team, which consists of parents, students and staff has met several times to focus on the school's mission, vision and values. In addition, they have been working on a Magnet School application for consideration by the school board. Magnet status would allow for some of the more unique features of A3 to be preserved while incorporating the Springfield School District infrastructure.

Kenneth Woodruff from Willamette Leadership Academy shared that he really appreciated the video that was presented tonight by Principal Dave Hulbert. He thought that all students could learn a lot from the culture that is present at Walterville Elementary. He also shared about the Penny Wars between the various companies (classes) and the "Good Night Tickets" program which commends students for rising above the

daily standards. A new part of the program rewards students for perfect weekly attendance. Next week, there would be a school field trip to the Springfield Armory and the indoor skydiving facility. The school recently introduced student government.

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

Superintendent Bruce Smolnisky shared updates regarding the superintendent search. The posting is scheduled to close on January 16<sup>th</sup> at which time the search firm would start doing reference checks and initial screening of the applicants. He said several staff would be attending the Confederation of Oregon School Administrators (COSA) Conference January 24<sup>th</sup> – 26<sup>th</sup>. He reminded the Board of the upcoming work session on January 28<sup>th</sup> and that there would be a presentation about the District's report card. Mr. Smolinsky shared the names J. T. Brattain, F. S. Churchill and M. H. Harlow and asked the Board if anyone recognized those names? He said that in recognition of School Board Appreciation Month, he was sharing the names of the first School Board members for the District. They served on the Board in 1887.

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

Zachary Bessett said the superintendent search is going well. He had no other items to report.

Michelle Webber shared her current experiences with hosting an international exchange student.

Naomi Raven said she was able to attend the Springfield High School Madrigal performance and the choir concert at Hamlin Middle School. She appreciated how that great music programs are available for students in both middle school and high school. She also attended the Gateways High School holiday dinner and had a meaningful conversation with a student who told her that she would be the first person in her family to graduate on time from high school. The student added that she had encouraged her sister to return to school to complete her education and that they will both graduate at the same time.

#### **8. OTHER BUSINESS**

There was no other business.

#### **9. NEXT MEETING**

Chair Bessett said the next Board meeting would be a mid-year planning meeting on January 28, 2019 beginning at 4:00 pm. Following that will be a business meeting on February 11, 2019 at 7:00 pm.

#### **10. ADJOURNMENT**

With no other business, Chair Bessett adjourned the meeting at 8:02 pm.

*(Minutes recorded by Kathy Savelich)*

## WORK SESSION MINUTES

11/ A Regular Meeting of the Lane County School District No. 19 Board of Education was held on January 28, 2019.

### 1. CALL MEETING TO ORDER

Board Chair Zach Bessett called the Springfield Board of Education meeting to order in the Board Room of the District Administration Building at 4:01 pm.

#### Attendance

Board members present included Board Chair Zach Bessett, Board Vice Chair Michelle Webber, Laurie Adams, Dr. Emilio Hernandez and Naomi Raven.

District staff and community members identified included Superintendent Bruce Smolnisky, David Collins, Judy Bowden, Jenna McCulley, Whitney McKinley, Suzy Price, Brian Megert, Jeff Michna, Brett Yancey, Dustin Reese, David Willis, John DeWenter, Laura Weiss, Terry Beyer, Brenda Hansen, Judy Leahy, Jonathan Light, Anne Goff, Kari Isham and Marina Brassfield.

### 2. CHANGES OR ADDITIONS TO THE AGENDA

Dr. Hernandez asked to discuss at the end of the meeting Board attendance at the Blacks in Government Dinner on February 1<sup>st</sup> and the NAACP Freedom Fund Dinner on February 15<sup>th</sup>.

### 3. GOALS AND STRATEGIES

Superintendent Bruce Smolnisky and Assistance Superintendent David Collins shared reports on district goals and strategies.

Mr. Smolnisky made connections for the board, regarding what the district believed, what it planned to accomplish, and what it currently did. State report card results were also shared.

Mr. Smolnisky shared the most important thing was the district's vision and values. Its vision statement was, *"Every student a graduate, prepared for a bright and successful future."* The district's mission was *"Every student every day."* Both statements drove the district's planning processes.

Mr. Smolnisky acknowledged there were current achievement gaps, so strategies were being implemented to eliminate inequities in achievement, foster a safe, healthy and engaging environment and promote an inclusive culture and environment.

Mr. Smolnisky said the Board goals were:

- Promote growth and success for every student
- Support families so that every student is prepared to learn
- Provide personalized learning opportunities for every student
- Create safe and future ready facilities that inspire learning
- Advocate for funding and policies that support education.

Mr. Smolnisky explained how the district translated goals and visions into implementation strategies. Over the past three years, there was an intentional focus on specific high leverage practices that impacted student



achievement. Doing so included some tough decisions, but the district was ultimately moving the dial for students. He reiterated the district and board focused on strategies that used limited resources to reach identified goals in the most efficient and effective ways.

- **STATE REPORT CARD**

Assistant Superintendent David Collins shared a PowerPoint presentation, entitled, “*State Report Card*.” His report provided an overview of priorities on graduation rates and summarized performance indicators by grade.

Mr. Collins shared an infographic on district initiatives and graduation rates over time. Each year showed constants, as well as different priorities and actions. Constants were known as Key Performance Indicators (KPI).

Mr. Collins briefly discussed some of the successes in 2006, which were mostly around the way the district worked systematically and collaboratively, and not in separate silos. Some were around specific innovations, such as expanded delivery models which assessed the Gateways High School alternative options and Springfield High School’s promising practices program. The district also focused on workforce readiness. Another initiative with the State’s support was a K-5 literacy task force.

In 2008, the district explored Response to Intervention (RTI), a tiered approach to practices for educational, social and behavioral areas, instructional technology, and a bond measure for Thurston and Maple Elementary schools. Finally, the District began to assess recession impacts. Mr. Collins noted that at that time, SPS had a graduation rate of only 56.7%.

Mr. Collins continued that in 2011, the district had priorities around “Arts Matter” which looked at how and what fiscal priorities were for programs in the arts. Ultimately, the district needed to continue high school offerings as best they could to mitigate impacts. Another identified commitment was to arts across the system, including arts, pathways, and music programs.

Additionally, in 2011 Mr. Collin explained the district looked at middle school schedules to maximize student seat time. Administration began conversations around quality instructional strategies, research of best practices and community partnerships. Much of the focus was to connect to grant funds and initiatives. In 2011, the graduation rate was 61.5%.

In 2014, SPS continued efforts on quality instruction and had a task force related to full day kindergarten. Through Teach Oregon and other grants, the district had priorities in the area of teacher growth pathways related to classwork. The district began exploration of the 2014 bond measure.

Mr. Collins highlighted the year 2015. Improvements were seen for graduation rates at 63.5%.

Mr. Collins transitioned his focus to the last couple years. The district looked to take siloed and fractured work and integrate it purposefully into district-wide strategic plans. The recession caused the district to start taking steps to understand how all efforts connected and how the school board vision connected to the reality of each building. Due to intentional investments in key areas of promising practices and integrating those into a systemic approach, the district saw a 9% increase in graduation rates.

Dr. Hernandez asked what led the district to incorporate changes between 2015 and present. Mr. Collins responded likely leadership changes and a collective desire to come together. Prior, there wasn’t a foundational stability. The district began investing in folks who could move the work forward.

In response to a comment from Dr. Hernandez, Mr. Collins said the district experienced multiple changes -- not only in board membership, but in district leadership, building leadership, and in teaching leadership. Any one of those wouldn't have made a huge difference. Now, there was a solid foundation and a lot of people currently existed who would be here next year.

Dr. Hernandez wanted to ensure progression continued. Mr. Collins reiterated if there was a solid foundation, it was easy to make small incremental changes.

Mr. Collins summarized the K-12 indicators. The district looked at:

- Kindergarten readiness;
- K-12 regular attender data;
- Early literacy skills;
- K-12 PBIS;
- Academic success of 3<sup>rd</sup> to 8<sup>th</sup> grades in English Language Arts (ELA), Math, and Science (opt out numbers could influence the rate);
- 9<sup>th</sup> to 12<sup>th</sup> grade on track data;
- Credit deficiencies in high school;
- Graduation rates (four year and five-year completer rates).

Dr. Hernandez was unsure if the district should spend time worrying about parent choice, i.e. opt out, but he wondered how the board and staff could assist in greater understanding of the process. He didn't want to paint it as a negative.

Mr. Collins said tests were designed to provide systemic data. As an educator, he wanted to know all kinds of indicators for student success. He appreciated conversations about broadening indicators. As a system, they are constantly looking at how to provide access for more students, while supporting parental rights and the needs of kids.

Ms. Raven said that it is important to reach out to families to make a connection and build an expectation for the child's education. She would love more conversation around specific methods the district used to reach early education levels.

Mr. Collins referred to the "2017-18 District Report Card Handouts," which included demographic data points and outcomes for indicators. Mr. Collins disaggregated 9<sup>th</sup> grade on track and correlated demographic data including race, ethnicity, and free and reduced lunch.

Dr. Hernandez asked for a definition of an "Ever English Learner." Mr. Collins said those were students who were current or former English language learners within the student population.

Dr. Hernandez noticed that some categories listed "not enough students." He wondered what a high enough number was for students. Mr. Collins explained each independent disaggregate had an end number and each was differentiated. Mr. Collins would send the information to board members.

Chair Bessett asked how long the district had tracked "on track to graduate" stats. He was told the district began tracking the data in 2014-15.

Mr. Collins introduced "9<sup>th</sup> Grade on Track to Graduate" data. Currently, 89% of students were on track for graduation. "On track" meant those students earning one quarter of their required credits towards graduation in their 9<sup>th</sup> grade year. It was a 10% increase from the previous year. The state average was 85%. The district

was currently outpacing the state's average, in that particular category. Mr. Collins added there were varying measures for each disaggregated student group.

Mr. Collins explained one effort employed was online instructional support systems, as well as expanded credit recovery options. The district conducted a review of the alternative education model and delivery structure, when looking for options for students who couldn't be served in traditional brick and mortar schools. There was an intentional refocus on data analytics to add tools for further engagement. The district was in year two of the effort and was excited for the work ahead.

Ms. Raven was impressed with the ELL and the Hispanic-Latino percentages. She wondered about the American Indian/Alaska Native students and those students in the 80<sup>th</sup> percentile. There was a significant difference. Ms. Raven would prefer less discrepancy. Mr. Collins explained the district looked at indicators in-time. Over the last three years, the district had an opportunity to work with the state in transformational work around ELL and other student populations. Mr. Collins added it was important to individualize education for all student populations.

Mr. Collins moved to on-time graduation from 2016-17. He contributed success to intentional supports at all levels. Additional credit recovery options looked at different students and how they navigated the system. Also, in 2016, the board explored CTE pathways and renewed its workforce readiness discussion. The State awarded districts High School Success Funds to help schools provide more educational options earlier in high school. Mr. Collins added that each indicator had a set of standards. The State implemented the report cards to meet the Every Student Succeeds Act (ESSA) requirements.

Mr. Collins shared a handout on 2017-18 graduation rate data. Over the past five years, there was more than a 9% increase in the graduation rate for the four-year cohort and a 4.6% increase in five-year completer rates. The district was generally moving at a faster pace compared to statewide rates.

Mr. Collins shared a graphic that showed the data sets over a three-year period for graduation rates for each school. He highlighted that all three district high schools increased their graduation rates, however there was a reduction for the charter school, Willamette Leadership Academy (WLA). The data set would be on next year's report card. In response to Ms. Raven, Mr. Collins explained the State was trying to streamline indicators.

Dr. Hernandez asked Mr. Collins to explain why WLA rates dropped. He was very concerned. Mr. Collins said there had been leadership changes, but the specific data sets were just released so staff was only beginning to explore the causes. Mr. Collins had engaged WLA administration to create a plan moving forward. Dr. Hernandez asked how many students were within the data set for WLA? Mr. Collins responded around 60 students. There were 300 students enrolled and 140 of them were high school students. Since it was a smaller population, changes often had significant impacts on percentages.

Ms. Raven asked about WLA enrollment trends. Mr. Collins said there were variances throughout the year, but overall there was a decline. Mr. Smolnisky added this was the time of year some students considered enrolling in WLA due to credit deficiencies.

Mr. Collins discussed first through third grade English Language Arts (ELA) results. The District was currently on par with the State average of 48%. He provided a break-down of disaggregated data which showed some discrepancies. While there was an increase, there was a lot of work to be done in some groups. Success was due in part to the District reinvestment in ELA by providing sufficient and renewed materials. Leadership also looked at a possible ELD supplemental material adoption. Finally, the district renewed its literacy team, which assessed data and looked forward to where the district needed to go.

Mr. Collins mentioned supports for full day kindergarten. The data set didn't reflect full day kindergarten, but the district saw positive impacts since its implementation, as students progressed from kinder to first and third grades.

Dr. Hernandez asked how TAG students were identified. Suzanne Price, Director of Elementary Education explained it was a combination of assessments that staff looked at. The Smarter Balanced Assessment Consortium (SBAC) and EasyCBM were two nationally normed assessments used. Ms. Price said staff also considered teacher and parent input, as well as work samples. Testing began in second grade. It was rigorous and held twice a year.

Ms. Price explained there was also a program called Potential to Perform, in which teachers looked at attributes and assets of students who might typically be overlooked. Dr. Hernandez wondered which grades participated in TAG? Ms. Price responded schools assessed students from second to fifth grade. Each school had TAG contacts, and those contacts worked with teachers to ensure every student had a Student Individual Plan (SIP). Finally, TAG students had access to monthly enrichment opportunities and a summer engineering program.

Dr. Hernandez wondered if there was a program where students went to UO. Ms. Price said it was a separate program at the secondary level. High school students didn't have a SIP because there was access to more courses to meet individual needs and goals.

Ms. Raven wondered what systems were in place to track students from the first full day kindergarten cohort? Mr. Collins would work with the Superintendent to prepare a future presentation.

Chair Bessett wondered if there were other tracking methods? Mr. Collins said last year, a District committee assessed how things were going. From the conversations, staff identified a need to create explicit instructions for students who were entering kindergarten. Through leadership efforts, the district was able to have the professional development prepared for the beginning of the 2018-19 school year and provide staff training within the first few weeks of the school year.

Ms. Raven was interested in more qualitative data, such as teacher feedback. Mr. Collins responded they would have that data.

Mr. Collins shared data sets on individual student progress. Some were insufficient. As he gathered more information, he would share it with the Board. There had been recent material adoptions, including math curriculums for K-8 math adoption, and specifically 6<sup>th</sup>-8<sup>th</sup> grades. Schools were currently in their second year of having those materials in use. Professional development was aligned to the curriculum and teachers had other additional supports.

Chair Bessett asked how the data was collected? Mr. Collins replied through State assessments. The data was based on student participation in Oaks and Smarter Balance tests.

Mr. Collins introduced 8<sup>th</sup> grade mathematics. The District had a 30% measure for students who met or exceeded; the State average was 41%. There was an increase, but math had been a problem area for over a decade. Now, the district had an advisory team for curriculum adoption, to ensure there was core material and instructional strategies for teachers. Ms. Raven asked if Mr. Collins referenced the newly adopted math curriculum? Mr. Collins said yes, it wasn't an easy shift, but it was a critical one. Dr. Hernandez thought there needed to be more State support to change the trends. Mr. Collins agreed.

Mr. Collins shared that the district focused heavily on attendance. While the state collected data on K-2<sup>nd</sup> grade regular attenders, the District focused on regular attenders throughout K-12<sup>th</sup> grade. Students who

attended more than 90% of their school days were more likely to graduate. SPS was at 84%, just slightly over the State's average.

Mr. Collins noted that chronic absenteeism could be due to a variety of reasons (i.e. lack of mental health services, lack of food or other resources, homelessness, etc.). The District was employing strategies to encourage attendance. He invited Laura Weiss to explain her work with families and the Brattain House.

Ms. Weiss explained in previous years, the organization asked families to come to the Brattain House for services, meaning there was a lot of back and forth for students between the home, school, and Brattain House. With the Brattain House's restructuring, there would be four family liaisons, cross trained to provide services at school buildings. Additionally, each liaison would have specialty areas.

Mr. Collins added that the District worked to expand its partnerships with mental health providers to provide connections for families navigating crises. Other investments included truancy officers, who were trained to be less punitive and to focus more on building connections between the family and the school.

Dr. Hernandez asked about the students with disabilities categories. He wondered about the percentage of students on Individualized Educational Plans (IEP) and 504 plans that were moving through the system?

Mr. Collins clarified that Dr. Hernandez wanted a historical timeline. Mr. Collins said they were seeing some improvement in graduation rates for this particular population. He added the District constantly sought to provide support and services for those families.

Dr. Hernandez had concerns about success rates and whether IEP/504 plans were being written accurately. He wondered if the process was working for families. He thought accuracy would help move kids through the system and wanted teachers to be mindful when referring students to particular supports. Mr. Collins said yes and acknowledged IEP/504 covered a wide range of needs.

Dr. Hernandez wondered how the District used free and reduced lunch data? Mr. Collins said fiscally, Title I schools were affected most. The District had adjusted the program to look at an individual school's needs.

Ms. Adams addressed Dr. Ricker, and said she appreciated his work.

Chair Bessett wanted to analyze what was being done for Social-Emotional (SE) learning. There were increased problem behaviors with kids acting out. He wondered how the District addressed the problem and hoped to learn more at a future meeting.

Mr. Smolnisky hoped the Board saw connections between the District's values, visions, actions, and results. He added that he was proud of the work that people are doing, but there is still work to do because we aren't at a 100% graduation rate yet. He concluded by saying that he feels there are great people in buildings and at the District office all supporting this work.

Chair Bessett thanked Mr. Collins and staff for leading the District in its progress. He also asked Mr. Collins for the graduation rates for comparable districts in our area. Mr. Collins said he would get that information for Mr. Bessett.

The Board took a short dinner break until 6:27 p.m.

#### 4. SUPERINTENDENT SEARCH: INTERVIEW TRAINING

Director of Human Resources, Dustin Reese conducted a training for the board about protocol during the interview process for the new superintendent.

Mr. Reese shared a PowerPoint entitled “*Superintendent Search Interview Training*.” Three things were covered: an overview of nondiscrimination laws, an understanding of unconscious bias and best practices for interviewing.

Mr. Reese covered nondiscrimination laws including: Civil Rights Act of 1964 (Title VII); Americans with Disabilities Act of 1990 (ADA); Age Discrimination in Employment Act of 1967 (ADEA); and Oregon Fair Employment Practice Act.

Mr. Reese defined unconscious bias. He noted that all people had unconscious bias, and shared the quote, “*We all have unconscious bias; it doesn’t make us bad, it makes us human.*” Hiring committees needed to consider that fact throughout the process.

Mr. Reese explained the neuroscience behind unconscious bias. He said the brain receives about 11 million bits of information every second, however the brain can only consciously process 40 bits. This means the brain creates systems for mental short cuts to help process all the data. The unconscious mind deletes (ignores some information), distorts (emphasizes or fades other information), and generalizes (“that switch looks the same as the one lighting the room -- it too is a light switch”).

Mr. Reese shared facts about mental sorting. Mental sorting, how the brain sorted things into categories, was taught to people from many different sources over a lifetime (teachers, parents, media, etc.). Humans had sorting systems related to class, gender, race, religion, sexual orientation, age, and more. It was an ever-present lens through which people viewed the world based on their experiences, media influences, parents, teachers, and peers. Mental sorting automatically filtered how people took in and reacted to information.

Mr. Reese explained these sorting tactics were efficient, but prone to error. Well intentioned individuals could act in ways that produce inequitable outcomes for different groups. Research suggested that automatic unconscious associations may not match explicit thoughts or beliefs. Also, people tended to rely more on mental shortcuts when they were tired, stressed, or rushed.

