TACOMA PUBLIC SCHOOLS
EVERY STUDENT. EVERY DAY.

BUILDING FOR ACHIEVEMENT

COMMUNITY INCLUSION UPDATE

Fiscal Year 2023-24

Annual Report











Pictures:
Top Row - Lincoln Fields
Second Row - Bryant Montessori
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Appendix A: Capital Projects Spend – Detail

About Our Commitment

The Tacoma Public Schools Community Inclusion Commitment is the first of its kind in the state for public K-12 institutions and is designed to support local firms, expand opportunities for women- and minority-owned businesses and small businesses, and create career pathway opportunities for young adults.

COMMUNITY INCLUSION TASK FORCE

This commitment is a partnership between Tacoma Public Schools and our community parts and was signed by partner leadership and approved by the TPS Board of Directors in March 2016.

Members of the task force include representatives from Tacoma Public Schools, Pierce County Building & Construction Trades Council AFL-CIO, Black Collective, Tacoma Ministerial Alliance, City of Tacoma, A. Philip Randolph Institute, and NAACP 253 Tacoma Branch.

OUR COMMITMENT

This commitment outlines a number of activities and provides the following inclusion goals for new and maintenance-related projects:

- 30% local (Pierce County) businesses
- 10% minority-owned businesses
- 6% women-owned businesses
- 5% small businesses
- 15% apprenticeship utilization

Additional details about the commitment can be found on the Planning & Construction website at www.tacomaschools.org/departments/pc/community-inclusion-program

REPORTING PERIODS

Spending by the District is reported by fiscal year, which runs from Sept. 1 through Aug. 31. Tracking of major projects' use of local and disadvantaged subcontractors is tracked by contract, which can run multiple years.

Executive Summary

Our Community Investment

Out of $315.3 million in actual spend on the voter-approved 2020 Bond projects through December 2024:

- 66% ($206.6 million) has been invested in local Pierce County businesses
- 34% ($106.6 million) has been invested in small and disadvantaged businesses
- 23% ($72.2 million) has been invested specifically in minority- and women-owned businesses

TPS capital projects utilized a total of 145,415.86 apprentice hours and 748747.15 journeyman hours, which adds up to 16.3% apprenticeship utilization.

Planning & Construction + Facilities Direct Spend 2023-24

This data tracks contract spending by the school district related to Planning & Construction or Facilities' needs during the 2023-24 fiscal year (September 2023 through August 2024).

Local Spend

Out of $228,071,187 spent on all public works construction and maintenance projects in 2023-24, 73% ($166,234,181) was invested with Pierce County businesses.

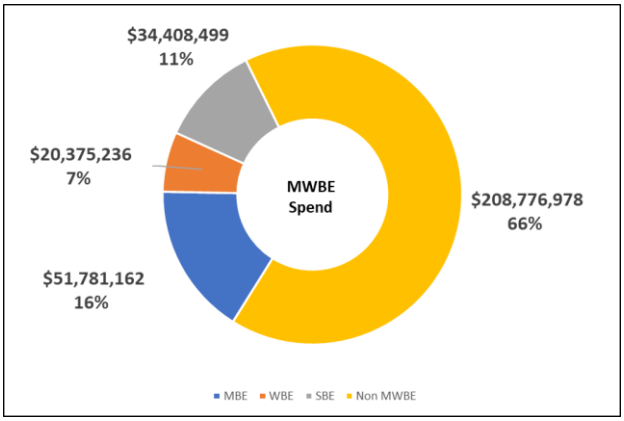
Investing Small to Grow Big

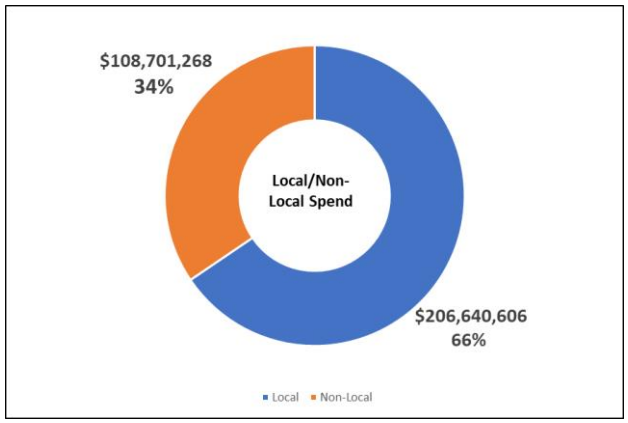
It's important for TPS to invest and mentor small businesses to help them grow. During the 2023-24 fiscal year, 29% of TPS small capital projects spending under $300,000 was with minority-owned and women-owned businesses.

CAPITAL PROJECTS SPEND (BOND) DATA

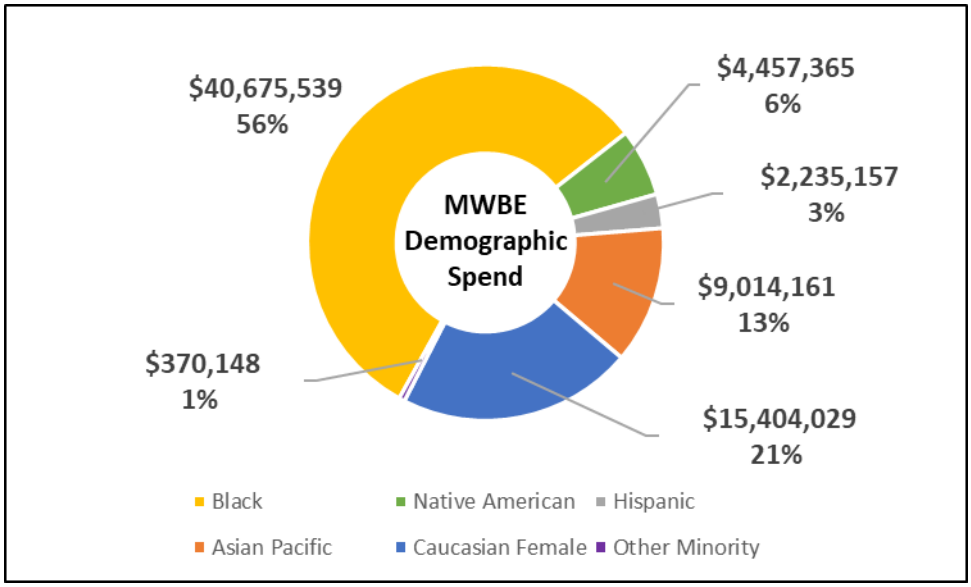
The following pages reflect the percentage of amount paid on major capital projects beginning with the 2020 bond through December 2024, to also include Hunt Middle School which was partially funded by the previous bond. See Appendix A for detail.

Capital Projects Spend (to date): $315,341,875





Demographic Breakdown of $72,156,398 MWBE Spending as of December 2024:



Project Details:

Capital Projects ($5M & above) – Rebuilds & Modernizations

Updated: 01/02/2025	TPS Goals	HUNT	DOWNING	SKYLINE	FAWCETT	BRYANT
B2G Contract Status		CLOSE OUT	CLOSE OUT	CLOSE OUT	CLOSE OUT	OPEN
Prime Contractor		Absher	Korsmo	Turner	Hensel Phelps	Skanska
Contract Amount		$ 54,703,360.69	$ 31,000,000.00	$ 30,911,805.00	$ 33,795,909.00	$ 37,678,965.00
Spend to Date		$ 54,557,180.78	$ 30,285,440.96	$ 30,904,667.11	$ 33,607,593.54	$ 36,975,527.57
% Contract Paid		100%	98%	100%	99%	98%
Start Date		1/21/2019	4/17/2020	4/29/2020	4/1/2021	4/25/2022
Est. Completion Date		8/31/2022	12/31/2023	12/31/2023	12/31/2024	12/31/2025
APPRENTICESHIP						
Apprentice Percentage	15%	17%	15%	17%	15%	17%
LOCAL						
Local Business	30%	83%	79%	48%	57%	55%
MWBE						
MBE	10%	16%	21%	9%	15%	10%
# of Contracts		4	4	6	5	7
WBE	6%	17%	3%	3%	5%	8%
# of Contracts		12	7	11	7	7
SBE	5%	14%	12%	8%	6%	11%
# of Contracts		16	21	21	18	12