Mr. Reese shared an example of unconscious biases, identified by Harvard University. There were many discrepancies between gender and race, specifically in the hiring processes.

Mr. Reese told the Board there were ways to adapt and decrease bias, including exposure to systemic, well-designed research that documented the existence of bias processes. He concluded training wouldn’t be effective if the individual lacked motivation.

Mr. Reese introduced common interview biases. Those biases included confirmation bias, affective heuristic, halo and horn effect, contrast effect and the “similar to me” effect.

Mr. Reese explained that during the screening process, the Board may be asked for justifications and the criteria used in decision making. He also reminded Board members to be vigilant to the possibility that their criteria could shift as they evaluate different types of applicants (i.e. different genders). Mr. Reese recommended allowing adequate time to review materials and make decisions.

Mr. Reese advised the board on developing interview questions. There were many types of questions that could be used. How and when to use each type varied based on what information the Board was looking for from the candidates. Question types included:

- Behavioral based vs. theoretical based;
- Open ended vs. yes/no questions;
- Follow up questions.

Mr. Reese outlined guidelines for interviewing candidates. Prior to the first interview, Board members would take time to reaffirm the importance of a fair and equitable hiring process and hiring committee members would be reminded about implicit bias. Board members would specifically listen for inappropriate questions or comments during interviews, be encouraging and receptive to all candidates and limit discussion between interviews.

Mr. Smolnisky wanted the training on record; he thought it was good information for everyone.

Ms. Raven would like a list of potentially hazardous interview circumstances.

#### • **SUPERINTENDENT SEARCH UPDATE**

Following the training, Superintendent Smolnisky shared an update on the superintendent search process.

Ms. Bowden passed out a document outlining the timeline for the superintendent search. Mr. Smolnisky ran through the key dates.

Mr. Smolnisky explained the District was in the midst of recruiting folks for interview panels. Currently, the District had received 18 applications. The Board would need to meet and select people to participate.

The Board would meet Monday, February 4, 2019 at 7:30 p.m. If they did not finish, the Board would have a follow up meeting on February 11, 2019.

Mr. Smolnisky discussed some of the key dates and activities for the recruitment process.

Dr. Hernandez requested a list of those applicants selected out of the pool along with reasons as to why they were not selected to be included on the list of candidates to be shared with the board. Chair Bessett would discuss the possibility with Dr. Lowder, but he didn't want to put liability on the District.

Mr. Reese didn't feel that level of information should be shared with the Board. He stated the District contracted with Dr. Lowder's firm, and there had to be a level of trust in the firm's process. He thought it was appropriate to ask for the criteria used. Seeing that information might provide the Board more comfort in the selection process.

Mr. Smolnisky explained the three-day interview process. After candidates were narrowed down, they would be brought into Springfield for interviews. Candidates would move through three groups and each group would have its own focus. District staff, board members, and community members would be involved. At the end of day one, the three groups would debrief using the set of criteria to discuss the ideal superintendent. Those moving forward would interview on February 21, 2019 with the Board. The Board could decide if an additional interview would be needed. Site visits were planned for the following week and a decision would be announced by spring break.

Chair Bessett thought the board might want to meet on February 20, after community meetings, to reformat questions based on each group's feedback. Dr. Hernandez asked when interviews would be on February 21.

Mr. Smolnisky said times were not yet set. The Board needed to set aside enough time to talk, to ask questions, to answer the applicant's questions and for any follow up questions that the Board might have. They also needed sometime at the end interviews for deliberation.

Ms. Raven envisioned the board dedicating the whole day to interviews (i.e. 9:00 a.m. to 4:00 p.m.). Chair Bessett thought each candidate should be allotted an hour and a half, maximum.

Ms. Adams pointed out that in the past, the Board took candidates to dinner. Chair Bessett said leadership considered the option at length, but ultimately decided there was not enough time.

Mr. Smolnisky thought this process would allow staff and community members to become more involved in the hiring process and have more buy in once the person was selected.

Dr. Hernandez clarified the Board couldn't set interview times for February 21 since they were unsure how many applicants would be interviewed. Mr. Smolnisky replied yes.

Ms. Raven asked about the work done in presenting Springfield to candidates. Specifically, what information candidates already had. She was interested in seeing a brochure, or packet of information given to each candidate. Ms. Raven also saw value in taking the candidates the Board interviewed on a tour of the community.

Ms. McCulley told the Board the brochure was completed and was on the Superintendent Search section of the District website.

Ms. Adams asked about site visits. She wondered if just one Board member would go and if there would be multiple visits. Mr. Smolnisky said they would decide about site visits following the interviews. Ms. Adams wanted to ensure site visits were prioritized as they were very important. Chair Bessett added he wanted to be responsible in their decisions, and only do site visits for candidates the Board truly envisioned as the District superintendent.

## **5. WRAP UP AND NEXT STEPS**

The Board discussed attendance for upcoming events.

Dr. Hernandez said there was a Blacks in Government Dinner on February 1, 2019 from 5:30-6:30 banquet at 7:00-8:30 at Valley River Inn. The District had one table. He added that the NAACP Freedom Fund Dinner was scheduled for February 15, 2019 at 6:00 pm at Valley River Inn. If Board members were interested in attending either dinner, they should email Ms. Bowden.

Ms. Raven shared there was a town hall at Lane ESD on February 6, 2019 from 7:00 to 9:00 pm. The focus was on current school funding efforts.

Ms. Raven highlighted Lane County's Lobby Day on March 5, 2019 in Salem.

**6. NEXT MEETING:** February 11, 2019, 7:00pm business meeting.

## **7. ADJOURNMENT**

With no other business, Mr. Bessett adjourned the meeting at 7:43 pm.

Following the adjournment, the Board met in Executive Session (non-public) pursuant to ORS 192.660(2)(a) to consider the employment of a public officer, employee, staff member or individual agent.



*(Minutes recorded by Marina Brassfield)*

## BOARD REPORT

February 11, 2019

### SPRINGFIELD PUBLIC SCHOOLS 2018-2019 Revenue/Expenditure Forecast As of January 31, 2019

**\*\*Please see attached report\*\***

#### **REVENUES:**

- Approximately 95.5% of our (current year) property taxes have been received during the month of November and December, with remaining collections throughout the remainder of the year. Additionally, it is estimated that approximately \$375,000 of prior year property taxes are to be received on behalf of the District. Prior year collections are estimated to be lower than originally anticipated. This report is based on the information received through the Lane County Tax and Assessment office.
- During the 2017-18 and 2018-19 fiscal year, a federal ruling was issued whereby Comcast was ordered to pay a significant amount in taxes. This has a positive impact on our District and the revenue is being received as a payment in lieu of property taxes. The total for the 2018-19 school year is approximately \$649,000, however this will be counted in local revenue and offset the Basic School fund payment in the equalization formula.
- The District's most significant portion of revenue is the District's scheduled Basic School Support payments. According to Oregon Department of Education's estimate (10/24/2018), the District is scheduled to receive approximately 100.7% of the adopted budget. This estimate includes the additional students enrolled in the SPS Online program, as well as a slightly declining Charter School enrollment at Willamette Leadership Academy.
- 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 \$1.126 million in Common School Funds. To date the District has received approximately \$601,000 of the anticipated revenue.

#### **EXPENDITURES:**

- Salary amounts are based upon staff allocations adopted during the budgeting process. This is estimated using actual data (per year-end estimates). These projections reflect anticipated and realized retirements.
- Benefit amounts are based upon staff allocations revised during the budgeting process, along with budgeted salaries.
- The purchased services, supplies and capital outlay expenditure projections are based upon budgeted expenditures and anticipated to be expended similar to past trends. While historically the District has under spent these budget areas, reductions in discretionary budget no longer afford for significant under-expending.
- Other objects include the cost for property and liability insurance and is based upon premiums negotiated after the 2017-2018 adopted budget.

Additional Notes: For the 2018-2019 budget year the current estimate of ending fund balance is \$6,597,085. Included in this number is the un-audited ending fund balance estimate from the 2017-2018 fiscal year (\$10,235,350).

Submitted by:  
Brett M. Yancey  
Chief Operations Officer

Reviewed by:  
Bruce Smolnisky  
Superintendent

**SPRINGFIELD SCHOOL DISTRICT 19**  
**2018-2019 REVENUE/EXPENDITURE FORECAST**  
as of  
**1/31/19**

|                                   | <u>BUDGET</u>          | <u>ACTUAL<br/>through<br/>01/31/19</u> | <u>ESTIMATED<br/>from<br/>01/31/19<br/>to year end</u> | <u>PROJECTED<br/>2018-2019</u> | <u>PROJECTED<br/>as % of<br/>BUDGET</u> |
|-----------------------------------|------------------------|--|--|--------------------------------|---|
| <b>REVENUES:</b>                  |                        |  |  |                                |   |
| Property taxes - current          | 25,236,816             | 24,079,409                             | 1,342,667  | 25,422,076                     | 100.73%                                 |
| Property taxes - prior years      | 425,000                | 156,760                                | 218,240  | 375,000                        | 88.24%                                  |
| Payment in lieu of property taxes | 0                      | 649,001                                | 0  | 649,001                        | N/A                                     |
| Other local sources               | 730,100                | 670,015                                | 60,085   | 730,100                        | 100.00%                                 |
| Lane ESD Apportionment            | 1,806,126              | 967,260                                | 838,866  | 1,806,126                      | 100.00%                                 |
| County School Fund                | 190,000                | 0                                      | 190,000  | 190,000                        | 100.00%                                 |
| State School Fund                 | 75,893,821             | 50,680,099                             | 25,758,462   | 76,438,560                     | 100.72%                                 |
| Common School Fund                | 1,065,886              | 601,639                                | 524,850  | 1,126,489                      | 105.69%                                 |
| <br>Total revenues                | <br>105,347,749        | <br>77,804,183                         | <br>28,933,169   | <br>106,737,351                | <br>101.32%                             |
| <br>Beginning fund balance        | <br>10,602,129         | <br>0                                  | <br>10,235,350   | <br>10,235,350                 | <br>96.54%                              |
| <br>Total Beginning fund balance  | <br>10,602,129         | <br>0                                  | <br>10,235,350   | <br>10,235,350                 | <br>96.54%                              |
| <br>Total resources               | <br><u>115,949,878</u> | <br><u>77,804,183</u>                  | <br><u>39,168,519</u>                                  | <br><u>116,972,701</u>         | <br><u>100.88%</u>                      |
| <br><b>EXPENDITURES:</b>          |                        |  |  |                                |   |
| Personal services                 | 57,494,622             | 25,605,931                             | 31,569,804   | 57,175,735                     | 99.45%                                  |
| Employee benefits                 | 36,886,691             | 15,175,492                             | 21,494,087   | 36,669,579                     | 99.41%                                  |
| Purchased services                | 9,717,273              | 4,454,295                              | 5,262,978  | 9,717,273                      | 100.00%                                 |
| Supplies & materials              | 3,216,751              | 1,503,296                              | 1,662,052  | 3,165,347                      | 98.40%                                  |
| Capital outlay                    | 143,000                | 11,634                                 | 124,797  | 136,432                        | 95.41%                                  |
| Other objects                     | 790,972                | 746,665                                | 43,421   | 790,086                        | 99.89%                                  |
| Fund transfers                    | 2,721,164              | 2,721,164                              | 0  | 2,721,164                      | 100.00%                                 |
| <br>Total expenditures            | <br>110,970,473        | <br>50,218,477                         | <br>60,157,139   | <br>110,375,616                | <br>99.46%                              |
| <br>Unappropriated                | <br>4,000,000          | <br>0                                  | <br>0  | <br>0                          | <br>-                                   |
| Contingency                       | 979,405                | 0                                      | 0  | 0                              | 0.00%                                   |
| <br>Total appropriations          | <br><u>115,949,878</u> | <br><u>50,218,477</u>                  | <br><u>60,157,139</u>                                  | <br><u>110,375,616</u>         | <br><u>95.19%</u>                       |
| <br>Total resources               |                        | 77,804,183                             | 39,168,519   | 116,972,701                    |   |
| Total appropriations              |                        | <u>50,218,477</u>                      | <u>60,157,139</u>                                      | <u>110,375,616</u>             |   |
| <br>Ending fund balance           |                        | 27,585,706                             | (20,988,621)   | 6,597,085                      |   |
| Less: contingency                 |                        |  | 0  | 0                              |   |
| <br>Net fund balance              |                        | <u>27,585,706</u>                      | <u>(20,988,621)</u>                                    | <u>6,597,085</u>               |   |

**PERSONNEL ACTION**

**RELEVANT DATA:**

Each month the board of Directors is asked to approve personnel action involving licensed employees. Tonight the Board is being asked to approve the attached new hires, resignation, retirement, termination, 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
- Resignation
- Retirement
- Termination
- Probationary Administrator Renewals
- Administrator & Teacher Contract Renewals
- Probationary Teacher Renewals
- Temporary Non-Renewals

**SUBMITTED BY:**

Dustin Reese  
Director of Human Resources

**APPROVED BY:**

Bruce Smolnisky  
Superintendent

| NO | NAME   | CURRENT BUILDING<br>ASSIGNMENT | CURRENT<br>STATUS               | FTE | EFFECTIVE<br>DATE | NOTES   |
|----|--|--------------------------------|---------------------------------|-----|-------------------|---|
|    | <b>NEW HIRES</b>                               |                                |                                 |     |                   |   |
| 01 | CARSON HICKOX                                  | TMS                            | TEMPORARY                       | FT  | 01/22/2019        | TEMPORARY FOR THE BALANCE<br>OF THE 18/19 SCHOOL YEAR |
| 02 | TONY MUELLER                                   | BMS                            | TEMPORARY                       | PT  | 01/30/2019        | TEMPORARY FOR THE BALANCE<br>OF THE 18/19 SCHOOL YEAR |
|    |  |                                |                                 |     |                   |   |
|    | <b>RESIGNATION</b>                             |                                |                                 |     |                   |   |
| 03 | GREGORY YARABINEC                              | BMS                            | PROBATIONARY 1                  | PT  | 01/31/2019        | RESIGNATION   |
|    |  |                                |                                 |     |                   |   |
|    | <b>RETIREMENT</b>                              |                                |                                 |     |                   |   |
| 04 | ALLYSON HAZLEHURST                             | YOLANDA                        | CONTRACT<br>TEACHER             | FT  | 6/30/2019         | RETIREMENT  |
| 05 | CYNTHIA NEES                                   | MT VERNON                      | CONTRACT<br>ADMINISTRATOR       | FT  | 6/30/2019         | RETIREMENT  |
|    |  |                                |                                 |     |                   |   |
|    | <b>TERMINATION</b>                             |                                |                                 |     |                   |   |
| 06 | MIRANDA WILBORN                                | THS                            | TEMPORARY                       | FT  | 02/01/2019        | END OF TEMPORARY POSITION                             |
|    |  |                                |                                 |     |                   |   |
|    | <b>PROBATIONARY<br/>ADMINISTRATOR RENEWALS</b> |                                |                                 |     |                   |   |
| 07 | BEARD, AMETHYST D                              | A3                             | PROBATIONARY 1<br>ADMINISTRATOR | FT  | 2019-2020         | RECOMMEND MOVE TO<br>PROBATIONARY 2                   |
| 08 | HUGO, JEREMY V                                 | RIDGEVIEW                      | PROBATIONARY 1<br>ADMINISTRATOR | FT  | 2019-2020         | RECOMMEND MOVE TO<br>PROBATIONARY 2                   |

|    |  |                     |                              |    |           |  |
|----|--|---------------------|------------------------------|----|-----------|--|
| 09 | REESE, DUSTIN                              | ADMIN BUILDING      | PROBATIONARY 1 ADMINISTRATOR | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2         |
| 10 | PRICE, ANDREW E                            | THURSTON MIDDLE     | PROBATIONARY 2 ADMINISTRATOR | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3         |
| 11 | ALLEN, RACHEL K                            | HAMLIN              | PROBATIONARY 3 ADMINISTRATOR | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT ADMINISTRATOR |
| 12 | DEAN, CALLI A                              | SHS                 | PROBATIONARY 3 ADMINISTRATOR | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT ADMINISTRATOR |
| 13 | JETT, CHARLES H                            | TWO RIVERS-DOS RIOS | PROBATIONARY 3 ADMINISTRATOR | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT ADMINISTRATOR |
| 14 | MITCHELL, AMBER R                          | GUY LEE             | PROBATIONARY 3 ADMINISTRATOR | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT ADMINISTRATOR |
| 15 | SMITH, CARLA A                             | DOUGLAS GARDENS     | PROBATIONARY 3 ADMINISTRATOR | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT ADMINISTRATOR |
|    |  |                     |                              |    |           |  |
|    | <b>ADMINISTRATOR<br/>CONTRACT RENEWALS</b> |                     |                              |    |           |  |
| 16 | BUTLER, JEFFREY G                          | YOLANDA             | CONTRACT ADMINISTRATOR       | FT | 2019-2021 | CONTRACT RENEWAL                         |
| 17 | COLE, MICHELLE L                           | THS                 | CONTRACT ADMINISTRATOR       | FT | 2019-2021 | CONTRACT RENEWAL                         |
| 18 | COLLINS, DAVID D                           | ADMIN BUILDING      | CONTRACT ADMINISTRATOR       | FT | 2019-2021 | CONTRACT RENEWAL                         |
| 19 | CRIST, JAMES R                             | RIVERBEND           | CONTRACT ADMINISTRATOR       | FT | 2019-2021 | CONTRACT RENEWAL                         |
| 20 | DA SILVA, JOSE N                           | SHS                 | CONTRACT ADMINISTRATOR       | FT | 2019-2021 | CONTRACT RENEWAL                         |
| 21 | FULLER, JEFFREY J                          | ASMS                | CONTRACT ADMINISTRATOR       | FT | 2019-2021 | CONTRACT RENEWAL                         |
| 22 | GORHAM, NICKI L                            | THURSTON ELEM       | CONTRACT ADMINISTRATOR       | FT | 2019-2021 | CONTRACT RENEWAL                         |
| 23 | GRAY, DENNIS M                             | ADMIN BUILDING      | CONTRACT ADMINISTRATOR       | FT | 2019-2021 | CONTRACT RENEWAL                         |
| 24 | HALEY, LESA J                              | GATEWAY             | CONTRACT ADMINISTRATOR       | FT | 2019-2021 | CONTRACT RENEWAL                         |

|    |                          |                 |                        |    |           |                  |
|----|--------------------------|-----------------|------------------------|----|-----------|------------------|
| 25 | HULBERT, DAVID B         | WALTERVILLE     | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 26 | LARY, LYNN M             | ADMIN BUILDING  | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 27 | MACDONALD, LACEY A       | PAGE            | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 28 | MATHER, JEFFREY K        | BRIGGS          | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 29 | MCKINLEY, WHITNEY A      | ADMIN BUILDING  | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 30 | MEGERT, BRIAN R          | ADMIN BUILDING  | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 31 | MINNEY, SHEILA O         | MAPLE           | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 32 | MORGAN, REBECCA M        | ADMIN BUILDING  | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 33 | NGUYEN, HAI N            | MEMORIAL BLDG   | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 34 | PRICE, SUZANNE M         | ADMIN BUILDING  | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 35 | REIERSGAARD, CHRISTOPHER | MAINTENANCE     | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 36 | RICKER, KEVIN J          | ADMIN BUILDING  | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 37 | ROTHERHAM, EDWARD J      | ASMS            | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 38 | SAETEURN, SUN C          | THS             | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 39 | STARCK, BRANDI L         | THURSTON MIDDLE | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 40 | TOWE, CHAD R             | THS             | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 41 | WEILL, PAUL A            | BRIGGS          | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
| 42 | WILLIAMS, MARILYN A      | SHS             | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |

|    |                                      |                |                        |    |           |                  |
|----|--------------------------------------|----------------|------------------------|----|-----------|------------------|
| 43 | WRIGHT, KEVIN J                      | HAMLIN         | CONTRACT ADMINISTRATOR | FT | 2019-2021 | CONTRACT RENEWAL |
|    |                                      |                |                        |    |           |                  |
|    | <b>TEACHER<br/>CONTRACT RENEWALS</b> |                |                        |    |           |                  |
| 44 | CATHEY, JENNY A                      | A3             | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 45 | CROWELL, SCOTT M                     | A3             | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 46 | ELLISON, NISSIE S                    | A3             | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 47 | HOCK, ANDREW J                       | A3             | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 48 | MULLEN, KYLE A                       | A3             | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 49 | VALLEY, JASON R                      | A3             | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 50 | ZACHARIAS, WENDY R                   | A3             | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 51 | BOITA, JENNIFER C                    | ADMIN BUILDING | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 52 | BRENNAN, DARA K                      | ADMIN BUILDING | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 53 | COLEMAN, SUSAN E                     | ADMIN BUILDING | CONTRACT TEACHER       | PT | 2019-2021 | CONTRACT RENEWAL |
| 54 | COLLINS, TERESA M                    | ADMIN BUILDING | CONTRACT TEACHER       | PT | 2019-2021 | CONTRACT RENEWAL |
| 55 | CORGAIN, LORENE G                    | ADMIN BUILDING | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 56 | DICKISON, JIL M                      | ADMIN BUILDING | CONTRACT TEACHER       | PT | 2019-2021 | CONTRACT RENEWAL |
| 57 | DODDS, ALYSSA W-R                    | ADMIN BUILDING | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 58 | GOSSLER, DAWN D                      | ADMIN BUILDING | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 59 | HAGENGRUBER, SHANNON K               | ADMIN BUILDING | CONTRACT TEACHER       | PT | 2019-2021 | CONTRACT RENEWAL |
| 60 | HARWOOD, MARY K                      | ADMIN BUILDING | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 61 | HUGHES, AMY ROWE                     | ADMIN BUILDING | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 62 | ISHAM, KARI L                        | ADMIN BUILDING | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 63 | LEROY, AMY E                         | ADMIN BUILDING | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 64 | LILLEGARD, NICOLE<br>NAKAYAMA        | ADMIN BUILDING | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 65 | LODE, KATHRYN A                      | ADMIN BUILDING | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 66 | NESTLER, ALYSSA M                    | ADMIN BUILDING | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 67 | PIFER, ERICA J                       | ADMIN BUILDING | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 68 | TOWE, ERICA L                        | ADMIN BUILDING | CONTRACT TEACHER       | PT | 2019-2021 | CONTRACT RENEWAL |
| 69 | VAN HORN-MORRIS, NOAH                | ADMIN BUILDING | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 70 | ANGELOS-MATHER,<br>KATHERINE         | ASMS           | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 71 | AUXIER, MATTHEW J                    | ASMS           | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 72 | BARROTE, JOEY A                      | ASMS           | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |
| 73 | CHAFFEE, DIANE K                     | ASMS           | CONTRACT TEACHER       | FT | 2019-2021 | CONTRACT RENEWAL |



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| 74  | CLARK, SHANNON M                   | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 75  | GENTILE, CHRISTINE R               | ASMS           | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 76  | GRIFFITH, HOLLY M                  | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 77  | HOWELLS, GREG S                    | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 78  | NELSON, LUCY M                     | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 79  | NICHOLSON, JEFFREY N               | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 80  | OAKLEY, SUSAN E                    | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 81  | OLDS, SCOTT M                      | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 82  | PATTERSON, CARRIE C                | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 83  | RALEIGH, CATHERINE M               | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 84  | SCHUTTE, CLIFFORD R                | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 85  | SPERRY, JOHN D                     | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 86  | STEPP, AUDREY P                    | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 87  | STOLP, PATRICIA M                  | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 88  | UTT, JENNIFER L                    | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 89  | VANSCHOLTEN-CRAWFORD,<br>GREGORY S | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 90  | WOODWARD, KIRSTEN M                | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 91  | ZRELIAM, JOHN C                    | ASMS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 92  | GOFF, ANNE F                       | BRATTAIN HOUSE | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 93  | ADLER, ZACHARY R                   | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 94  | BAEHLER, SHERRY D                  | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 95  | BROOKS, AMY M                      | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 96  | DANO, BOBBI L                      | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 97  | DAVIS, KATERI J                    | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 98  | DEFLURI, LISA M                    | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 99  | HASS, JOSEPH N                     | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 100 | HILL, AUSTIN T                     | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 101 | JONES, STEPHEN L                   | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 102 | KEOWN, DENISE A                    | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 103 | KINGERY, SARAH A                   | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 104 | MCCUMSEY, KATHLEEN J               | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 105 | MCLAREN, ANDREW W                  | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 106 | NEWSON, ANGELA M                   | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 107 | NGARIKI, KELLI S                   | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 108 | OLSON, MICHELLE R                  | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 109 | RAY, JASON J                       | BRIGGS         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |

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| 110 | SCRUGGS, LAURA R                | BRIGGS          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 111 | SHULTS, STEPHEN J               | BRIGGS          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 112 | SMITH, CHARLES DAVE             | BRIGGS          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 113 | STEINBAUGH, ELLY J              | BRIGGS          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 114 | WITHROW-ROBINSON,<br>JOHANNAH R | BRIGGS          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 115 | ASUMENDI, TIFFANY L             | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 116 | BURKE, WAYNE P                  | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 117 | CLEMONS, LIONEL A               | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 118 | DONALDSON, AMY L                | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 119 | DRAGO, ASHLEY K                 | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 120 | GALLOWAY, HILLARY B             | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 121 | GRANADOS, CAROL E               | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 122 | HOOD, BROWYN D                  | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 123 | KELLEY, PHUONG P                | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 124 | KORINEK, ANNA C                 | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 125 | LEE, JUSTINE R                  | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 126 | MINCHIN, KARA                   | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 127 | TUNNELL, KAREN L                | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 128 | WARD, MEEGAN K                  | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 129 | WUITE, JENIFER L                | CENTENNIAL      | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 130 | DEPNER, RACHELLE J              | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 131 | DRATH, MICK C                   | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 132 | EDWARDS, BRANDY J               | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 133 | ELICKSON, DONNA L               | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 134 | FERREN, SARAH L                 | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 135 | GEORGE, TRACY L                 | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 136 | GLAZIER, JENNIFER S             | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 137 | GRENZ, MELANEY N                | DOUGLAS GARDENS | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 138 | IHNAT, CHIARA R                 | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 139 | MCMAMARA, TAMI S                | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 140 | MORGAN, DIANA K                 | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 141 | OVERALL, RACHAEL L              | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 142 | PAGE, TERESA R                  | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 143 | ROGERS, KAYLEE D                | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 144 | SCHLAADT, KATHERINE M           | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 145 | STRICKLAND, GAIL L              | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |

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| 146 | WATKINS, RUTH M           | DOUGLAS GARDENS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 147 | ALVARADO, KARLA J         | GATEWAY         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 148 | ELLINGSON, HOLLY E        | GATEWAY         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 149 | HUNT, RUSSELL R           | GATEWAY         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 150 | KANGAIL, SUSAN E          | GATEWAY         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 151 | MERWIN, FREDRICK R        | GATEWAY         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 152 | MILLER, MARI KAY          | GATEWAY         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 153 | NELSON, JANET L           | GATEWAY         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 154 | BETZ, LAURIE L            | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 155 | COURTNEY, DANIEL W        | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 156 | DOMAGALA, KATHERINE L     | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 157 | LEACH, STACIE L           | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 158 | LOVELL, TAWNEE I          | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 159 | NOOR, KRISTEN C           | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 160 | NORRIS, CURTIS J          | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 161 | NORRIS, NICOLE D          | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 162 | PICARD, AGNES R           | GUY LEE         | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 163 | PLASCENCIA, MANUEL        | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 164 | ROBINETTE, JENNIFER L     | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 165 | ROJAS DE RUSSELL, GLORIA  | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 166 | RUSH, KRISTIN J           | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 167 | SASSER, BRENT M           | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 168 | SCHLOTTER, ELLEN E        | GUY LEE         | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 169 | STRONG, WAYNE A           | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 170 | VANBRUNT, HEIDI V         | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 171 | VERGARA, ANA M            | GUY LEE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 172 | ALLEN, ZACHARY J          | HAMLIN          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 173 | BACKER, JENNIFER K        | HAMLIN          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 174 | BERNATZ, SIMON P          | HAMLIN          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 175 | BODEEN, KAREN J           | HAMLIN          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 176 | BREWER, ANGELA J          | HAMLIN          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 177 | BUTLER, JENNIFER A        | HAMLIN          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 178 | DIXON, JASON A            | HAMLIN          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 179 | DOWN, KESLIE M            | HAMLIN          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 180 | FERGUSON, BRANDON J       | HAMLIN          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 181 | GAULT, JONATHAN M         | HAMLIN          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 182 | GENDEL SATTLER, WAKEROBIN | HAMLIN          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |

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| 183 | HELM, ROBERT B         | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 184 | HERNANDEZ, LEO R       | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 185 | HUNT, ANDREW I         | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 186 | JAYNE, TRENA           | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 187 | KEELER, THOMAS J       | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 188 | KUYKENDALL, KRISTA L   | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 189 | MAYS, JENNIFER J       | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 190 | MUIR, BENJAMIN C       | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 191 | ORMSBEE, AMANDA R      | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 192 | PARKS, BRANDON L       | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 193 | POTTORF, RON           | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 194 | REINEKE, JOELLE A N    | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 195 | ROSSETTER, DOUGLAS E   | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 196 | THOMPSON, JEFFREY A    | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 197 | VOEKS, VERONICA M      | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 198 | WEAVER, KATHLEEN B     | HAMLIN        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 199 | ACKER, MISTY C         | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 200 | BUTLER, GAIL C         | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 201 | CAMPBELL, KRISTINE A   | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 202 | CHILDERS, SHERI M      | MAPLE         | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 203 | GRAY, DEBORAH D        | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 204 | HOSHAW, CAROLYN G      | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 205 | LINDSEY, TRACY L       | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 206 | MINNIS, EMILY J        | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 207 | MONTOYA, AMANDA J      | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 208 | MOORE, KELSEY D        | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 209 | NESS, KRISTEN K        | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 210 | RAMSEY, RINKU K        | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 211 | REED, BRYAN W          | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 212 | ROGERS, KRISTYL R      | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 213 | STARLIN, SARA C        | MAPLE         | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 214 | VANEEKEREN, MARIETTA E | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 215 | VERKLER, AMBER R       | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 216 | WAREHAM, JONI L        | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 217 | WOODWARD, ELAINE K     | MAPLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 218 | BEATH, CHRIS A         | MEMORIAL BLDG | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 219 | MANN, SALLY L          | MEMORIAL BLDG | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |

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| 220 | MOONEY, LINDA K       | MEMORIAL BLDG | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 221 | SMITH, MICHAEL D      | MEMORIAL BLDG | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 222 | ALMEIDA, PETER L      | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 223 | CARTER, DEBORAH M     | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 224 | CHEEK, VERONICA LANAE | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 225 | DILLON, HEATHER R     | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 226 | DILLON, TAMARA L      | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 227 | DOWN, JAMES R         | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 228 | EEDS, KAREN K         | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 229 | GOLDEN, GRACE R       | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 230 | INGRAM, KIMBERLY L    | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 231 | KEPPO, PAUL W         | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 232 | LEAHY, STEPHANIE L    | MT VERNON     | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 233 | OGAN, BRENDA M        | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 234 | PETERS, ANNETTE R     | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 235 | ROWAN, TAMA E         | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 236 | SHANAHAN, MORIAH      | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 237 | SMITH, KATHY D        | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 238 | STERN, JENNIFER M     | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 239 | TAYLOR, LEAH A        | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 240 | ZIOLKOWSKI, CELINA M  | MT VERNON     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 241 | ANDERSON, KARA L      | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 242 | BERNATZ, AMY N        | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 243 | BLACHLY, KAREN M      | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 244 | BOARDROW, BETHANY D   | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 245 | BUTTACAVOLI, DORIAN E | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 246 | FREDRICKSON, BRYN A   | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 247 | GRASSETH, JESSE A     | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 248 | GUILEY, JENNIFER J    | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 249 | HAGEL, STACIA A       | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 250 | HASS, ROBYN R         | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 251 | KLYM, HEATHER J       | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 252 | NAYLOR, MITCHELL C    | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 253 | PENNICOTT, DEBRA A    | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 254 | SMITH, DWIGHT BURDY   | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 255 | THIELE, KARRI K       | PAGE          | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 256 | BABCOCK, KAREN A      | RIDGEVIEW     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |

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| 257 | BAIRD III, ELERY N     | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 258 | BEACH, THERESA M       | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 259 | DALY, RUTH E           | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 260 | DAWSON, KERRI H        | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 261 | JAROS, ANGELA L        | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 262 | LANGER, CARRIE C       | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 263 | LOVDOKKEN, STEPHANIE L | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 264 | MARTIN, ANDRIA K       | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 265 | MCKEE, SARAH C         | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 266 | MOORE, JULIE A         | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 267 | MORTON, JAYLENE R      | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 268 | REIERSGAARD, MICHELE M | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 269 | ROBBINS, LISA M        | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 270 | STEIN, MARY J          | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 271 | THOMPSON, TREVA J      | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 272 | THORSBY, CARRIE J      | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 273 | VANDEBUSH, DEAN A      | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 274 | VAUGHAN, TRACI L       | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 275 | WALKER, LARRY A        | RIDGEVIEW | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 276 | WEST, MARY JANE        | RIDGEVIEW | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 277 | ANCELL, CHRISTINE N    | RIVERBEND | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 278 | BESSETT, ABBRIELLE L   | RIVERBEND | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 279 | BLAKE, TIFFANIE J      | RIVERBEND | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 280 | BUCK, CHRISTINE N      | RIVERBEND | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 281 | BURGIN, SARA L         | RIVERBEND | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 282 | ERICKSON, AUTUMN D     | RIVERBEND | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 283 | GAYLE, KELLEY R        | RIVERBEND | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 284 | GIBSON, TANYA M        | RIVERBEND | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 285 | HAAS, RICHARD J        | RIVERBEND | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 286 | LAMAR-FRIDLUND, EVA D  | RIVERBEND | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 287 | THORPE, BRYNE A        | RIVERBEND | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 288 | ADAMS, MATTHEW R       | SHS       | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 289 | BOTTIMORE, AMANDA J    | SHS       | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 290 | BROWN, CARRIE C        | SHS       | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 291 | COOK, TERRISA R        | SHS       | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 292 | CORTES, MARIA C        | SHS       | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 293 | CRAIG, JENNIFER E      | SHS       | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |

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| 294 | DANNER, NICOLE M          | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 295 | DILLON, LISA M            | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 296 | FLEISSNER, STEVEN W       | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 297 | FROST, DAVID C            | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 298 | GREENE-CHACON, AMANDA J   | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 299 | HALLWYLER, JAMES E        | SHS | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 300 | HIMMELMAN, SEAN W         | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 301 | JORDAN, JOSHUA G          | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 302 | JUNGJOHANN, IAN G         | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 303 | KEMPE, JONATHAN A         | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 304 | KLINDT, MICHAEL P         | SHS | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 305 | LANSDON, ERIK M           | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 306 | LIDDLE, ARTHUR J          | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 307 | LJUNGDAHL, SONJA M        | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 308 | LYMAN, ANTHONY C          | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 309 | MARCH, JAMES P            | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 310 | MCCLINTICK, RYAN L        | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 311 | MCGRAW, ALICIA T          | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 312 | MILLER, IVAN N            | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 313 | MORBERG, CLARK T          | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 314 | ORSINI, JESSICA M         | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 315 | ORTON, ERIC D             | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 316 | OSTBERG, ANNELISE         | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 317 | OTTERSTEDT, RONALD E      | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 318 | PLUMB, JILL E             | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 319 | RASCHIO, MARY MEGGAN      | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 320 | RODRIGUEZ, FERNANDO R     | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 321 | RYTLEWSKI, NATALIE D      | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 322 | SAUNDERS, GREGORY M       | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 323 | SAYRE-HEISS, MARIA T      | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 324 | SCHNEIDER, JANE B         | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 325 | SCHULL, DAVID C           | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 326 | SHELLEY, AUDREA D         | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 327 | SHIH-RANGELOFF, SUE ANN M | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 328 | SHIMANOFF, SAUL M         | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 329 | SIMMONS, MARK A           | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 330 | STEVENS, PAUL E           | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |

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| 331 | SWARTOUT-MCKEE, STACY A | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 332 | TAUBENFELD, LESLIE L    | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 333 | THORNTON, SARA L        | SHS | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 334 | TOUCHETTE, SCOTT E      | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 335 | TRUNNELL, ROBERT G      | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 336 | TYSER, JAMES A          | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 337 | WATSON, LESLIE R        | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 338 | WHALEY, STACEY C        | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 339 | WINKELMAN, KIMBERLY D   | SHS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 340 | ADAMS, MARY L           | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 341 | BAKER, ALLIX M          | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 342 | CAIRD, DAWN M           | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 343 | CALICOTT, JENNIFER M    | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 344 | CANAGA, BENTON J        | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 345 | CARDWELL, JEFF R        | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 346 | CAREY, JOHN R           | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 347 | CUNNINGHAM, ALLISON M   | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 348 | DORIE, SARINA A         | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 349 | ERICKSON, ROBIN N       | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 350 | EVANS, JEANNINE A       | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 351 | EVANSON, SCOTT          | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 352 | FUJI, JEANIE M          | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 353 | GILCHRIST, GARRETT M    | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 354 | GILLESPIE, KENNETH C    | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 355 | GREEN, SANDRA G         | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 356 | HAGEL, DAVID L          | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 357 | HANSON, JAMES M         | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 358 | HASFORTH, DIONNE L      | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 359 | HEACOCK, JEREMIAH L     | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 360 | HELWIG, MEGAN L         | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 361 | HERLANDS, RYAN P        | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 362 | HUISENGA, MARK A        | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 363 | JESSER, CHRISTINE A     | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 364 | KOOPFORD, CAROLINE E    | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 365 | LABOUNTY, MATTHEW J     | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 366 | LAWLESS, STEPHANIE L    | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 367 | LOVDOKKEN, JOHN L       | THS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |



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| 368 | MACEMON, REBECCA M        | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 369 | MEDLEY, REBECCA L         | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 370 | MOLASKI, CAROL J          | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 371 | MORALES, ROBERT L         | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 372 | NEWELL, CHRISTOPHER A     | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 373 | NICE, JOSHUA TYLER        | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 374 | NICHOLLS, NATALIE A       | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 375 | ODEGAARD, WILLIAM J       | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 376 | PIERSON, ERICA J          | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 377 | PIQUETTE, DOUGLAS D       | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 378 | PIQUETTE, KATIE J         | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 379 | PRODEN, GREGORY S         | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 380 | RAY, DIANE L              | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 381 | RITTER, RAYMOND WILLIAM   | THS           | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 382 | RIVERA-CARLSON, DAMARIS R | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 383 | ROBERSON, JOSEPH C        | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 384 | RODGERS, KENNETH R        | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 385 | ROGERS, JENNIFER M        | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 386 | SIMONS, MICHAEL L         | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 387 | SMITH, MCKENZIE L         | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 388 | STARCK, JUSTIN M          | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 389 | STRANIERI, AMY C          | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 390 | TAYLOR, JARED A           | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 391 | TUERS, STACEY M           | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 392 | UNDERWOOD, JAMES H        | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 393 | VIAN, TIMOTHY A           | THS           | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 394 | ANDERSON, KATHRYN D       | THURSTON ELEM | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 395 | ARCHER, KRISTIN M         | THURSTON ELEM | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 396 | BONAR, KURTIS A           | THURSTON ELEM | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 397 | COE, ROSEANN              | THURSTON ELEM | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 398 | CROSSWHITE, CURTIS C      | THURSTON ELEM | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 399 | CULP, MARYLEE             | THURSTON ELEM | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 400 | DEWEY, JANET F            | THURSTON ELEM | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 401 | ESSMAN, NICOLE A          | THURSTON ELEM | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 402 | FEDERICO, HELEN M         | THURSTON ELEM | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 403 | HINTZ, ALISON M           | THURSTON ELEM | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 404 | JOHNSON, SARAH J          | THURSTON ELEM | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |

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| 405 | JORDAN, BRIAN H        | THURSTON ELEM       | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 406 | KARI, NOLA KAY         | THURSTON ELEM       | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 407 | MENDELSSOHN, JOCELYN C | THURSTON ELEM       | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 408 | ORME, SHARON L         | THURSTON ELEM       | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 409 | RAGLE, SARAH B         | THURSTON ELEM       | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 410 | REICHENBERGER, TONYA R | THURSTON ELEM       | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 411 | SMITH, APRYL M         | THURSTON ELEM       | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 412 | STILES, KATIE E        | THURSTON ELEM       | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 413 | WESTERKAMP, CHERI T    | THURSTON ELEM       | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 414 | WHITE, PAMALA L        | THURSTON ELEM       | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 415 | BONAR, CYNTHIA A       | THURSTON MIDDLE     | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 416 | COPELAND, ANGELA J     | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 417 | CORWIN, KATHLEEN J     | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 418 | DEAN, MARGARET M       | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 419 | EDWARDS, KELLEY A      | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 420 | GUILEY, KRISTIN D      | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 421 | HOLT, CHRISTOPHER L    | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 422 | HUSER, JERRY R         | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 423 | JACOBSON, JEANETTE C   | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 424 | KEENER, KEITH E        | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 425 | KNIGHT, STEPHEN L      | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 426 | LYDDANE, CLIFTON W     | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 427 | NORMAN, PETER D        | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 428 | ORLINSKI, ERIC A       | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 429 | ROBERTSON, KRISTY A    | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 430 | SAUER, BRETT M         | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 431 | SELBY, BRANDY L        | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 432 | SHEPPARD, MEGAN C      | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 433 | SIMONS, KIMBERLEE A    | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 434 | THORSBY, TROY J        | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 435 | WARE, ELISABETH A      | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 436 | WHITE, SUSAN E         | THURSTON MIDDLE     | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 437 | BELSHAW, KAREN L       | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 438 | DANZIGER, AMY          | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 439 | DONALDSON, JOSHUA R    | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 440 | DOPPS, REBECCA L       | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 441 | DRONZEK, MARY ELLEN    | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |

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| 442 | FERRIS, MELISSA M     | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 443 | HARSHBARGER, MIKELL E | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 444 | LEWIS, KAYLA M        | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 445 | MCGRAW, MICHAEL R     | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 446 | MCKENNA, MOIRA K      | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 447 | MCNURLIN, ERICA J     | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 448 | MCOMIE, SHANA D       | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 449 | MINNEY, KYLE D        | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 450 | MONROE, ROBERT P II   | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 451 | OPSAI, CONSTANCE S    | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 452 | ORLANDINI, JENNIFER A | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 453 | SMITH, DANIELLE N     | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 454 | TROTTER, COLETTE M    | TWO RIVERS-DOS RIOS | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 455 | BOSCH, SARAH M        | WALTERVILLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 456 | GARRELTS, SHEILA J    | WALTERVILLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 457 | LARSON, HEIDI L       | WALTERVILLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 458 | MOORHEAD, CASSANDRA L | WALTERVILLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 459 | PAGE, AMY E           | WALTERVILLE         | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 460 | REPOSA, HOLLY G       | WALTERVILLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 461 | RIPLEY, MARK T        | WALTERVILLE         | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL |
| 462 | WIEBE, CATHERINE A    | WALTERVILLE         | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 463 | BADENOCH, DEANNA D    | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 464 | BRAMHALL, CONNIE S    | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 465 | BUCHHOLZ, ASHLEY M    | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 466 | CORETTE, LEE A        | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 467 | EVANS, CHRISTINE M    | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 468 | FINE, ADAM J          | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 469 | GIBSON, LISA R        | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 470 | JONES, BRYANNA N      | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 471 | KNIGHT, MEGAN R       | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 472 | LIND, MICHELLE M      | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 473 | MABUS, KEITH D        | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 474 | PASCHALL, AMY         | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 475 | PELHAM, RAYNE E       | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 476 | PRATT, HEIDI J        | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 477 | PRICE, KELSEY N       | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |
| 478 | RODRIGUEZ, BILLIE JO  | YOLANDA             | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL |

|     |  |                |                  |    |           |                                     |
|-----|--|----------------|------------------|----|-----------|-------------------------------------|
| 479 | STRITZKE, VICKI L                        | YOLANDA        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL                    |
| 480 | WADDELL, TRUDY L                         | YOLANDA        | CONTRACT TEACHER | FT | 2019-2021 | CONTRACT RENEWAL                    |
| 481 | WOODFORD, KRISTIN N                      | YOLANDA        | CONTRACT TEACHER | PT | 2019-2021 | CONTRACT RENEWAL                    |
|     |  |                |                  |    |           |                                     |
|     | <b>PROBATIONARY<br/>TEACHER RENEWALS</b> |                |                  |    |           |                                     |
| 482 | ERNST, ERINN K                           | A3             | PROBATIONARY 1   | FT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 483 | KROP, REBECCA E                          | A3             | PROBATIONARY 1   | PT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 484 | LOUDEN, ROBYN                            | A3             | PROBATIONARY 1   | FT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 485 | OLSEN, JAMES M                           | A3             | PROBATIONARY 1   | FT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 486 | ROSENBERG, CODY W                        | A3             | PROBATIONARY 1   | FT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 487 | AMADOR, ILECZANDRIA                      | ADMIN BUILDING | PROBATIONARY 1   | FT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 488 | ANTONE, LINDSEY                          | ADMIN BUILDING | PROBATIONARY 1   | FT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 489 | BEATTIE, TIFFANY K                       | ADMIN BUILDING | PROBATIONARY 1   | FT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 490 | WIEDENMANN, STACY E                      | ADMIN BUILDING | PROBATIONARY 1   | PT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 491 | BARTELS, JAREK A                         | ASMS           | PROBATIONARY 1   | FT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 492 | JIMENEZ, JOHANNA N                       | ASMS           | PROBATIONARY 1   | PT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 493 | MANKOFSKY, THRARIN T                     | BRIGGS         | PROBATIONARY 1   | PT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 494 | ODEA, KEVIN M                            | BRIGGS         | PROBATIONARY 1   | FT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 495 | BLAKE, TERESA                            | CENTENNIAL     | PROBATIONARY 1   | FT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 496 | LATTA, GINGER L                          | CENTENNIAL     | PROBATIONARY 1   | FT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 497 | MOWERY, AARON KYLE                       | CENTENNIAL     | PROBATIONARY 1   | FT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |
| 498 | RANKINS, VALERI A                        | CENTENNIAL     | PROBATIONARY 1   | FT | 2019-2020 | RECOMMEND MOVE TO<br>PROBATIONARY 2 |

|     |                       |                 |                |    |           |                                  |
|-----|-----------------------|-----------------|----------------|----|-----------|----------------------------------|
| 499 | OMEARA, ANNIE C       | DOUGLAS GARDENS | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 500 | VALENZUELA, MATTHEW J | DOUGLAS GARDENS | PROBATIONARY 1 | PT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 501 | ZIMA, HOPE            | DOUGLAS GARDENS | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 502 | DAVIS, TASHINA M      | GATEWAY         | PROBATIONARY 1 | PT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 503 | KING, DAVID W         | GATEWAY         | PROBATIONARY 1 | PT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 504 | CODDINGTON, ANNA E    | GUY LEE         | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 505 | MEZA, YESICA          | GUY LEE         | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 506 | PRICE, LEAH J         | GUY LEE         | PROBATIONARY 1 | PT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 507 | BUTLER, SAVANNAH R    | HAMLIN          | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 508 | JOHNSON, EMILY R      | HAMLIN          | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 509 | MCLENNAN, KIMBERLY A  | HAMLIN          | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 510 | WILSON, ANNIE JO      | HAMLIN          | PROBATIONARY 1 | PT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 511 | SHELTON, JENNIFER D   | MAPLE           | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 512 | WEYAND, BRADFORD K    | MAPLE           | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 513 | GONZALEZ, ANGELA R    | MEMORIAL BLDG   | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 514 | DAMIAN, HALEY B       | MT VERNON       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 515 | KNABE, RACHEL A       | MT VERNON       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 516 | KOEN, AMANDA          | MT VERNON       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 517 | WAUGH, KATHERINE E    | MT VERNON       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 518 | BOND, MARK C          | PAGE            | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |

|     |                        |           |                |    |           |                                  |
|-----|------------------------|-----------|----------------|----|-----------|----------------------------------|
| 519 | LAM, CHIFFONIA K       | PAGE      | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 520 | ROSS, KORRINNE K       | RIDGEVIEW | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 521 | ANDERSON, CHELSEA N    | RIVERBEND | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 522 | DEVILLE, LOUIS         | RIVERBEND | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 523 | GRANT, DANA M          | RIVERBEND | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 524 | HUSCHKA-TOENNIS, ALEXA | RIVERBEND | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 525 | MCCLELLAN, TINA D      | RIVERBEND | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 526 | MCKINNON, CHELSEA M    | RIVERBEND | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 527 | SABO, DANIELLE         | RIVERBEND | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 528 | STRAUCH, CARRIE J      | RIVERBEND | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 529 | BARTELS, IAN M         | SHS       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 530 | CONLEY, BLAINE P       | SHS       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 531 | HEAGY, JONATHAN        | SHS       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 532 | PHAM, PAULINE          | SHS       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 533 | POWERS, SHELLEY Z      | SHS       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 534 | SCHROEDER, KATELYN J   | SHS       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 535 | CANO-SOTO, SERGIO      | THS       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 536 | COLSON, NATASHA D      | THS       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 537 | HORWOOD, NATHANIEL T   | THS       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 538 | HUPPERT, SARAH J L     | THS       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |

|     |                         |                     |                |    |           |                                  |
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| 539 | STEELE, SARAH C         | THS                 | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 540 | TIMM, TYLER             | THS                 | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 541 | HOLLADAY, DANA L        | THURSTON ELEM       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 542 | KENNEY, SAMUEL          | THURSTON ELEM       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 543 | SCHEUERELL, VICTORIA A  | THURSTON ELEM       | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 544 | LITALIEN, KENDRA M      | THURSTON MIDDLE     | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 545 | TWOMEY, STEVEN R        | THURSTON MIDDLE     | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 546 | WILSON, FRANCESCA N     | THURSTON MIDDLE     | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 547 | BROWN, TIFFANY J        | TWO RIVERS-DOS RIOS | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 548 | COCHRANE, SIERRA M      | TWO RIVERS-DOS RIOS | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 549 | SHARA, WENDY E          | TWO RIVERS-DOS RIOS | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 550 | MARXER, LISA C          | WALTERVILLE         | PROBATIONARY 1 | PT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 551 | MASON, HANNAH L         | YOLANDA             | PROBATIONARY 1 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 2 |
| 552 | MILKOVICH, ERICA A      | A3                  | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 553 | HABERMEHL, MCCALL H     | ASMS                | PROBATIONARY 2 | PT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 554 | HEACOX-JACKSON, SARAH E | ASMS                | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 555 | CONAGHAN, TRACY L       | BRATTAIN HOUSE      | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 556 | WILLIAMS, NANCY L       | CENTENNIAL          | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 557 | ANNALORA, DEVON         | DOUGLAS GARDENS     | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 558 | DEMENT, SARAH M         | DOUGLAS GARDENS     | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |

|     |                                 |               |                |    |           |                                  |
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| 559 | NEWSON, ALEXANDRA E             | GUY LEE       | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 560 | REYES RETANA RODRIGUEZ, DIANA E | GUY LEE       | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 561 | ROSENFELT, AMANDA               | GUY LEE       | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 562 | RUPNOW, REBECCA L               | GUY LEE       | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 563 | GRIMSLEY, ZACKERY T             | HAMLIN        | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 564 | BARTON, ELISSA S                | MAPLE         | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 565 | COLEMAN, KATRINA J              | MAPLE         | PROBATIONARY 2 | PT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 566 | LEHM, AMY R                     | MAPLE         | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 567 | GROSE, CHRISTINE E              | MEMORIAL BLDG | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 568 | HEINLE, KASSIDI                 | MT VERNON     | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 569 | HUGHES, KATHRYN M               | MT VERNON     | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 570 | SALES, CHRISTINE M              | MT VERNON     | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 571 | ALLMAN, ERIN J                  | PAGE          | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 572 | BENNETT, SAMANTHA L             | PAGE          | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 573 | EICKS, ROBYN A                  | RIVERBEND     | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 574 | HERMENS, JENNIFER B             | RIVERBEND     | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 575 | HOWE, AMBER K                   | RIVERBEND     | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 576 | LITTLEFIELD, LANE R             | RIVERBEND     | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 577 | MADDOUX, BRITTANI M             | RIVERBEND     | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 578 | MORGENLAENDER, MELISSA A        | RIVERBEND     | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |



|     |                      |                 |                |    |           |                                  |
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| 579 | POUKISH, NATHAN J    | RIVERBEND       | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 580 | ROACH, SANDRA D      | RIVERBEND       | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 581 | ROGERS, SARA B       | RIVERBEND       | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 582 | SCHRAMM, THOMAS E    | RIVERBEND       | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 583 | SETLIFF, KRISTEN D   | RIVERBEND       | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 584 | ST LOUIS, HEATHER E  | RIVERBEND       | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 585 | BRIDGES, JONATHAN R  | SHS             | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 586 | FARRELLY, LAURA T    | SHS             | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 587 | LANDEROS, VERONICA   | SHS             | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 588 | LEMONDS, THOMAS P    | SHS             | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 589 | NG, NICOLLE J        | SHS             | PROBATIONARY 2 | PT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 590 | SILVA, RAINA TEKE    | SHS             | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 591 | SMITH, ANDREA R      | SHS             | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 592 | THOMPSON, KIMBERLY R | SHS             | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 593 | WOOD, ALEXANDRA M    | SHS             | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 594 | HAMPTON, JAN M       | THS             | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 595 | JOSEPH, BRENDA J     | THS             | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 596 | SLOCUM, PHOEBE R     | THS             | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 597 | BANKS, ASHLEY A      | THURSTON MIDDLE | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |
| 598 | CAMPBELL, JERAMI J   | THURSTON MIDDLE | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3 |

|     |                        |                     |                |    |           |                                    |
|-----|------------------------|---------------------|----------------|----|-----------|------------------------------------|
| 599 | CARPENTER, STACY R     | THURSTON MIDDLE     | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3   |
| 600 | CARTER, DAVID M        | THURSTON MIDDLE     | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3   |
| 601 | BROTHERS, CATHERINE M  | TWO RIVERS-DOS RIOS | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3   |
| 602 | MA'ASEIA, JOSEPH       | TWO RIVERS-DOS RIOS | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3   |
| 603 | SHILAO, CHLOE          | TWO RIVERS-DOS RIOS | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3   |
| 604 | TEREAULT, PAULA R      | TWO RIVERS-DOS RIOS | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3   |
| 605 | THOMPSON, KELSEY J     | TWO RIVERS-DOS RIOS | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3   |
| 606 | WEAST, REBEKAH L       | TWO RIVERS-DOS RIOS | PROBATIONARY 2 | FT | 2019-2020 | RECOMMEND MOVE TO PROBATIONARY 3   |
| 607 | VETOR, MELANIE A       | A3                  | PROBATIONARY 3 | FT | 2019-2020 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 608 | MARTIN, TANYA          | ADMIN BUILDING      | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 609 | BOOTH, RYAN W          | ASMS                | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 610 | BUSSE, TIFFANY L       | ASMS                | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 611 | HARDENBROOK, AIMEE L   | ASMS                | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 612 | HULING, RICCI C        | ASMS                | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 613 | LISOVSKIS, LAUREL      | ASMS                | PROBATIONARY 3 | PT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 614 | ROBERTS, ERIC M        | ASMS                | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 615 | STROTHER-BLOOD, STELLA | ASMS                | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 616 | JACKSON, KYLE B        | BRIGGS              | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 617 | KOCH, JASON D          | BRIGGS              | PROBATIONARY 3 | PT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 618 | SPERRY, SARAH E        | BRIGGS              | PROBATIONARY 3 | PT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |

|     |                       |                 |                |    |           |                                    |
|-----|-----------------------|-----------------|----------------|----|-----------|------------------------------------|
| 619 | KETCHUM, AMBER I      | CENTENNIAL      | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 620 | SANDOVAL, FRANCESCA M | CENTENNIAL      | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 621 | ANDERSON, CONSTANCE H | DOUGLAS GARDENS | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 622 | STEYDING, JULIE M     | GATEWAY         | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 623 | DUMMER, MEYANA M      | GUY LEE         | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 624 | JACOBSON, ALLISON L   | GUY LEE         | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 625 | KEMPF, MARIE C        | GUY LEE         | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 626 | MASTERSON, SHELBY L   | GUY LEE         | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 627 | DAVIS, TAMARA M       | HAMLIN          | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 628 | GRIFFITH, PAUL J      | HAMLIN          | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 629 | LYONS, COLIN W        | HAMLIN          | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 630 | MCCLAIN, KYLE E       | HAMLIN          | PROBATIONARY 3 | PT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 631 | MCNEE, TARA C         | HAMLIN          | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 632 | WILLOUGHBY, CHELSEA D | HAMLIN          | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 633 | HOWELL, MALI M        | MAPLE           | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 634 | KNUDSEN, SARAH A      | MT VERNON       | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 635 | KRINSKY, DANIELLE G   | MT VERNON       | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 636 | MCCLAIN, IVY V        | PAGE            | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 637 | SNYDER, KELSEY        | PAGE            | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 638 | SPAIN, MOLLY D        | PAGE            | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |

|     |                      |                     |                |    |           |                                    |
|-----|----------------------|---------------------|----------------|----|-----------|------------------------------------|
| 639 | STOLK, ASHLEY M      | RIDGEVIEW           | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 640 | WOLPE, BOAZ          | RIDGEVIEW           | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 641 | HOLMES, APRIL V      | RIVERBEND           | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 642 | LASHOT, KIRSTEN C    | RIVERBEND           | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 643 | SMITH, JENNIFER R    | RIVERBEND           | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 644 | ALJIAN, CORRIE E     | SHS                 | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 645 | DIMOCK, ADAM S       | SHS                 | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 646 | JOHNSON, KYLE W      | SHS                 | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 647 | KAISER, LAURA M      | SHS                 | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 648 | LIGHT, JONATHAN F    | SHS                 | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 649 | OKRAY, DANA A        | SHS                 | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 650 | FISHER, GREGORY J JR | THS                 | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 651 | KOHL, POLLY A        | THS                 | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 652 | SWARTZ, NAZIA A      | THS                 | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 653 | WENDT, CASSIDY J     | THS                 | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 654 | SHANYFELT, JESSICA   | THURSTON ELEM       | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 655 | NOELL, ALEXANDRIA    | TWO RIVERS-DOS RIOS | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 656 | THWAITES, RENAE D    | TWO RIVERS-DOS RIOS | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 657 | DAVIDS, AUDREY       | WALTERVILLE         | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |
| 658 | GONZALES, JENNIFER R | WALTERVILLE         | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO CONTRACT TEACHER |

|     |                               |               |                |    |           |                                       |
|-----|-------------------------------|---------------|----------------|----|-----------|---------------------------------------|
| 659 | BOWMAN, SARAH S               | YOLANDA       | PROBATIONARY 3 | PT | 2019-2022 | RECOMMEND MOVE TO<br>CONTRACT TEACHER |
| 660 | GUHIT, JOANNA MARI C          | YOLANDA       | PROBATIONARY 3 | FT | 2019-2022 | RECOMMEND MOVE TO<br>CONTRACT TEACHER |
|     |                               |               |                |    |           |                                       |
|     | <b>TEMPORARY NON-RENEWALS</b> |               |                |    |           |                                       |
| 661 | ALBRICH, MICHELLE A           | A3            | TEMPORARY      | PT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 662 | BOATWRIGHT, JENNIFER          | A3            | TEMPORARY      | FT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 663 | GALVAN, ELDA B                | A3            | TEMPORARY      | PT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 664 | MILLS, JARED L                | A3            | TEMPORARY      | PT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 665 | NEWHART, TORREY S             | A3            | TEMPORARY      | PT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 666 | SCHWARTZ, ARIANA T            | A3            | TEMPORARY      | PT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 667 | DUARTE, MELISSA J             | GATEWAY       | TEMPORARY      | FT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 668 | DAVIE, SIDNEY F               | GUY LEE       | TEMPORARY      | FT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 669 | LUX, TAMI                     | GUY LEE       | TEMPORARY      | FT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 670 | REES, MORGAN                  | GUY LEE       | TEMPORARY      | FT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 671 | STONE, EVAN D                 | GUY LEE       | TEMPORARY      | FT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 672 | ASHWORTH, ELIZABETH A         | HAMLIN        | TEMPORARY      | PT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 673 | COOMBS, CHRISTINA             | HAMLIN        | TEMPORARY      | FT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 674 | PERRY, HALEY H                | HAMLIN        | TEMPORARY      | FT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 675 | DURAN, JOEL                   | MT VERNON     | TEMPORARY      | FT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 676 | GAGNON, PATRICIA              | MT VERNON     | TEMPORARY      | FT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 677 | WILBORN, MIRANDA NICOL        | THS           | TEMPORARY      | FT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
| 678 | LAPLANTE, MARY H              | THURSTON ELEM | TEMPORARY      | FT | 6/14/2019 | TEMPORARY NON-RENEWAL                 |
|     |                               |               |                |    |           |                                       |

**RESOLUTION #18-19.024**

**DATE: February 11, 2019**

**CONTRACT RENEWALS**

**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 the contract agreements for the Assistant Superintendent and the Chief Operations Officer for the 2019-2020 fiscal year.