Updated: 01/02/2025	TPS Goals	OAKLAND	LOWELL	9TH & BROADWAY	Maritime Skills Center	Reed ES Modernization
B2G Contract Status		OPEN	OPEN	CLOSE OUT	OPEN	OPEN
Prime Contractor		BNBuilders	Korsmo	Neeley	BNBuilders	WA Patriot
Contract Amount		$ 33,743,113.95	$ 6,129,611.00	$ 6,926,720.10	$ 10,946,996.98	$ 717,443.00
Spend to Date		$ 17,762,299.74	$ 2,624,316.50	$ 6,904,674.61	$ 7,246,598.44	$ 290,529.74
% Contract Paid		53%	43%	100%	66%	40%
Start Date		3/23/2023	2/7/2024	4/26/2022	11/8/2023	3/5/2024
Est. Completion Date		12/31/2025	12/31/2027	6/30/2024	12/31/2026	12/31/2026
APPRENTICESHIP						
Apprentice Percentage	15%	13%	0%	12%	0%	Not Required
LOCAL						
Local Business	30%	40%	96%	70%	56%	97%
MWBE						
MBE	10%	12%	2%	32%	1%	0%
# of Contracts		9	1	4	1	0
WBE	6%	4%	0.1%	5%	1%	2%
# of Contracts		4	1	4	1	1
SBE	5%	4%	0%	5%	13%	58%
# of Contracts		13	0	7	7	1

Capital Projects ($5M & above) – Rebuilds & Modernizations (cont.)

Updated: 1/2/2025	TPS Goals	HVAC	SAFETY & SECURITY (BUNDLE 1)	SAFETY & SECURITY (BUNDLE 2)	SWIMMING POOLS	SYNTHETIC FIELDS
B2G Contract Status		**OPEN**	**CLOSE OUT**	**OPEN**	**OPEN**	**OPEN**
Prime Contractor		ATS Automation	Absher	Absher	Forma	Korsmo
Contract Amount		$ 12,815,301.27	$ 7,017,294.12	$ 21,239,891.00	$ 13,372,080.00	$ 36,577,934.53
Spend to Date		$ 11,624,476.32	$ 6,710,110.30	$ 18,216,495.88	$ 10,981,094.65	$ 30,966,366.10
% Contract Paid		91%	96%	86%	82%	85%
Start Date		3/22/2022	7/20/2021	9/1/2022	11/2/2021	5/1/2021
Est. Completion Date		6/30/2024	2/28/2023	12/31/2025	8/31/2023	12/31/2023
APPRENTICESHIP						
Apprentice Percentage	15%	**11%**	**25%**	**35%**	**12%**	**12%**
LOCAL						
Local Business	30%	**44%**	**98%**	**97%**	**34%**	**64%**
OMWBE Certification						
MBE	10%	**10%**	**67%**	**67%**	**5%**	**5%**
# of Contracts		3	2	4	6	5
WBE	6%	**1%**	**4%**	**3%**	**0.2%**	**3%**
# of Contracts		1	1	3	1	8
SBE	5%	**1%**	**6%**	**16%**	**13%**	**21%**
# of Contracts		3	2	3	5	9

Capital Projects (Less than $5M)

Updated: 01/02/2024	TPS Goals	TACOMA ONLINE	McKINLEY ELEVATOR	HUNT ROUND Re-ROOF	HUNT ROUND BUILDING REMODEL	MADISON HVAC
B2G Contract Status		**CLOSE OUT**	**CLOSE OUT**	**CLOSED**	**OPEN**	**CLOSED**
Prime Contractor		Neeley	SCF	Wayne's Roofing	Andy Johnson	Betschart
Contract Amount		$ 3,639,759.00	$ 845,725.95	$ 859,806.93	$ 1,949,646.37	$ 1,670,293.00
Spend to Date		$ 3,307,660.09	$ 845,725.95	$ 859,806.92	$ 1,930,742.83	$ 1,670,293.00
% Contract Paid		91%	100%	100%	99%	100%
Start Date		1/28/2022	6/2/2022	12/19/2022	1/22/2024	1/23/2023
Est. Completion Date		8/1/2022	6/2/2023	12/31/2023	8/31/2024	2/1/2023
APPRENTICESHIP						
Apprentice Ratio	15%	**9%**	**6%**	**16%**	**11%**	**0%**
LOCAL (PAID)						
Local Business	30%	**79%**	**95%**	**100%**	**59%**	**80%**
MWBE (PAID)						
MBE	10%	**36%**	**16%**	**0%**	**1%**	**4%**
# of Contracts		4	1	0	1	1
WBE	6%	**7%**	**2%**	**0%**	**0%**	**0%**
# of Contracts		4	1	0	0	0
SBE	5%	**6%**	**5%**	**0%**	**13%**	**0%**
# of Contracts		5	2	0	5	0