**RECOMMENDED BY:**

Bruce Smolnisky  
Superintendent

**2019-2021 LANE ESD LOCAL SERVICE PLAN**

**RELEVANT DATA:**

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 2019-21 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 8, 2019.

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 Lane ESD 2019-21 Local Service Plan Year One includes services for:

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

The Lane ESD 2019-21 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)).

**RECOMMENDATION:**

**BE IT RESOLVED** that the Board of Directors of Lane County School District No. 19 hereby authorizes the approval the Lane ESD 2019-21 Local Service Plan Year One and requests the Lane ESD to provide the services described during the 2019-20 (year one) fiscal year in accordance with ORS 334.175.

This resolution adopted this 11<sup>th</sup> day of February, 2019.

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Chairman or Clerk  
School District No. 19

SUBMITTED BY:

Bruce Smolnisky  
Superintendent



*Shaping the future:  
Supporting excellence in education*

# Local Service Plan 2019-21 Year One



**Lane Education Service District**  
1200 Highway 99 North  
Eugene, OR 97402  
Phone: (541)461-8200  
Fax: (541)461-8298





### *Purpose*

*Shaping the Future -  
Supporting Excellence in  
Education*

### *Values*

*Equity* – We support a respectful work environment and access to educational service to all students

*Commitment* – To districts, student and employee success

*Leadership* – that is informed, responsive, visionary, proactive and planful

*Collaboration* – actively engaged with our partners to achieve success

*Integrity*—approach our work with ethical actions, making and keeping commitments, courage and humility

### *Strategic Plan 5 Bold Steps*

*Creating and Implementing Innovative Initiatives that Directly Impact or Influence Student Success*

*Supporting Best Instructional Practices*

*Modeling and Promoting Equitable Practice for All*

*Leadership – Leveraging Education and Community Partners*

*Strong Student Centered Advocacy*



## *Local Service Plan 2019-21*

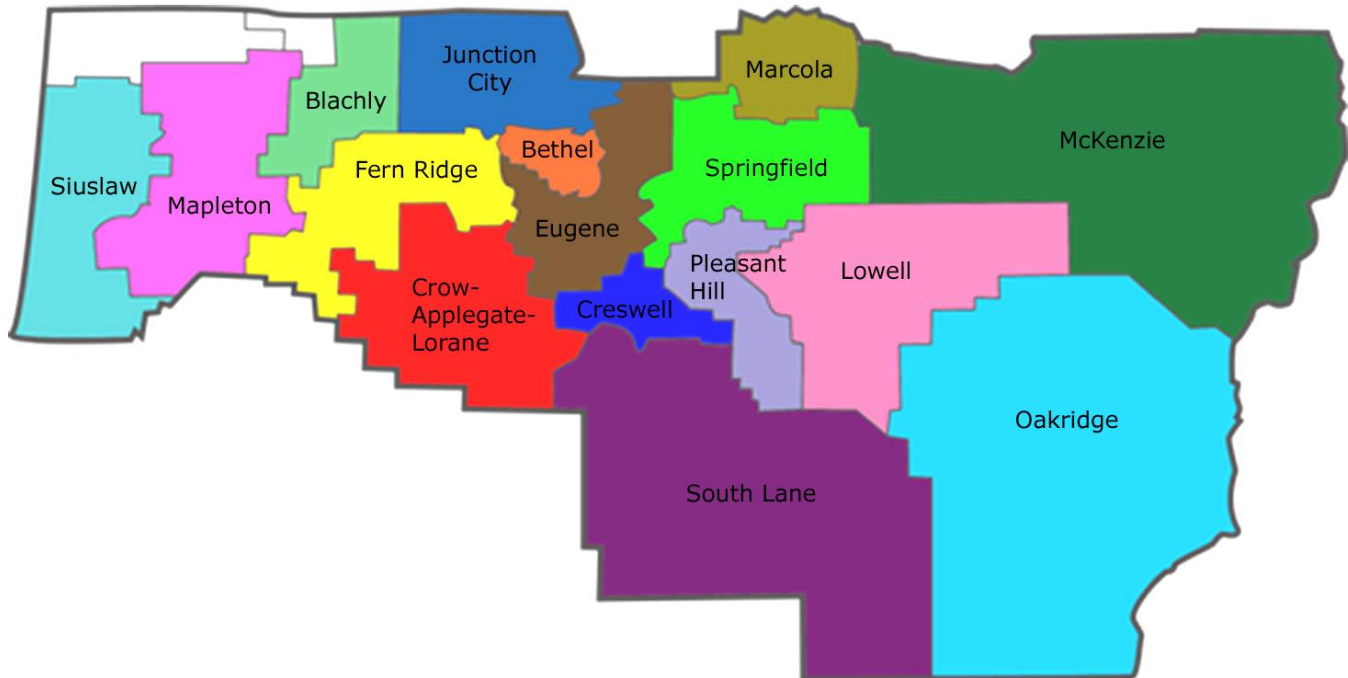
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## Component Districts



**Bethel, #52**

Superintendent – Chris Parra

**Blachly, #90**

Superintendent – James Brookins

**Creswell, #40**

Superintendent – Todd Hamilton

**Crow-Applegate-Lorane, #66**

Superintendent – Aaron Brown

**Eugene, #4J**

Superintendent – Gustavo Balderas

**Fern Ridge, #28J**

Superintendent – Gary Carpenter

**Junction City, #69**

Superintendent – Kathleen Rodden-Nord

**Lowell, #71**

Superintendent – Johnie Matthews

**Mapleton, #32**

Superintendent – Jodi O'Mara

**Marcola, #79J**

Superintendent – Bill Watkins

**McKenzie, #68**

Superintendent – Lane Tompkins

**Oakridge, #76**

Superintendent – Reta Doland

**Pleasant Hill, #1**

Superintendent – Scott Linenberger

**Siuslaw, #97J**

Superintendent – Andy Grzeskowiak

**South Lane, #45J**

Superintendent – Larry Sullivan

**Springfield, #19**

Superintendent – Bruce Smolnisky



## **Core Services and Funding Formula/Allocation Model**

Lane ESD's Core Services and Funding Formula/Allocation Model provides the basis for allocating Lane ESD's resolution funds for Core Services and distribution of funds to districts. ORS 334.177 requires that at least ninety percent (90%) of all ESD revenues from the State School Fund (SSF) and other funds considered local revenues be spent on the provision of services approved in the Local Service Plan. The remaining ten percent (10%) may be spent on administrative services.

Lane ESD uses a Flex Funds model, allowing a portion of resolution funds to be allocated to each district to "spend" on the Local Service Plan menu and custom services. The Local Service Plan includes an option for "transit" dollars, which allows districts to receive up to 50% of their Flex Funds in the form of cash. Districts have elected to use transit dollars to support district-based programs and services.

The Local Service Plan includes the Life Skills Consortium Services model and funds for Innovation/Programs. In addition, there are resources set aside from Flex Funds specifically for professional development and allocated to districts based on ADM. Any unused professional development funds are carried over to the following year. The districts also have the option of moving the unused funds to their Flex Funds.

### **2019-21 (Year One) Local Service Plan**

As provided for in ORS 334.177 districts notified the ESD of the intention to withdraw funds by November 1, 2018, as well as the percentage of funds to be withdrawn. Lane County districts have been asked to select a percentage range rather than identifying an exact percentage. No district requested more than 50% of available transit funds.

Because current ADMw numbers are not available during the development or implementation of the 2019-21 (Year One) Local Service Plan, the May 2018 ADMw figures as provided by ODE are used for the Core Services and Funding Formula/Allocation Model.

### **Withdrawal of Transit Funds**

Districts electing to withdraw transit funds in excess of 50% will be assessed a fee on services ordered from the ESD as follows:

|          |                 |
|----------|-----------------|
| 51%-80%  | 10% service fee |
| 81%-100% | 15% service fee |

### **The 2019-21 Local Service Plan provides three categories of service:**

#### **Core Services**

Core Services are funded prior to the allocation of district Flex Funds and do not require districts to use their Flex Funds. Technology, General Education, Connected Lane County support, Innovation Project Funds and the Life Skills Cost Pool are currently designated Core Services.



## ***Local Service Plan 2019-21***

Core Services are designed so that essential services are available to all districts. Core Services will not necessarily meet all of any individual district's needs. Districts are strongly encouraged to take advantage of Core Services. Core Services provide stability and flexibility in meeting countywide needs where the level of supports may vary from district to district and from year-to-year; generally the true value of the service is realized over time.

### **Menu Services**

These are services available from a "menu of services" that provides districts with the option to select or order available services. The cost of the services is covered by Flex Funds allocated to districts or district funds.

### **Custom Services**

These are services that are developed for an individual district or group of districts based on a specific need. These services may include the assignment of a specific amount of FTE or the provision of a service (e.g. payroll/business services, professional development, technology technician/engineer). Districts order the amount of service desired to meet their needs. Districts are assessed the full cost of the service and may use Flex Funds or district funds to pay for these services.

## **Changes for the 2019-21 (Year One) Local Service Plan:**

### **Core Services and Funding Formula/Allocation Model**

Changes for 2019-21 (Year One) Local Service Plan include the following:

1. Addition of the Student Behavior Assistance Fund to help districts better handle and reduce intense behavior incidents in schools.
2. An increase in funding for Promise Program (Lane Regional/Willamette) participation. In the 2018-19 school year, the Lane Promise program was completely grant funded. To keep the Lane courses operating will require some additional support.

## **2019-21 Local Service Plan**

The Superintendents' Council agreed to a two-year Local Service Plan framework, with the intent of aligning with Oregon's K-12 biennium funding structure. Alignment of the LSP with the two-year fiscal cycle provides stability and opportunity for long-range planning. Lane ESD programs can focus more strategically on implementation of services that support district long-range goals, while maintaining the ability to assess and make program adjustments to meet emerging needs. The Superintendents' Council will annually review and make service and program recommendations. As required, Lane ESD and component districts will follow the formal annual approval process for the Local Service Plan.

### **Withdrawal from Lane ESD**

ORS 260.432 and 334.105 provides the option for component school districts to withdraw from local ESD's.

To support partnerships within Lane County, Lane ESD's goal is to continue to collaborate and partner with any school district that may withdraw from the ESD. Districts that withdraw from services will:



- Be invited to attend job-alike meetings, including: Superintendents' Council, Special Education Directors, Lane County Technology Advisory Committee, Curriculum Leaders meetings, and any other meetings that are supportive of services and programs county-wide
- Continue as a member of the Life Skills Consortium and other consortium/collaborative program services
- Continue as a member of consortium grants, CTE/Perkins, and Title program collaborations
- Continue to participate in county-wide school improvement efforts
- Be able to purchase ESD menu and custom services

### **Potential Changes in Funding**

The 2019-21 Local Service Plan continues to provide districts with the flexibility to access Core Services and annually select the amount of services needed to meet individual districts needs and the option to develop unique services where feasible. Should there be reductions to Lane ESD's revenue as a result of legislative action which reduces the funding ratio for ESD's or the overall K-12 budget allocation, there will be a proportionate reduction in Flex Funds available to districts. The ESD will use the March estimate from ODE as the basis for the Flex Fund Allocation.

When overall economic conditions result in the reduction to Lane ESD's formula revenue, Lane ESD will make every attempt to respond with corresponding expenditure reductions or otherwise offset the revenue loss in a manner that minimizes further impact to component districts.

Grant funding is also used to support Lane ESD and component district programs and services. Lane ESD has been successful in securing a number of state, federal and foundation grants. The availability of such grants to support future endeavors is uncertain. Services funded via contracts or grants are not subject to the 90% expenditure requirement.

### **Process for Selecting Lane ESD Menu Services & Service Levels**

Districts select the specific Lane ESD services and service levels from the service menu by mid-March of each year. Requests for services are placed using the Lane ESD Service Order Form. Districts' available funds and the costs for services are listed on the Lane ESD Service Order Form.

### **Core Service - Decision Making**

Specific services and associated funding levels included in Core Services are agreed upon by the Lane County Superintendents' Council.

### **District Feedback**

Lane ESD routinely surveys key district contacts to understand use of current services, assess the quality of services, suggestions for improvement, and interest in new services. The most



recent survey of districts was completed in October 2018 and generally affirmed a high level of satisfaction as well as specific areas for follow up or improvement.

Additionally, the ESD periodically will conduct an in depth service review focusing on one particular service area or program. Service reviews are completed by a committee who works with the ESD to identify the scope of the review and makes recommendations to the Superintendents' Council. The most recent service review was in the Spring of 2017 when a committee was established to complete a Special Education Service Review and make recommendations to the Special Education Directors and Superintendents' Council. Special Education directors continue to work on suggested recommendations from the review.

### **Changing Services Included in Core Services**

Core Services change or evolve based on recommendation of the ESD in response to analysis of county-wide needs or interests of component districts. In both cases the proposed change is analyzed and approved by the Superintendents' Council.

### **Timelines**

Proposals that require significant change, such as the establishment of new programs, expansion of specialized services, or increase in fiscal resources allocated to Core Services, should be presented as early as possible, and no later than the Superintendents' Council meeting in October. This timeline allows the Superintendents' Council time to determine if the proposal should move forward to formal feasibility assessment by the ESD. The Superintendents' Council may establish a subcommittee to review feasibility information and make final recommendations regarding proposals. Subcommittee recommendations and feasibility assessment will be presented to the full Superintendents' Council.

Exceptions to the timeline are made for proposals that do not require additional fiscal resources or re-staffing, as long as the proposal is supported by the Superintendents' Council.

Approved proposals that involve more complex changes (hiring of specialized staff, implementation of new programs) may be implemented either as a pilot or as a general change to Core Services.

When changes are implemented as a pilot, a subcommittee of superintendents will be asked to assist in the development of criteria to use in assessing the pilot and recommendations on whether changes should be incorporated into the Core Services. If a pilot is successful, but is not approved to be included in Core Services it may be offered as a service menu item or custom service.

### **Innovation/Projects**

Proposals for Innovation/Projects may be developed by the Lane County Curriculum Leaders, Lane County Technology Advisory Committee (LCTAC), Special Education Directors, Lane ESD Leadership, or the Superintendents' Council.

Innovation/Project proposals should focus on priorities identified by the Superintendents' Council. It is recommended that proposals outline the specific outcomes for the project, the time frame for implementation, and budget requirements. Lane ESD administrators and





component district staff will assist with feasibility aspects of the proposal.

Proposals for accessing Innovation Funds are approved annually by Superintendents' Council prior to March 30 to provide adequate planning time and effective implementation of the project in the next school year. There could be some exceptions to this timeline as it is possible a worthwhile use of these funds may not be identified until a later date. An example of this occurred in the current school year (2018-19) where the Superintendents' Council decided to use some of the innovation funds to support a Regional CTE Center Feasibility Study. In this manner, the Innovation/Projects Fund can help us respond to pertinent issues in a timely, nimble and flexible manner.

Innovation/Projects Funds have paid for Research for Better Teaching (RBT) licensing and trainer of trainer licensing. Funding was also set aside for targeted professional development as determined by the Superintendents' Council which includes specific criteria and application process.

### **Student Behavior Assistance Fund**

In the past few years a critical need has emerged to address the needs of students with intense behaviors. The Student Behavior Assistance Fund is created to provide resources to address this problem through enhancing prevention, connecting students and families to appropriate health providers, and other methods to improve student behavior and reduce the number of intense behavioral incidents that schools are experiencing. We believe the most immediate need is for proper training of school staff so that they are able to de-escalate students and effectively handle situations "in the moment."

### **High Cost Pool**

Access to the High Cost Pool is based on disproportionate Special Education enrollment for districts excluding Eugene 4J, Springfield, and Bethel.

### **Connected Lane County**

Superintendents contribute funding towards the activities and infrastructure of Connected Lane County. This commitment is renewed annually.

### **Promise Programs**

This fund is intended to provide more equitable opportunities for students to earn college credits while still in high school. Originally started to connect our regional high schools to courses offered through the Willamette Promise, it has expanded to include participation in the local Lane Promise.



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## *Menu Services – Decision Making*

### **Adding Services to the Menu**

A Menu Service offering may change or evolve based on recommendations of the ESD in response to analysis of countywide needs or interests of component districts. In both cases, the proposed change is analyzed and approved by the Superintendents' Council.

### **Timelines**

Proposed changes that require establishment of new programs, expansion of specialist services, or an increase in fiscal resources allocated to Core Services will be presented no later than the Superintendents' Council meeting in October so that the Superintendents' Council can determine if the proposal should move forward to formal feasibility assessment by Lane ESD. Timelines for completing the feasibility assessment will be set jointly by the ESD and the Superintendents' Council.

Proposals that come forward later in the planning process and that do not require complex program development and are supported by the Superintendents' Council will be placed on the menu if there is feasible interest to cover the costs of the service.

In some cases, proposals may be implemented as a pilot as described below.

### **Elimination of Service**

There may be instances where specific services are discontinued if component districts' orders and associated fiscal support are not adequate to continue the service. The decision to eliminate a service will be made by Lane ESD in consultation with component district superintendents, taking into consideration the implications for the impacted districts and the ESD's fiscal and personnel constraints.

### **Establishing Pilot/Custom Services**

There may be instances where services are added if there is sufficient district interest and associated fiscal resources to cover start up and implementation costs. Districts that have an identified need not currently available on the service menu may request that the ESD develop a custom service to meet the district's unique need. The district and the ESD will identify the nature and scope of the service need. This information is used to estimate costs of providing the service. If the district and ESD agree that it is feasible and cost effective to establish the service, it will be implemented as either a pilot or on-going service.