Capital Projects (Less than $5M) – cont.

Updated: 1/02/2025	TPS Goals	WSS & PDC Fire Alarm	CAB & Lincoln HS Elevators	Lincoln HS SeaMar	McKINLEY HVAC	Wainwright Siding Replacment
B2G Contract Status		CLOSE OUT	OPEN	OPEN	OPEN	OPEN
Prime Contractor		JA Morris	16d LLC	JA Morris	Ameresco	Korsmo
Contract Amount		$ 1,101,680.00	$ 1,405,900.00	$ 383,053.78	$ 1,669,926.65	$ 4,363,087.00
Spend to Date		$ 1,101,680.00	$ 757,363.42	$ 342,674.95	$ -	$ 3,327,252.86
% Contract Paid		100%	54%	89%	0%	76%
Start Date		10/13/2025	8/29/2023	4/11/2024	7/9/2024	6/18/2024
Est. Completion Date		12/31/2025	12/31/2024	8/15/2024	12/31/2027	12/31/2025
APPRENTICESHIP						
Apprentice Ratio	15%	32%	0%	Not Required	0%	22%
LOCAL (PAID)						
Local Business	30%	66%	0%	21%	0%	98%
MWBE (PAID)						
MBE	10%	0%	0%	0%	0%	0%
# of Contracts		0	0	0	0	0
WBE	6%	0%	0%	0%	0%	42%
# of Contracts		0	0	0	0	1
SBE	5%	66%	0%	6%	0%	5%
# of Contracts		3	0	1	0	1

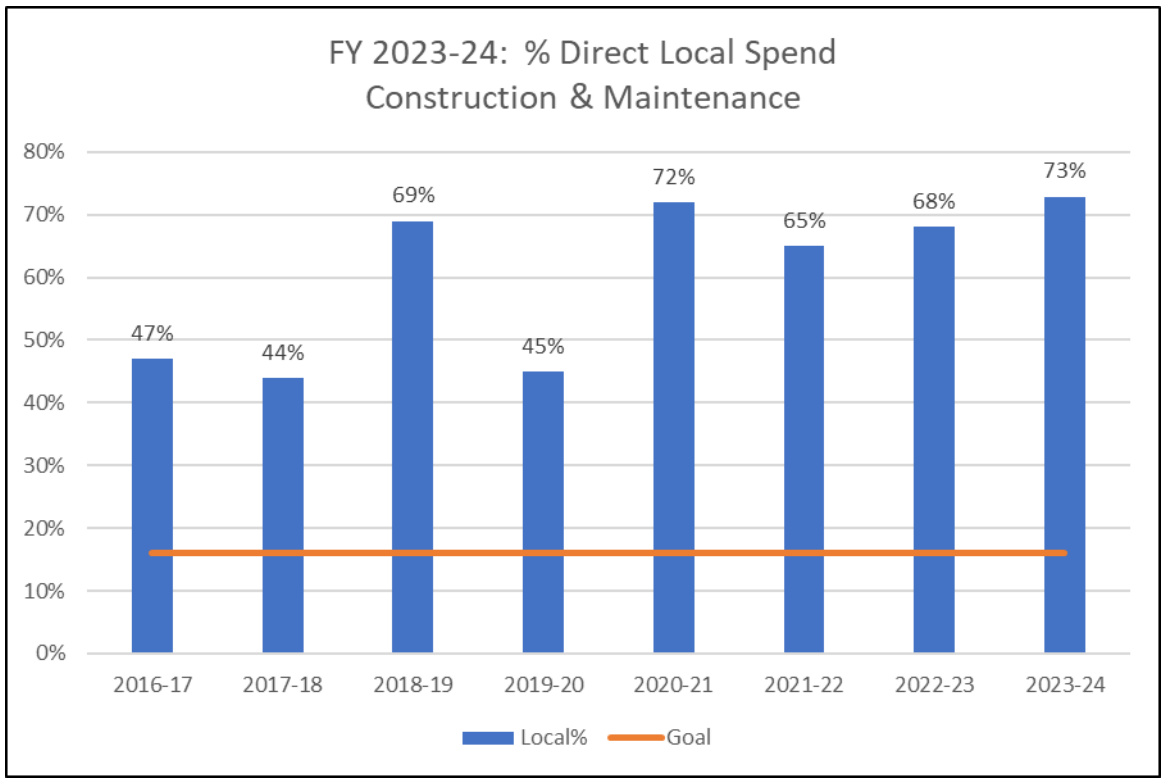
Updated: 1/02/2025	TPS Goals	CAB Boiler	Clean Buildings
B2G Contract Status		OPEN	OPEN
Prime Contractor		Mac Donald-Miller Facility	Absher
Contract Amount		$ 1,490,639.15	$ 974,660.00
Spend to Date		$ 1,215,185.51	$ 15,764.57
% Contract Paid		82%	2%
Start Date		6/24/2024	8/13/2024
Est. Completion Date		12/31/2026	12/31/2027
APPRENTICESHIP			
Apprentice Ratio	15%	0%	Not Required
LOCAL (PAID)			
Local Business	30%	0%	100%
MWBE (PAID)			
MBE	10%	0%	0%
# of Contracts		0	0
WBE	6%	0%	0%
# of Contracts		0	1
SBE	5%	0%	0%
# of Contracts		0	0