If implemented as a pilot, the ESD and district will establish criteria for assessing the results of the pilot. All Lane County superintendents will be informed regarding new custom services offerings and options for participating, as well as information gleaned from the pilot(s). Custom/pilot services proposals for 2019-21 are being explored to determine feasibility and will be reviewed by the Superintendents' Council.



The services being proposed include:

- Communication Services
- Food Service Management
- Grant Writing Services
- Human Resources Services
- Legal Services
- PBIS Consultation/Coaching
- School Nurse Services, including diabetic care professional development
- Special Education Administration Services
- Survey Services
- Tragedy Response – ALICE Training
- Tragedy Response – ALICE Training for Students
- Tragedy Response – Reunification Training
- Instructional Technology
- Mentoring Support for Teachers
- Bus/Transportation
- Mental Health Support
- ESY for Life Skills students
- DHH Interpreter Services
- Communications/Public Relations
- Classified Professional Development
- Purchasing
- Restraint/Seclusion Training

### Service Flexibility

Offerings on the “Menu of Services” are available to all component districts.

### Service Implications

A flexible Menu of Services is key to ensuring the Lane ESD Local Service Plan continues to meet the needs of component districts.

The level of annual flexibility is dependent upon numerous factors and considerations for both the districts and Lane ESD.

For example, some services require a significant investment of resources on the part of the ESD and districts to develop a viable infrastructure and sustainable staffing. As a result, starting, ending or significantly changing these services require more analysis and review.

There are other services, however, that can be more flexible from year to year, making annual adjustments in services and service levels easier to accomplish.



## Menu of Services

### Current Menu

Below is the Menu of Services for 2019-20. The Menu of Services includes Core Services provided to all districts without the need to order and services that are offered based on district selection. Core Services are indicated by an asterisk (\*).

The Menu of Services below does not include services provided via grants or services ESD's are mandated to provide.

| 2019-20 Menu of Services   |
|--|
| Services to Students with Special Needs  |
| Life Skills ESD and Consortium Placements<br>Lane School (Special School) Behavior Disorder Placements<br>Behavior Consultant<br>MLK Jr. Education Center<br>School Psychologist Services<br>Speech & Language Pathologist Services<br>Augmentative Communication Services<br>Direction Service<br>Custom Services |
| School Improvement Services  |
| General Education*<br>Career & Technical Education<br>Connected Lane County<br>Tragedy Response<br>Custom Services   |
| Technology Services  |
| Infrastructural Technology Services*<br>Learn 360<br>Custom Services   |
| Administrative Services  |
| Business Services<br>Courier Services<br>Attendance Truancy<br>Substitute Teacher List Subscription<br>Custom Services   |



### **Funding Sources**

A brief explanation of the various funding sources and parameters for the services provided within this Local Service Plan is below.

#### **State School Fund (SSF) Revenue**

Lane ESD's primary revenue source for services to districts is the State School Fund (SSF). Lane ESD's share of SSF is based on the overall allocation of SSFs to all Lane County Districts. ESDs receive 4.5% of the total SSF allocated for their region.

The percentages and formulas for SSF allocations for districts and Oregon ESDs are set by the Oregon Legislature and are subject to change. Changes in ESD funding allocations have a direct impact on Lane ESD's Core and Flex Fund Model allocations to component districts, and will impact services and service levels.

ORS 334.177 requires that at least ninety percent (90%) of all ESD revenues from the State School Fund (SSF) and other funds considered local revenues be spent on the provision of services approved in the Local Service Plan. The remaining ten percent (10%) may be expended on administrative services.

The 10% administrative services allocation is an essential component to providing services to districts. The cost of facilities, accounting, human resources, technology, and general administrative overhead (insurance, legal fees, etc.) are paid for with these funds. Home School services and grant development services are also included in the 10% administrative services allocation.

#### **Menu of Services Funding**

Items on the Menu of Services are available to all districts based on their annual selection. The cost of services ordered from the menu are charged to the district's Flex Fund allocation and/or invoiced to the district if in excess of available Flex Funds.

#### **Other Services**

Lane ESD also provides services by way of contracts with component districts or other public or private entities.

#### **Grants**

Lane ESD actively seeks grant funding to enhance services to districts and further ESD and component district priorities.



## *Programs Included in 10% Administrative Revenue*

### **Home Schooling**

Oregon ESD's are mandated to provide Home School services. Lane ESD is responsible for accepting notification from parents or guardians who intend to educate their children at home. Lane ESD serves as a primary information resource to parents, students, schools, and districts.

Lane ESD is responsible for:

- monitoring compliance with home school notification and testing requirements;
- monitoring academic progress requirements;
- providing detailed reports to districts including compliance and testing information.

### **Grant Development**

Lane ESD recognizes the importance of outside funding in shaping the future of education in Lane County. Lane ESD employs a grant writer to support acquisition of grant resources to enhance services in alignment with ESD and component district priorities.

### **Title Programs**

Lane ESD administers two Title programs and a portion of the administrative functions associated with these programs are funded by Lane ESD to ensure that the program efforts are successful.



## **Federal & State Mandates for Oregon ESDs**

Lane ESD's services align with the services prescribed for every Oregon Education Service District in ORS 334.175(2) as follows:

### **Services to Children with Special Needs**

Programs for children with special needs, including but not limited to:

- Special Education
- At-risk Students
- Professional development for employees who provide those services

### **School Improvement Services**

School Improvement Services for component school districts, including but not limited to:

- Meeting the requirements of state and federal law
- Services designed to allow the ESD to participate in and facilitate a review of state and federal standards related to the provision of a quality education
- Support and facilitate continuous improvement planning, including but not limited to culturally responsive teaching in content areas (Math, Science, ELA, SS, STEM)
- Support for school-wide behavior and climate issues
- Support for Curriculum Adoption Planning
- Professional Technical education
- Professional development for employees who provide those services

### **Technology Services**

Technology Support for component school districts and the individual technology plans of those districts, including but not limited to:

- Technology infrastructure services
- Data services and distance learning
- Professional development for employees who provide those services.

### **Administrative Support Services**

Administrative and Support Services for component school districts, including but not limited to:

- Services designed to consolidate component school district business functions.
- Liaison services between ODE and component districts
- Registration of children being taught by private teachers, parents or legal guardians pursuant to ORS 339.035

### **Other Services**

Other Services that ESDs are required to provide by state or federal law, including but not limited to:

- Compulsory Attendance required under ORS 339.005 to 339.090.

### **Performance Measures**

In addition to providing these "core" services, Lane ESD's services must also be equitable, cost effective, of high quality and meet local district needs. Services must also be evaluated using the following performance measures:

- Improving student learning
- Enhancing the quality of education for all students
- Providing quality professional development for district staff
- Providing districts and their students equitable access to resources
- Maximizing operational efficiencies and providing economies of scale

### Services to Children with Special Needs

#### Life Skills Consortia Services

##### Service

##### Description

Lane ESD's and district-operated Life Skills programs form a consortium to serve students with moderate, severe, and profound intellectual disabilities as part of a continuum of services. Classrooms for students in kindergarten through grade 12 are located in a number of elementary, middle and high schools throughout Lane County. Students ages 19-21 are served in "Transition Classrooms". The Life Skills Consortia includes all sixteen districts, with Bethel, Eugene, Junction City, Springfield and Lane ESD as service providers. The Life Skills Consortia Agreement describes the common unit cost determined annually, resident and serving district responsibilities, the process for resolution of concerns, and Lane ESD's responsibility for the coordination of placements.



#### Kindergarten to Grade 12

- Highly individualized instruction in functional academics, daily living skills, and social/communication skills
- Inclusion support
- Secondary students also receive instruction in vocational skills and community accessibility.

#### Transition Classes

- Students learn independent living skills to help transition to adulthood.
- Students explore community options such as public transportation, leisure and recreation, and employment opportunities.

#### Intensive Services Program

- Students whose needs cannot be accommodated on a general education campus and who require more specialized facilities and a higher staffing ratio due to extremely challenging behavior are served in this program located at Fox Hollow, a special day school site, in partnership with Eugene 4J School District.

##### Goals

- Assist component districts in meeting the requirements of IDEA and Oregon Administrative Rules.
- Implement evidence-based practices in the education of students with moderate, severe and profound intellectual disabilities to improve student learning.
- Enable component districts and the students they serve to have equitable access to resources in Special Education.
- Maximize operational and fiscal efficiencies for component districts in the area of Special Education.

##### Budget

The annual budget allocation for this service is based on the districts' annual service orders for the service.



## Services to Children with Special Needs

### Behavior Disorder Services

**Service Description** Lane ESD assists districts in meeting the federal requirement to provide a continuum of services for students with the most challenging behaviors.

#### Lane School

Lane School is a structured behavior and academic program designed for students in kindergarten through grade 8 who experience significant behavioral, social, and academic difficulties.

Lane School is located at the Lane ESD Westmoreland Campus. Services are designed to help students gain the skills needed to be successful in their home school. Students are referred by their resident district and typically attend Lane School for approximately 18 months before transitioning back to their home school.

#### Goals

- Assist component districts in meeting the requirements of IDEA and Oregon Administrative Rules.
- Implement evidence-based practices in the education of students with behavioral/emotional disabilities to improve student learning.
- Assist districts with targeted interventions addressing the needs of students with behavioral/emotional disabilities.
- Enable component districts and the students they serve to have equitable access to resources in Special Education.
- Maximize operational and fiscal efficiencies for component districts in the area of Special Education.



#### Budget

- The annual budget allocation for this service is based on the districts' annual service orders for the service.

### Behavior Consultants

**Service Description** Behavior Disorder Consultants provide in-service training/consultation to districts for behavior/classroom management, and strategies for working with students identified as having emotional/behavioral disabilities.

Behavior Disorder Teachers can be ordered to serve in district-operated behavior classrooms.

#### Goals

- Assist component school districts in meeting the requirements of state and federal laws for IDEA and enhance the quality of education provided to special education and at-risk students.
- Improve student learning in special education and in at-risk youth by providing consultation to district personnel and provide professional development to component district employees in the area of special education services to at-risk youth.
- Enable component school districts and the students they serve to have equitable access to resources in special education.
- Maximize operational and fiscal efficiencies for component school districts in the area of special education and services to at-risk youth.

#### Budget

The annual budget allocation for this service is based on the districts' annual service orders for the service.



## *Services to Children with Special Needs*

### **Martin Luther King, Jr. Education Center**

#### **Service Description**

Martin Luther King, Jr. Education Center is a collaboration between Lane ESD and the Department of Youth Services (DYS) to provide educational services to adjudicated youth in middle and high school. The program is located at the Serbu Juvenile Justice Center. The program is funded by district-paid tuition for students enrolled in Credit Recovery and GED services and is augmented by DYS Juvenile Crime Prevention funds, Juvenile Accountability Block Grant funds and Video Lottery which funds Job Skills/Life Skills services.

#### **Goals**

- Assist component school districts in meeting the requirements of state and federal laws for IDEA and enhance the quality of education provided to special education and at-risk students.
- Enable component school districts and the students they serve to have equitable access to resources targeting at risk youth.
- Maximize operational and fiscal efficiencies for component school districts in the area of special education and at-risk youth.

#### **Budget**

The annual budget allocation for this service is based on anticipated student enrollment.

### **School Psychology Services**

#### **Service Description**

School psychologists are utilized in a variety of ways based on the needs of component districts. School Psychology services might include:

- Psycho-educational assessments provided to assist districts in determining student eligibility for special education.
- Development and monitoring of student behavior support plans.
- Consultation with school staff and parents on behavioral and educational concerns.
- Service coordination assistance to district staff, parents and other professionals to ensure student success.

#### **Goals**

- Assist component school districts in meeting the requirements of state and federal laws for IDEA.
- Enhance the quality of education provided to special education and at-risk students by providing timely and comprehensive psycho-educational evaluations that assist districts in determining eligibility for Special Education Services.
- Improve student learning in special education for at-risk youth by providing consultation to district personnel.
- Provide professional development to component district employees in the area of special education and at-risk youth.
- Enable component school districts and the students they serve to have equitable access to resources in special education.
- Maximize operational and fiscal efficiencies for component school districts in the area of special education and at-risk youth.

#### **Budget**

The annual budget allocation for this service is based on the districts' annual service orders for the service.



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## *Services to Children with Special Needs*

### **Speech and Language Services**

|                     |   |
|---------------------|---|
| Service Description | Speech Services are offered to support districts in assessing and providing Individualized Education Plan (IEP) related services to identified students.  |
| Goals               | <ul style="list-style-type: none"><li>• Assist component school districts in meeting the requirements of state and federal laws for IDEA and enhance the quality of education provided to special education.</li><li>• Improve student learning in special education by providing consultation to district personnel and provide professional development to component district employees in the area of special education.</li><li>• Enable component school districts and the students they serve to have equitable access to resources in special education.</li><li>• Maximize operational and fiscal efficiencies for component school districts in the area of special education.</li></ul> |
| Budget              | The annual budget allocation for this service is based on the districts' annual service orders for the service.   |

### **Augmentative Communication Services**

|                     |   |
|---------------------|---|
| Service Description | Augmentative Communication Services are designed to work in partnership with school speech and language therapists and other team members. Augmentative Communication Specialists assist in identifying, evaluating and providing intervention for students with severe communication disorders who would benefit from augmentative communication. Augmentative communication includes all forms of communication, other than oral speech, that are used to express needs, wants and ideas.   |
| Goals               | <ul style="list-style-type: none"><li>• Assist component school districts in meeting the requirements of state and federal laws for IDEA and enhance the quality of education provided to special education.</li><li>• Improve student learning in special education by providing consultation to district personnel and provide professional development to component district employees in the area of special education.</li><li>• Enable component school districts and the students they serve to have equitable access to resources in special education.</li><li>• Maximize operational and fiscal efficiencies for component school districts in the area of special education.</li></ul> |
| Budget              | The annual budget allocation for this service is based on the districts' annual service orders for the service.   |



## Services to Children with Special Needs

### Direction Service

|                     |   |
|---------------------|---|
| Service Description | Direction Service, a local non-profit agency, provides information and referral services to parents and districts regarding specialized services available in Lane County for students and families of students with disabilities. Direction Service also acts as a mediator between districts and parents of children with disabilities and focuses on collaborative dispute resolution. Lane ESD contracts with Direction Service on behalf of subscribing component districts. |
| Goal                | <ul style="list-style-type: none"> <li>Provide districts and parents of students with special needs access to cost effective referral and mediation services.</li> </ul>  |
| Budget              | The annual budget allocation for this service is based on the districts' annual service orders for the service.   |

### 2019-20 Grant and Contract Services

#### **Early Intervention/Early Childhood Special Education**

Lane ESD sub-contracts with the University of Oregon (EC Cares) to provide administration and coordination of services to all eligible preschool children with disabilities and their families in the service area.

#### **Lane Regional Low Incidence Program**

Lane Regional Low Incidence Program provides Special Education services for children who have low-incidence disabilities, including; Visual Impairments, Hearing Impairments, Deaf/Blindness, Severe Orthopedic Impairment, Autism Spectrum Disorder and Traumatic Brain Injury.

#### **State Hospital**

Lane ESD provides educational services to 18-21 year old students who are hospitalized for either short-term or long-term care.

#### **Detention Education Program**

Lane ESD provides educational services to youth in the Serbu Juvenile Detention Center.

#### **Phoenix Treatment Program**

Lane ESD provides educational services to youth in the Phoenix Treatment Program at Serbu Juvenile Detention Center.

#### **TBI Liaison**

Grant support for Traumatic Brain Injury (TBI) liaisons to consult with district personnel.

#### **System Performance Review & Improvement (SPR&I)**

SPR&I sub grant awards assist with annual performance data collection and reporting for special education.

#### **Extended Assessment**

Supports training and professional development around the statewide assessment of students with disabilities.

#### **IDEA Enhancement**

Supporting enhancement of activities for students with disabilities in the areas of Response to Intervention (RTI), Positive Behavior Support (PBS), expanded SPR&I, and determination issues.



**Employment Support Facilitator**

The position supports the implementation of Youth Transition Programs (YTP) designed to meet the needs of students enrolled in the Life Skills Transition program. The Employment Support Facilitator coordinates with the Vocational Rehabilitation (VR) office, Oregon Developmental Disability Services (ODDS), and local County Service Coordinators to provide services to eligible students.



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## *Services in Instruction, Equity and Partnerships*

### Service Description

#### **Instruction**

General Education/Instruction Services include leadership and professional development to assist districts in implementing research-based instructional practices that address content standards to ensure a quality education for all students. Component districts have prioritized supporting and improving instruction. Since 2014 Lane ESD and component districts have invested in implementing a strong instructional framework that is supported by 1) the Research for Better Teaching/Studying Skillful Teacher trainings for classroom teachers and administrators and 2) content and standards-based professional development. In addition for 2016-18, the Superintendents' Council has identified a priority for integrating culturally sustaining instructional practices in all content areas, including supporting districts in developing awareness and basic understanding of the continuum of equitable education practices in schools.

Content specialists provide professional development, consultation, and coaching to teachers in curriculum, instruction, and assessment. Lane ESD has content specialists in the areas of English Language Arts, Math, Science, and Career Technical Education.

Services support the implementation of evidence-based practices within all programs to eliminate opportunity and achievement gaps for all underserved or historically underserved students and build upon the assets of each student and family.

#### **Professional Development**

Content specialists coordinate and provide professional development for district staff county-wide at Lane ESD or at the district or classroom level. Professional development is intended to improve high quality instruction, and includes the alignment of content standards and instructional strategies, student data analysis and the use of performance based assessments.

#### **Consultation/Coaching**

Content specialists and staff work with districts to review and adopt curriculum materials, analyze achievement and discipline/attendance data, review evidence-based practices, model and plan implementation strategies.

#### **Learning Resources**

Lane ESD provides an array of materials for Lane County public school educators, including over 200 hands-on educational models and kits and textbooks for review. Support is provided for textbook review and curriculum adoption.

#### **Equity**

While Lane ESD is focused on identifying and addressing barriers to equity and access for all students, many equity issues exist in our schools, community, and college/university. Lane ESD and component districts are committed to improving educational outcomes for culturally and linguistically diverse students, students navigating poverty, and student with disabilities. This requires strong collaborative efforts and determination from the ESD and partner organizations to develop and invest in initiatives across Lane County which will systemically eliminate opportunity gaps, improve and expand access to services and supports, and build upon the assets of each student and family.

Lane ESD has taken a leadership role in regional equity work. Our membership team includes Lane ESD staff, superintendents from large, medium and small sized component districts,, equity leaders from several districts and community members. Lane ESD is a member of the Equity and Community Consortium (representatives from 13 Eugene/Springfield area public agencies collaborating on equity and human rights issues). Lane ESD collaborates with equity and community organizations such as NAACP, Blacks In Government (BIG), Centro Latino Americano and Connected Lane County member organizations to strengthen, expand and integrate our



## *Local Service Plan 2019-21*

efforts to address equity issues in our community. Collaborative efforts may include active participation in grants, initiatives, and community-based activities.

Current priorities are using culturally sustaining instructional practices for the implementation of professional development and supporting the development and enhancement of teacher pathways programs for diverse students interested in the field of education.

### **Partnerships**

Lane ESD is active in state-wide, regional and community partnership to further the identified instructional improvement goals of component districts. Lane ESD is a member of the ODE-OAESD Program Cabinet whose goal is to support effective communication and implementation of ODE initiatives. In addition Lane ESD serves as the backbone organization for the Regional Achievement Collaborative (Connected Lane County) and the STEM Hub (Lane STEM).

The ESD regularly submits grants on behalf of a consortium of districts, including community and business partners.

### **Goals**

The goals of the Instruction, Equity, and Partnerships service area align with Lane ESD's Strategic Plan, specifically:

- Create and implement innovative initiatives that directly influence student success
- Supporting best instructional practices
- Modeling and promoting equitable practice for all

### **Budget**

For 2019-20, General Education Services are fully funded and available to all districts. Districts do not need to order the service or use their Flex Fund allocation to cover the cost of the service.

## Services in Instruction, Equity and Partnerships

### Career & Technical Education

#### Service Description

Career and Technical Education (CTE) staff provides leadership and services to districts for students to enhance 21<sup>st</sup> century technical skills, career exploration, and successful transition to work or extended schooling.

LESD Specialists and staff provides technical assistance to instructors, counselors, and administrators on:

- innovative curriculum;
- employment preparation;
- alignment with secondary graduation requirements;
- services to reduce duplication given limited resources.



#### Partnerships with Colleges & Districts

CTE Specialists and staff facilitate partnerships between area colleges and districts to address alternative learning options for students to obtain college and/or high school credit.

#### Career Counseling and Guidance

Staff works to enhance community and college partnerships for career exploration, workplace readiness, and technical skill development.

#### Goals

- Provide professional development to instructors on Career and Technical Education program design, curriculum and assessment.
- Facilitate high school and post-secondary partnerships to support student transitions to college and career opportunities.
- Develop business and community partnerships at local, regional and national levels to enhance learning opportunities for students.
- Connect Career and Technical Education programs with businesses through sponsoring and coordinating regional events that provide students with career-related experiences.

#### Budget

The annual budget allocation for this service is based on the districts' annual service orders for the service.



## Services in Instruction, Equity and Partnerships

### Connected Lane County

#### Service Description

Connected Lane County is the evolution of an early collaborative called the Education Partnership established in 2010. This Lane County K-16 coalition was made up of the superintendents and presidents of local school districts, Lane Community College, and the University of Oregon. The initial purpose of the coalition was to share information increase cooperation and support Lane County students in their education transition by: identifying shared strengths, issues, and concerns across education institutions; addressing barriers to equity and accessibility for all students; exploring opportunities for cooperation; discovering resources to benefit partners; and utilizing the resources and inspiration of Lane Community College and the University of Oregon to support aspirations for higher education for all Lane County students.

Connected Lane County partners share information, increase cooperation, and aid students in their education transitions by identifying shared strengths, issues and concerns; identifying and addressing systemic barriers that harm equity and accessibility for all students; exploring opportunities for cooperation; and identifying resources that can benefit partners such as grants, donations, knowledge and experience.

#### Goals

- Increase the number of local high school graduates who are successful in higher education and life by creating a seamless and streamlined transition between early childhood, K-12 and higher education through partnerships and relationships with educational, community, and business partner organizations.
- Create pathways for all students to enter kindergarten ready to learn and be prepared for higher education or careers.
- Build programs and work utilizing an equity lens that ensures cultural appropriateness.

#### Budget

Funding to support Connected Lane County includes partner dues, and Superintendents' Council Core Services allocation.

### Tragedy Response

#### Service Description

Lane ESD coordinates annual training for district tragedy response team members on behalf of subscribing districts.

#### Goals

- Provide districts with cost effective training.
- Maximize operational efficiencies for component school districts in maintaining a county-wide Tragedy Responses Network.

#### Budget

Annual budget allocation for this service is based on the districts' annual service orders for the service.

## 2019-20 Grant and Contract Services

### **African American/Black Student Success Plan Grant**

Lane ESD in partnership with LCC's Rites of Passage program, the NAACP, BIG, Centro Latino Americano and Lane County School districts seek to improve African American/Black student outcomes with the support of Student Success Navigators, Cultural Brokers, and mentors. Students also have the opportunity to attend LCC's Rites of Passage program. The grant also provides equity related training to staff.

### **Career Pathways**

The Pathways to CTE Licensure Grant, a sub grant through Portland Community College, helps teachers complete their state-required CTE licensure through a 15-month cohort-based path in advanced manufacturing, construction, healthcare, and information technology.

### **Carl Perkins Consortium Services**

Lane ESD manages and supports quality Career Technical Education programs and services. Programs of Study articulate with Lane Community College Career Pathways and are based on industry needs. All districts with CTE Programs of Study are included.

### **Connected Lane County/Regional Achievement Collaborative**

Lane ESD serves as the fiscal agent on behalf of Connected Lane County/Regional Achievement Collaborative, which was selected as one of 11 regional partnerships across the state of Oregon to receive Regional Achievement Collaborative grants. Connected Lane County was chosen based on the depth of its partnerships, commitment to the success of students from pre-natal to age 22 (P-22), and the potential for implementing innovating and effective projects. Because of the depth and breadth of partnerships already developed since educational partners in Lane County partners first came together to work on K-12/higher education outcomes in 2010. Previously, Connected Lane County/RAC was chosen by the OEIB to serve as a mentor and leader to other Regional Achievement Collaboratives.

### **English Language Learners – Title III**

ELL services include technical assistance and training on ESL curriculum alignment and integrating English Language Proficiency standards into the regular curriculum.

### **Lane Regional Promise**

The overarching purpose of Lane Regional Promise is to foster a college going and career culture that guarantees well-designed opportunities for students to earn credit in college level courses and meaningful career exploration experiences that will set them on a path to a successful post-secondary future.

### **Lane STEM (Hub)**

Lane County education, business and community partners submitted a STEM Hub grant proposal to the Oregon Department of Education in December 2015. Lane STEM (Hub) received a 16-month planning grant award in February 2016 and in December 2016 received a program grant award. Lane ESD serves as the backbone organization for the Lane County STEM Hub. Lane STEM coordinates, promotes and supports STEM education in Lane County by integrating science, technology, engineering, and math in the classroom and beyond. The STEM Hub provides teachers in Lane County with connections to STEM professionals (engineers, scientists, technicians, and analysts) and offers resources for Lane County educators, industry professionals, families, and community members. The vision of Lane STEM is to 1) ignite student interest in, and fuel preparation for, STEM careers; 2) create a STEM-literate citizenry well-positioned to make sound decisions and participate in community STEM-related discourse; 3) foster a diversity of confident educators and students applying and innovating with STEM concepts.

### **Migrant Education – Title IC**

Lane ESD coordinates a regional Migrant Education Program consortium serving Lane and Douglas

counties including 29 school districts. MEP services provide supplemental instruction, community outreach and parent involvement for eligible MEP students including summer school and pre-school.

***Multi-Tiered System of Supports (MTSS) Regional Coaching***

The focus of the Oregon Multi-Tiered System of Supports (MTSS) project is the implementation of a cohesive evidence-based professional development and coaching network to support the implementation of MTSS for academics and behavior. Through integrated supports, Oregon has a statewide network of high quality coaches, and is increasing the number of districts implementing MTSS with fidelity, ultimately increasing student outcomes for students with disabilities.

***Rural School Network***

The Rural School Network provides support for small or rural districts that have schools that have been identified as in need of Comprehensive or Targeted Support. This differs from approaches to larger, urban districts due to the unique nature of these schools and districts. A major component of this work is creating differentiated ways for districts to collaborate with each other and share resources and best practices. This work is based on the Oregon Equity Lens.

***Youth Transition Program***

The Youth Transition Program is a collaboration between the Vocational Rehabilitation Division, Oregon Department of Education, University of Oregon, Lane County school districts, and Career Learning. The program serves students on Individual Education Plans (IEPs), providing assistance with academic, vocational, independent living and personal-social skills so students can experience success in the workforce.

### Technology Services

#### Infrastructural Technology

##### Service Description

Lane ESD offers component districts a variety of technology services to support student learning and staff productivity. In small districts technology supports focus on escalated response needs and interaction with contracted service providers; in large districts services are project-based with a specified allocation of service hours, augmenting district technology expertise. Lane ESD technology offerings include:

- Managed network connectivity, including CIPA compliant filtering;
- Coordination and engineering support to district initiatives;
- Hosted services, e.g. email, web, and library services;
- Professional development to district technology support staff;
- Network engineering and support in the design of districts' infrastructures;
- Assistance in the writing, coordination, and implementation of grant activities related to technology infrastructures, including assistance with the filing of eRate;
- Internship hiring and placement for college students into an education technology environment;
- Coordinate data warehouse services;
- Coordination between multiple agencies, including the creation and management of multi-lateral intergovernmental agreements.

##### Goals

- Enhance the current network infrastructure to support scalable instructional needs of the component districts, including systems for the effective utilization of network resources.
- Develop internal component district technology infrastructures to support robust long-range instructional needs, and to ensure staff and student usability.

##### Budget

2019- 20 Technology Services are fully funded and available to all districts. Districts do not need to order the service or use their Flex Fund allocation to cover the cost of the service.





## Technology Services

| 2019-20<br>Grant and Contract Services   |
|--|
| <p><b>LCC Contract</b></p> <p>LESD Technology functions as the Internet Service Provision (ISP) and provides remote campus connectivity for Lane Community College (LCC) from their main campus to their two community outreach sites in Cottage Grove and Florence. LESD and LCC began a recurring contract in 2005-06 that provides needed services to LCC and entrepreneurial funding to serve Lane County districts. Lane County districts have benefited from the LCC relationship and revenue in the following ways:</p> <ul style="list-style-type: none"><li>Network core upgrade purchases (e.g. costly core routing systems, firewall)</li><li>Common wide area network across 14 districts and all LCC sites simplifying instructional access</li><li>Funding for development and "proof of concept" endeavors in direct support to districts</li></ul> <p><b>Monroe Contract</b></p> <p>Lane ESD Technology provides Internet Services and filtering through an intergovernmental agreement with Monroe School District.</p> |



## Administrative Services

### Business Services

|                     |   |
|---------------------|---|
| Service Description | <p>Lane ESD's Business Office can provide services to districts on either a short term or annual basis. Services include:</p> <ul style="list-style-type: none"><li>• Payroll</li><li>• Accounts Payable</li><li>• Budget Preparation</li><li>• Audit preparation</li><li>• Financial reporting and management for grants</li><li>• Monthly financial reports to Boards</li><li>• Financial reporting to the Oregon Department of Education</li></ul>   |
| Goals               | <ul style="list-style-type: none"><li>• Assist component school districts in meeting the requirements of the Oregon Revised Statutes regarding local budget law and investments, IRS payroll and accounts payable regulations and Generally Accepted Accounting Principles.</li><li>• Improve student learning and enhancing quality education by providing accurate budget information to allow the districts to maximize the use of available funds for instructional services.</li><li>• Provide professional development opportunities at the bi-monthly meeting of the Lane County Business Officials.</li><li>• Provide services that allow districts to utilize the ESD's economies of scale and expertise to reduce their administrative costs.</li></ul> |
| Budget              | <p>The annual budget allocation for this service is based on the districts' annual service orders for the service.</p>  |



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## Administrative Services

### Courier Services

|                     |   |
|---------------------|---|
| Service Description | <p>Lane ESD's courier services provides an efficient and secure method of moving materials between the ESD, districts and other public agencies.</p> <ul style="list-style-type: none"><li>• Weekly delivery services to subscribing districts, supporting both inter- and intra-district mail and instructional materials delivery for component districts</li><li>• Secure and confidential delivery of Student Records, including Special Education records</li><li>• Pick-up and delivery of instructional materials provided by Lane ESD to component districts including Media Materials (science kits, models, etc.), and audience response systems</li><li>• Movement of specialized equipment for special education classrooms</li><li>• Customized services to Eugene and Springfield Schools Districts to interface with district courier.</li></ul> |
| Goals               | <ul style="list-style-type: none"><li>• Provide cost-effective, timely, accurate and courteous courier services to all component school districts.</li></ul>  |
| Budget              | <p>The annual budget allocation for this service is based on the districts' annual service orders for the service.</p>  |

### Substitute Teacher List Subscription

|                     |   |
|---------------------|---|
| Service Description | <p>Lane ESD's Substitute Teacher Registration subscription provides an efficient method of ensuring that substitute teachers have completed required background checks and annual training requirements.</p>  |
| Goals               | <ul style="list-style-type: none"><li>• Provision of annual application process to register new teacher substitutes</li><li>• Provision and monitoring of annual training requirements</li><li>• Completion of annual "intent to return" and usual and customary break periods notice</li><li>• Verification of valid teacher licensure</li></ul> |
| Budget              | <p>The annual budget allocation for this service is based on the districts' annual service orders for the service.</p>  |



## Administrative Services

### Attendance/Truancy Services

**Service Description** Lane ESD provides truancy officers to assist districts in returning truant students to the classroom. Assistance is also provided in referring persistent truancy cases to Lane County Juvenile Court, Services to Children and Families, or citations for failure to maintain a child in school.

This is a state mandated service to districts with less than 1,000 students.

Lane ESD also coordinates the work of Conference Officers on behalf of local districts.

- Goals**
- Assist component school districts in meeting the requirements of the Oregon Revised Statutes regarding mandatory school attendance.
  - Improve student learning and enhancing quality education by supporting district efforts to maintain student attendance and recapture ADM funding.
  - Provide services that allow districts to utilize the ESD's economies of scale and expertise to reduce their administrative costs.

**Budget** Attendance/Truancy Services are fee-based.

### 2019-20 Grant and Contract Services

#### **Inter-Library Courier**

Lane ESD provides pick-up and delivery of inter-library loan materials to the Lane County Libraries consortium.

#### **Substitute Teacher List Subscription**

Lane ESD Substitute Teacher List subscription services to private and alternative schools.

#### **ODOT Driver Education Grant**

The goal of this grant is to develop the capacity to offer the ODOT approved driver education course to all 15 year olds in Lane County, through training more driver education instructors, reducing the cost barrier of taking the driver education course by offering scholarships, and work with providers and schools to coordinate course offerings.



**STUDENT TRANSFERS, HIGH PRIORITY & INTER-DISTRICT  
TRANSFERS**

**RELEVANT DATA:**

In planning for the sunset of Open Enrollment on July 1, 2019, Springfield Public Schools, will determine how many transfer spaces are available, indicate any enrollment limits by school and/or grade level; and admission criteria or priorities that will be applied. Additionally, the District will also declare the number of Inter-District requests they will allow to leave.

Specific guidelines for Inter-District Transfers (IDT) will be finalized after Oregon Legislators give notice of their decision surrounding Open Enrollment and Inter-District Transfers.

In order to maintain consistent guidelines surrounding student transfers, the district attempts to align High Priority / Within-District Transfer guidelines with those for students that reside outside district boundaries.

Identifying student transfers assists the district in determining staffing for the 2019-20 school year.

Transfer students approved through January or March High Priority Transfer windows 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.

IDT approvals are valid until the end of the current school year. New students approved through IDT guidelines require the approval of both the resident and receiving districts. IDT Students 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 up to 250 High Priority transfer spaces for the 2019-2020 school year. It is recommended the Board accept up to 200 Inter-District Transfer and will release up to 75 slots Inter-District Transfers.

**SUBMITTED BY:**

David Collins  
Assistant Superintendent

**In Support of Education Funding to the Level Recommended  
by the Quality Education Model**

**WHEREAS**, since the passage of Measure 5 in 1990 this state has consistently underfunded its schools and failed to adopt a means of sustainably paying for public services; and

**WHEREAS**, we believe funding a strong system of public education is the best investment Oregonians can make to strengthen our economy, create thriving communities, and improve the quality of life for every Oregonian; and

**WHEREAS**, we support a well-rounded curriculum that meets the needs of Oregon's students, including: art, music, PE, career and technical training, and co-curricular activities; and

**WHEREAS**, we must ensure that efforts to close the academic achievement gap and supports for students who have been historically underserved are expanded; and

**WHEREAS**, Oregon's public schools have experienced a prolonged period of unstable and inadequate funding that has resulted in dire consequences: teacher and staff layoffs, program cuts, unacceptably large class sizes, and one of the shortest school years in the country; and

**WHEREAS**, the Quality Education Model has consistently defined what a high-quality educational system should look like for Oregon students, but the Legislature has never provided the funding to meet it; and

**WHEREAS**, the Legislature has made progress and reinvestments in K-12, but funding momentum is fragile due to looming costs increases related to health care and PERS; and

**WHEREAS**, Oregon's political leaders have embarked on an ambitious effort through the Joint Committee on Student Success to define what our schools can be and find the means of sustainably paying for them; and

**WHEREAS**, school board members need to help shoulder the responsibility for making the case to Oregon's voters that the Legislature needs to prioritize investing to the level of the QEM to assure educational opportunities for every student in every district in our state.

**NOW THEREFORE, BE IT RESOLVED**, that the Springfield Public Schools Board of Education pledges to join and support the efforts of "Oregonians for Student Success" campaign to ensure that Oregon's lawmakers prioritize investments to improve the educational outcomes for Oregon's greatest natural resource: our children.

**Adopted** this 11<sup>th</sup> day of February 2019.

---

Zach Bessett, Board Chair  
Springfield Public Schools

FIRST READING

DATE: FEBRUARY 11, 2019

## 2019-2020 ACADEMIC CALENDAR

### RELEVANT DATA:

The attached 2019-2020 academic calendar includes 175 school days for students, one (1) full day collaboration for staff (January 6), 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 2019-2020 school year.

### RECOMMENDATION:

It is recommended that the Board of Directors review, as a first reading, the 2019-2020 academic calendar as presented.