TPS DIRECT SPENDING DATA

This data shows Tacoma Public Schools spending on local businesses as part of District-managed contracts for new or maintenance-related construction projects. Local is defined as headquartered in Pierce County. This only measures the contracts that are between TPS and a contractor and *does not take into account subcontracting data*.

TPS LOCAL DIRECT SPENDING DATA

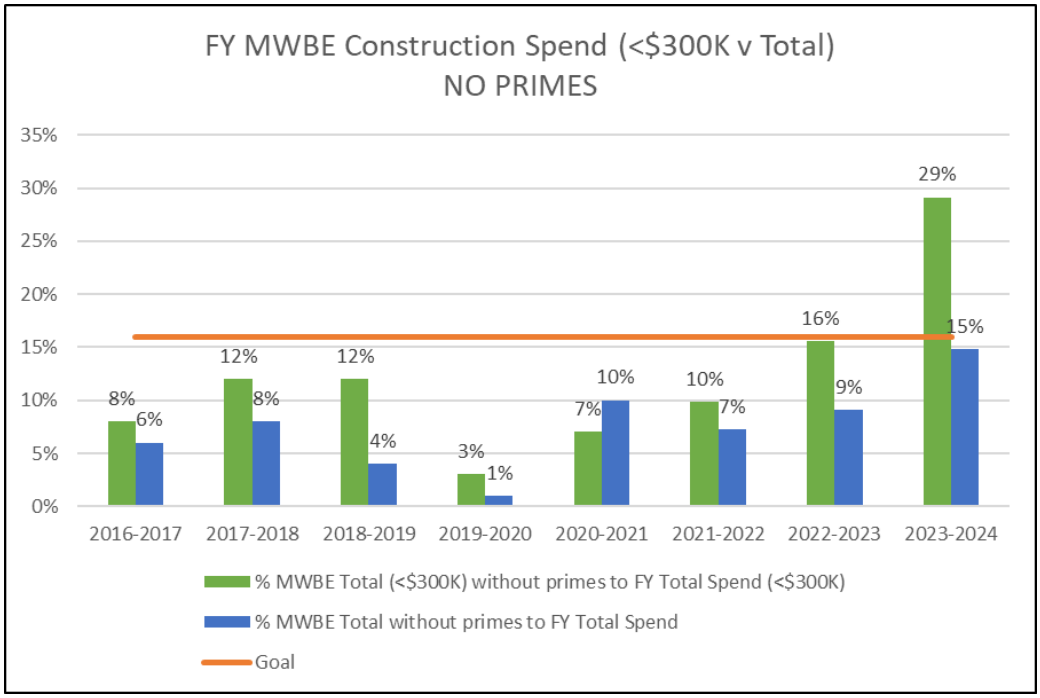
% FY Direct Local Spend on Construction & Maintenance - PRIMES INCLUDED								
	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Total Spend	$107,805,501.00	$69,470,868.00	$74,580,025.00	$71,669,660.00	$87,573,295.00	$41,839,569.01	$108,151,733.79	$228,071,187.99
Local Spend	$50,736,020.00	$30,857,135.00	$51,306,306.00	$32,029,126.00	$62,847,127.00	$27,322,366.43	$73,541,669.82	$ 166,234,181.69
Local%	**47%**	**44%**	**69%**	**45%**	**72%**	**65%**	**68%**	**73%**