### SUBMITTED BY:

David Collins  
Assistant Superintendent

### RECOMMENDED BY:

Bruce Smolnisky  
Interim Superintendent

# 2019-2020 DISTRICT CALENDAR

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

DRAFT - semifinal175

| M                | T  | W  | T  | F  |
|------------------|----|----|----|----|
| <b>JULY 2019</b> |    |    |    |    |
| 1                | 2  | 3  | 4  | 5  |
| 8                | 9  | 10 | 11 | 12 |
| 15               | 16 | 17 | 18 | 19 |
| 22               | 23 | 24 | 25 | 26 |
| 29               | 30 | 31 |    |    |

|                    |    |    |    |    |
|--------------------|----|----|----|----|
| <b>AUGUST 2019</b> |    |    |    |    |
|                    |    |    | 1  | 2  |
| 5                  | 6  | 7  | 8  | 9  |
| 12                 | 13 | 14 | 15 | 16 |
| 19                 | 20 | 21 | 22 | 23 |
| 26                 | 27 | 28 | 29 | 30 |

|                       |    |    |    |    |
|-----------------------|----|----|----|----|
| <b>SEPTEMBER 2019</b> |    |    |    |    |
| 1                     | 2  | 3  | 4  | 5  |
| 9                     | 10 | 11 | 12 | 13 |
| 16                    | 17 | 18 | 19 | 20 |
| 23                    | 24 | 25 | 26 | 27 |
| 30                    |    |    |    |    |

|                     |    |    |    |    |
|---------------------|----|----|----|----|
| <b>OCTOBER 2019</b> |    |    |    |    |
|                     | 1  | 2  | 3  | 4  |
| 7                   | 8  | 9  | 10 | 11 |
| 14                  | 15 | 16 | 17 | 18 |
| 21                  | 22 | 23 | 24 | 25 |
| 28                  | 29 | 30 | 31 |    |

|                      |    |    |    |    |
|----------------------|----|----|----|----|
| <b>NOVEMBER 2019</b> |    |    |    |    |
|                      |    |    |    | 1  |
| 4                    | 5  | 6  | 7  | 8  |
| 11                   | 12 | 13 | 14 | 15 |
| 18                   | 19 | 20 | 21 | 22 |
| 25                   | 26 | 27 | 28 | 29 |

|                      |    |    |    |    |
|----------------------|----|----|----|----|
| <b>DECEMBER 2019</b> |    |    |    |    |
| 2                    | 3  | 4  | 5  | 6  |
| 9                    | 10 | 11 | 12 | 13 |
| 16                   | 17 | 18 | 19 | 20 |
| 23                   | 24 | 25 | 26 | 27 |
| 30                   | 31 |    |    |    |

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

| Day              | Month   |
|------------------|---|
| <b>August</b>    |   |
| 27-30            | Staff Inservice Days  |
| <b>September</b> |   |
| 2:               | Labor Day Holiday   |
| 3:               | Staff Inservice Day   |
| 4:               | First Day of School - 1/2 Kinders, Gr 1-5, 6 & 9                    |
| 5:               | First Day of School - 1/2 Kinders, Gr 7, 8 & 10-12                  |
| 20:              | Early Release - Collaboration Day (all students)                    |
| <b>October</b>   |   |
| 11 & 25:         | Early Release - Collaboration Day (all students)                    |
| <b>November</b>  |   |
| 16               |   |
| 7&8:             | No School - Grading/Conference Day ( <b>Sec Only</b> )              |
| 11:              | No School - Veterans Day Holiday                                    |
| 15:              | Early Release - Collaboration Day (all students)                    |
| 28 & 29:         | Holiday - Thanksgiving - No School                                  |
| <b>December</b>  |   |
| 15               |   |
| 13:              | Early Release - Collaboration Day (all students)                    |
| 23-31:           | Winter Break - No School  |
| <b>January</b>   |   |
| 1:               | New Year's Day Holiday  |
| 2-3:             | Winter Break - No School  |
| 6:               | No School - Collaboration Day (all students)                        |
| 10 & 24:         | Early Release - Collaboration Day (all students)                    |
| 20:              | No School - Non-Contract Holiday (all students)                     |
| 30 & 31:         | No School - Grading Day ( <b>Sec Only</b> ), End of 1st Sem         |
| <b>February</b>  |   |
| 19               |   |
| 14 & 28:         | Early Release - Collaboration Day (all students)                    |
| 17:              | No School - Non-Contract Holiday (all students)                     |
| <b>March</b>     |   |
| 17               |   |
| 13:              | Early Release - Collaboration Day (all students)                    |
| 23 - 27:         | No School - Spring Break  |
| <b>April</b>     |   |
| 21               |   |
| 3:               | No School-Conf/Grading Day ( <b>Sec Only</b> )-End of 3rd Qtr       |
| 10 & 24:         | Early Release - Collaboration Day (all students)                    |
| <b>May</b>       |   |
| 20               |   |
| 8 & 22:          | Early Release - Collaboration Day (all students)                    |
| 25:              | Holiday - Memorial Day  |
| <b>June</b>      |   |
| 9                |   |
| 11:              | Last Day of School/Early Release - Collaboration Day (all students) |
| 12:              | Staff Grading Day   |

| M                   | T  | W  | T  | F  |
|---------------------|----|----|----|----|
| <b>JANUARY 2020</b> |    |    |    |    |
|                     |    | 1  | 2  | 3  |
| 6                   | 7  | 8  | 9  | 10 |
| 13                  | 14 | 15 | 16 | 17 |
| 20                  | 21 | 22 | 23 | 24 |
| 27                  | 28 | 29 | 30 | 31 |

|                      |    |    |    |    |
|----------------------|----|----|----|----|
| <b>FEBRUARY 2020</b> |    |    |    |    |
|                      |    |    |    |    |
| 3                    | 4  | 5  | 6  | 7  |
| 10                   | 11 | 12 | 13 | 14 |
| 17                   | 18 | 19 | 20 | 21 |
| 24                   | 25 | 26 | 27 | 28 |

|                   |    |    |    |    |
|-------------------|----|----|----|----|
| <b>MARCH 2020</b> |    |    |    |    |
| 2                 | 3  | 4  | 5  | 6  |
| 9                 | 10 | 11 | 12 | 13 |
| 16                | 17 | 18 | 19 | 20 |
| 23                | 24 | 25 | 26 | 27 |
| 30                | 31 |    |    |    |

|                   |    |    |    |    |
|-------------------|----|----|----|----|
| <b>APRIL 2020</b> |    |    |    |    |
|                   |    | 1  | 2  | 3  |
| 6                 | 7  | 8  | 9  | 10 |
| 13                | 14 | 15 | 16 | 17 |
| 20                | 21 | 22 | 23 | 24 |
| 27                | 28 | 29 | 30 |    |

|                 |    |    |    |    |
|-----------------|----|----|----|----|
| <b>MAY 2020</b> |    |    |    |    |
|                 |    |    |    | 1  |
| 4               | 5  | 6  | 7  | 8  |
| 11              | 12 | 13 | 14 | 15 |
| 18              | 19 | 20 | 21 | 22 |
| 25              | 26 | 27 | 28 | 29 |

|                  |    |    |    |    |
|------------------|----|----|----|----|
| <b>JUNE 2020</b> |    |    |    |    |
| 1                | 2  | 3  | 4  | 5  |
| 8                | 9  | 10 | 11 | 12 |
| 15               | 16 | 17 | 18 | 19 |
| 22               | 23 | 24 | 25 | 26 |
| 29               | 30 |    |    |    |

End 1st Quarter: Nov 7  
End 1st Semester: Jan 30  
End 3rd Quarter: April 3  
End 2nd Semester: June 12

Student Contact Days: 175.0

\*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 calendar**

# 2019-2020 DISTRICT CALENDAR

## Staff -Elementary: Trimester IMPORTANT DATES

DRAFT - semifinal175

| M                     | T  | W  | T  | F  |
|-----------------------|----|----|----|----|
| <b>JULY 2019</b>      |    |    |    |    |
| 1                     | 2  | 3  | 4  | 5  |
| 8                     | 9  | 10 | 11 | 12 |
| 15                    | 16 | 17 | 18 | 19 |
| 22                    | 23 | 24 | 25 | 26 |
| 29                    | 30 | 31 |    |    |
| <b>AUGUST 2019</b>    |    |    |    |    |
|                       |    |    | 1  | 2  |
| 5                     | 6  | 7  | 8  | 9  |
| 12                    | 13 | 14 | 15 | 16 |
| 19                    | 20 | 21 | 22 | 23 |
| 26                    | 27 | 28 | 29 | 30 |
| <b>SEPTEMBER 2019</b> |    |    |    |    |
| 1                     | 2  | 3  | 4  | 5  |
| 8                     | 9  | 10 | 11 | 12 |
| 15                    | 16 | 17 | 18 | 19 |
| 22                    | 23 | 24 | 25 | 26 |
| 29                    | 30 |    |    |    |
| <b>OCTOBER 2019</b>   |    |    |    |    |
|                       | 1  | 2  | 3  | 4  |
| 7                     | 8  | 9  | 10 | 11 |
| 14                    | 15 | 16 | 17 | 18 |
| 21                    | 22 | 23 | 24 | 25 |
| 28                    | 29 | 30 | 31 |    |
| <b>NOVEMBER 2019</b>  |    |    |    |    |
|                       |    |    |    | 1  |
| 4                     | 5  | 6  | 7  | 8  |
| 11                    | 12 | 13 | 14 | 15 |
| 18                    | 19 | 20 | 21 | 22 |
| 25                    | 26 | 27 | 28 | 29 |
| <b>DECEMBER 2019</b>  |    |    |    |    |
| 2                     | 3  | 4  | 5  | 6  |
| 9                     | 10 | 11 | 12 | 13 |
| 16                    | 17 | 18 | 19 | 20 |
| 23                    | 24 | 25 | 26 | 27 |
| 30                    | 31 |    |    |    |

**Key:**

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

| Day              | Month  |
|------------------|--|
| <b>August</b>    |  |
| 27-30            | Staff Inservice Days   |
| <b>September</b> |  |
| 2:               | Labor Day Holiday  |
| 3:               | Staff Inservice Days   |
| 4:               | First Day of School - 1/2 Kinders, Gr 1-5, 6 & 9                             |
| 5:               | First Day of School - 1/2 Kinders, Gr 7, 8 & 10-12                           |
| 6:               | Kinder Teacher Collaboration Day - <i>Only Kinder students do not attend</i> |
| 20:              | Early Release - Collaboration Day (all students)                             |
| <b>October</b>   |  |
| 11 & 25:         | Early Release - Collaboration Day (all students)                             |
| <b>November</b>  |  |
| 11:              | No School - Veterans Day Holiday   |
| 15:              | Early Release - Collaboration Day (all students)                             |
| 28 & 29:         | Holiday - Thanksgiving - No School   |
| <b>December</b>  |  |
| 4-6:             | Grading/Conf Day, End of 1st Trimester ( <b>Elem Only</b> )                  |
| 13:              | Early Release - Collaboration Day (all students)                             |
| 23-31:           | Winter Break - No School   |
| <b>January</b>   |  |
| 1:               | New Year's Day Holiday   |
| 2-3:             | Winter Break - No School   |
| 6:               | No School - Collaboration Day (all students)                                 |
| 10 & 24:         | Early Release - Collaboration Day (all students)                             |
| 20:              | No School - Non-Contract Holiday (all students)                              |
| 31:              | No School - Grading Day ( <b>Sec</b> ), Teacher Prep ( <b>Elem</b> )         |
| <b>February</b>  |  |
| 14 & 28:         | Early Release - Collaboration Day (all students)                             |
| 17:              | No School - Non-Contract Holiday (all students)                              |
| <b>March</b>     |  |
| 6:               | No School-Grading Day/End of 2nd Trimester ( <b>Elem Only</b> )              |
| 13:              | Early Release - Collaboration Day (all students)                             |
| 23-27:           | No School - Spring Break   |
| <b>April</b>     |  |
| 10 & 24:         | Early Release - Collaboration Day (all students)                             |
| <b>May</b>       |  |
| 8 & 22:          | Early Release - Collaboration Day (all students)                             |
| 25:              | Holiday - Memorial Day   |
| <b>June</b>      |  |
| 11:              | Last Day of School/Early Release - Collaboration Day (all students)          |
| 12:              | Staff Grading Day  |

| M                    | T  | W  | T  | F  |
|----------------------|----|----|----|----|
| <b>JANUARY 2020</b>  |    |    |    |    |
|                      | 1  | 2  | 3  |    |
| 6                    | 7  | 8  | 9  | 10 |
| 13                   | 14 | 15 | 16 | 17 |
| 20                   | 21 | 22 | 23 | 24 |
| 27                   | 28 | 29 | 30 | 31 |
| <b>FEBRUARY 2020</b> |    |    |    |    |
|                      |    |    |    |    |
| 3                    | 4  | 5  | 6  | 7  |
| 10                   | 11 | 12 | 13 | 14 |
| 17                   | 18 | 19 | 20 | 21 |
| 24                   | 25 | 26 | 27 | 28 |
| <b>MARCH 2020</b>    |    |    |    |    |
|                      |    |    |    |    |
| 2                    | 3  | 4  | 5  | 6  |
| 9                    | 10 | 11 | 12 | 13 |
| 16                   | 17 | 18 | 19 | 20 |
| 23                   | 24 | 25 | 26 | 27 |
| 30                   | 31 |    |    |    |
| <b>APRIL 2020</b>    |    |    |    |    |
|                      |    |    |    |    |
|                      | 1  | 2  | 3  |    |
| 6                    | 7  | 8  | 9  | 10 |
| 13                   | 14 | 15 | 16 | 17 |
| 20                   | 21 | 22 | 23 | 24 |
| 27                   | 28 | 29 | 30 |    |
| <b>MAY 2020</b>      |    |    |    |    |
|                      |    |    |    |    |
|                      |    |    |    | 1  |
| 4                    | 5  | 6  | 7  | 8  |
| 11                   | 12 | 13 | 14 | 15 |
| 18                   | 19 | 20 | 21 | 22 |
| 25                   | 26 | 27 | 28 | 29 |
| <b>JUNE 2020</b>     |    |    |    |    |
|                      |    |    |    |    |
| 1                    | 2  | 3  | 4  | 5  |
| 8                    | 9  | 10 | 11 | 12 |
| 15                   | 16 | 17 | 18 | 19 |
| 22                   | 23 | 24 | 25 | 26 |
| 29                   | 30 |    |    |    |

End 1st Trimester: Dec 4  
End 2nd Trimester: March 6  
End 3rd Trimester: June 12

Student Contact Days: 175.0

\*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 calendar**

**RESOLUTION #18-19.028  
OUT-OF-STATE TRIP REQUEST**

**DATE: February 11, 2018**

**SPRINGFIELD HIGH SCHOOL  
BASEBALL**

**RELEVANT DATA:**

The objective of our trip is to participate in the 'Anaheim Lions Tournament' in Anaheim, California.

This is a great opportunity for our baseball student athletes to play in the sunny weather during the spring and allows our kids to play against tougher teams and have exposure to college coaches.

The level of play at this tournament is quite a bit higher level than any teams we would play here in Oregon. This gives our kids every opportunity to advance to the next level in playing baseball at college. We are requiring all the student athletes to have passing grades of a D or higher in order to go on the trip and forces them to continue to strive for good grades.

Students will miss a half day of school.

**RECOMMENDATION:**

It is recommended the Board approve Springfield High School's Baseball Team's request to travel to Anaheim, California to participate in the Anaheim Lions Tournament. Dates of the trip will be March 22 - 26, 2019.

SHS Baseball has fundraised all monies needed to cover the cost of this trip. There is no cost to the district for this trip.

José da Silva and Audrea Shelley will be available to answer questions.

**SUBMITTED BY:**

Dr. Brian Megert  
Special Programs Director

**RECOMMENDED BY:**

Bruce Smolnisky  
Interim Superintendent

Springfield School District

Cabinet Mtng Date/Decision: 2/5/19

Board Mtng Date/Decision: 2/11/19

## OUT-OF-STATE TRAVEL REQUEST

School: SHS Contact: Audrea Shelley Date: 1/14/19

Club/Organization Going on Trip: Baseball # of Students (M/F): 16/0

Number of Faculty Chaperones: 2 Number of Parent/Other Chaperones: 4

Names of Chaperones:

School Staff: John Dougherty, Heather Klym

Parents/Others: Jerry Klym, Kathie Dougherty, Michelle & Ryan Smith, Mike & Kelly Gaffney

Destination: Anaheim, CA Dates of Trip: March 22-26, 2019

Estimated Total Cost: \$14,000 Cost to the Program/Building\*: \$0.00  
(Includes substitute teacher cost.)

Amount Fundraised to Date: \$14,000

Fundraising Activities: Working Autzen games, dessert auction and fence sign sales

Lodging: Fairfield Inn (1460 S Harbor Blvd, Anaheim, CA)

Food: Food is part of the cost and kids will bring some money for food

Method of travel: Air  
(Note: District vehicles **are not** available for out-of-state travel)

# of School Days Missed: ½ school day on Friday will be missed  
(If more than two school days will be missed, please attach additional rationale to justify absences)

Special insurance, if applicable: (Company) District Insurance Policy  
Type of Coverage Cost per Person

Applicable forms on file: (please check)

X Parent Permission Form X Medical Release Form no Student Fundraising Agreement

**Purpose for the trip and a tentative Itinerary must be included with this form.**

**Approval, once granted, is contingent upon the club/organization raising all funds required to cover all costs, including substitute teacher costs, associated with the trip. The building principal will report to the Director no less than 30 days prior to the trip of the club/organization's status raising all required funds.**

Approved: ✓ Denied:        Principal: José daSilva Date: 1/31/19

Approved: ✓ Denied:        Secondary Director: Brian Megert Date: 2/4/19

### IMPORTANT NOTE

***Out of State Trip request forms must be submitted and approved at least 90 days prior to date of proposed trip before any commitment can be made to parents, students, etc. Any changes to this trip request must be covered and resubmitted to the Board in an Addendum.***

**\*All costs must be paid by the program or building. The District assumes no costs for trips.**

# **Springfield High School Baseball**

## **Anaheim, California**

**Anaheim Lions Tournament**

**March 22-26**

### **PURPOSE OF THE TRIP**

**What are the objectives of the trip and how are the experiences provided related to class or school program?** This trip allows our kids to play in the sunny weather during the spring and allows our kids to play against tougher teams and have exposure to college coaches.

**How will the activities on the trip provide opportunities for students to obtain new skills, insights, knowledge, or appreciation? How will the trip provide opportunities for students to use those skills they have already acquired?** The level of play at this tournament is quite a bit higher level than any teams we would play here in Oregon. This gives our kids every opportunity to advance to the next level in playing baseball at college.

**How will the experience motivate students for further learning?** We are requiring all the student athletes to have passing grades of a D or higher in order to go on the trip and forces them to continue to strive for good grades.

**Does the trip make best use of available time and money?** Yes it is during Spring Break, we have price shopped for hotels and are staying at the Homewood Suites by Marriott. We received a discounted team price for the hotel.

**What effect does the trip have on other classes or programs?** This trip will prepare our kids to be more successful during the regular season of play and help us to improve so that we have a chance of making the playoffs

**What arrangements for transportation and other factors pertaining to supervision of students have been considered to ensure maximum safety?** John Dougherty Head Coach and Heather Klym a school district employee will be driving the kids around in LA once they are there. We will rent 2/12 passenger vans to transport our kids and we will take out the full coverage insurance on these vans. We have a chaperone for every room of 3 boys in each room and we have room check every night at 10pm and again in the morning

**Has all monies required to cover the cost of this trip been fundraised?** Yes 100% of the money has been raised



**Springfield High School Baseball  
Anaheim, California  
Anaheim Lions Tournament  
March 22-26, 2019**

**RATIONALE\***

**\*Rationale must be included if students will miss two or more school days.**

The boys will miss a ½ day on Friday March 22<sup>nd</sup>. All students will be required to talk with each of their teachers and get any homework assignments they need before leaving. All students will be required to be passing all classes in order to travel with the team on this trip.

THIS TRIP WAS FUNDRAISED 100% BY THE BOYS AND PARENTS OF THE BASEBALL TEAM.

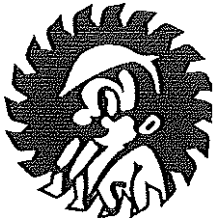
SOFTBALL DID THEIR OWN FUNDRAISING IN ORDER TO BUILD A FENCE AROUND THEIR FIELD. THERE IS THE ABILITY FOR SOFTBALL TO TRAVEL DURING SPRING BREAK IF THEY CHOSE TO DO SO. IT WILL REQUIRE THE TEAM AND PARENTS TO FUNDRAISE THE MONEY NEEDED FOR THE TRAVEL EXPENSES. I WOULD BE MORE THAN HAPPY TO FACILITATE THE SOFTBALL TEAM GOING ON A SPRING BREAK TRIP IF THEY EVER CHOOSE TO DO SO. Audrea Shelley

# **Springfield High School Baseball**

## **Anaheim, California**

**Anaheim Lions Tournament**

**March 22-26, 2019**



## **2019 Spring Break Tournament - Agenda**

Springfield Baseball Parents:

We have reserved a spot in the Anaheim Lions Spring Break Tournament in Los Angeles.  
The agenda looks as follows:

### **DATES:**

We will leave Friday evening March 22, from Portland, OR & return Tuesday March 26, 2019

### **AIRPORT TRANSPORTATION:**

Parents will need to provide transportation to and from Portland Airport

### **FLIGHTS:**

Southwest Airlines from Portland:

**\*\*I have this option on hold\*\*20 seats\*\* = \$298.50per person.**

#### **3/22/18**

Southwest# 814

545p leave Portland 8l 5p arrive LAX (nonstop)

#### **3/26/18**

Southwest #302

335pm leave LAX 6pm arrive Portland (nonstop)

Transportation from in California will be two 12 passenger vans.

### **HOTEL:**

4 Players to a Room Hampton Inn & Suites 117 47 Harbor Blvd.

Anaheim, CA 92802

Direct Line: (714) 703-8800

### **SCHEDULE:**

Travel on Friday. We will have a double header Saturday and Monday. Sunday off for a family day and Tuesday has a little free time in the morning and a travel day home.

**MEALS:** TBD