TPS MWBE DIRECT SPENDING DATA

Since state certified MWBE businesses are by definition small businesses, larger contracts (such as for prime contractors on large capital projects) are generally beyond the scope of certified MWBE businesses. Larger contracts are required to have inclusion plans; that data summary is included earlier in this report.

This data shows Tacoma Public Schools spending on MWBE businesses as part of District-managed smaller public works projects.



Total MWBE Direct Spend NO PRIMES <$300K v FY Total Spend (NO PRIMES)

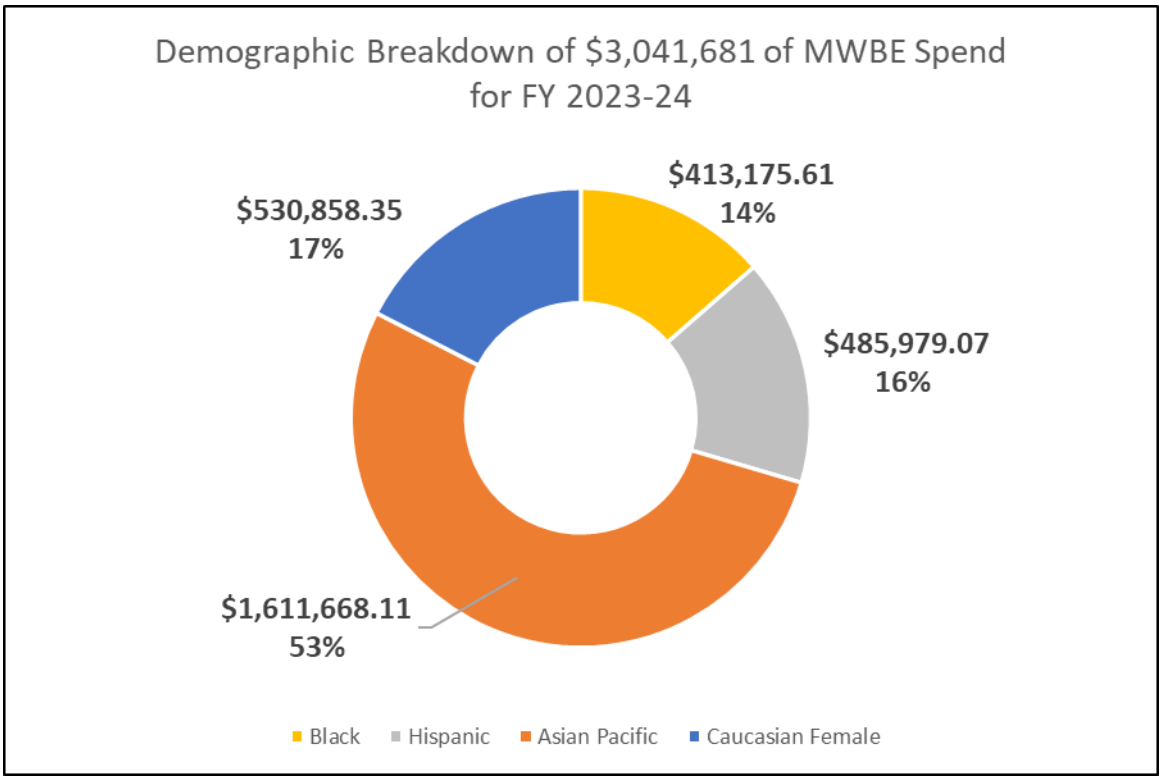
	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Total FY Construction Spend (under $300,000) NO PRIMES	$8,060,415.00	$8,059,796.00	$7,398,142.00	$4,786,352.00	$6,255,880.00	$9,672,675.08	$7,840,812.61	$6,230,115.53
Total MWBE Construction Spend (under $300,000) NO PRIMES	$645,880.00	$954,470.00	$883,360.00	$122,927.00	$426,639.00	$955,565.85	$1,220,441.76	$1,814,305.76
% MWBE Total (<$300K) without primes to FY Total Spend (<$300K)	8%	12%	12%	3%	7%	10%	16%	29%
Total FY Construction Spend NO PRIMES	$16,503,507.00	$12,235,378.00	$16,492,042.81	$11,082,620.16	$8,716,237.00	$13,213,196.83	$14,448,375.68	$20,486,829.81
% MWBE Total FY Total Spend NO PRIMES	$1,023,067.00	$945,470.00	$693,895.03	$133,107.82	$909,564.31	$955,565.85	$1,312,711.92	$3,041,681.14
% MWBE Total without primes to FY Total Spend	6%	8%	4%	1%	10%	7%	9%	15%

*Purple line notes the change in TPS Financial Systems from Lawson to Focus

DIRECT SPEND: FISCAL YEAR 2023-24

Total TPS direct spend (paid - no primes): $20,486,829.81

Business Name	Paid	MBE	WBE	MWBE	Demographic
AAMEX, INC.	$ 138,041.02	X			Hispanic
A-1 LANDSCAPING AND CONSTRUCTION INC	$ 1,227,375.38	X			Asian Pacific
APEX ENGINEERING LLC	$ 8,300.00		X		Caucasian Female
ATO APIAFI ARCHITECTS PLLC	$ 65,759.00	X			Black
BURMAN DESIGN	$ 17,150.00		X		Caucasian Female
DIVISION 9 INC	$ 9,862.14		X		Caucasian Female
EXCEL ELECTRIC OF TACOMA	$ 106,288.85	X			Black
GREATER SEATTLE FLOORS	$ 4,104.26	X			Asian Pacific
HUGHES GROUP	$ 241,127.76	X			Black
IMAGE 360	$ 52,542.55			X	Hispanic Female
JMS MASONRY RESTORATION LLC	$ 14,409.00	X			Hispanic
ORION ENVIRONMENTAL INC, OES	$ 74,174.50		X		Caucasian Female
PACIFIC RIM ENVIRONMENTAL INC	$ 35,367.50		X		Caucasian Female
ROLLUDA ARCHITECTS INC	$ 3,270.57	X			Asian Pacific
STEMPER ARCHITECTURE COLLABORATIVE	$ 261,226.40			X	Asian Pacific Female
T STONE CONSTRUCTION LLC	$ 280,986.50			X	Hispanic Female
TRES WEST ENGINEERS INC	$ 115,691.50			X	Asian Pacific Female
WEDDERMANN ARCHITECTURE PLLC	$ 386,004.21		X		Caucasian Female
Total MWBE Direct Spend paid (no Primes):				**15%**	**$ 3,041,681.14**



ACKNOWLEDGEMENTS

Tacoma's Community Inclusion work is supported by multiple departments and partnerships, and at many levels. Our taskforce and community partners provide the feedback that guides our work and challenges us to always seem ways to improve. District leadership provides the support and leadership that directs the work and how we do business. Our project managers and department staff are the boots on the ground, working to find and support subcontractors and hold larger contractors accountable in being partners on our goals. The City of Tacoma and Minority Business Development Agency provides technical and partner support in advancing mutual goals, and we make each other better by sharing best practices, successes, and lessons learned. We are also excited that many of our contractors have stepped up and been true partners as well, going above and beyond minimum goals and showing they get the vision, the mission, and the reason to invest in our community.

Community Inclusion Task Force Partners



TASK FORCE MEMBERS

Community Stakeholder Representatives
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Grover Johnson
Nathe Lawver
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Jared Ross
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Kacee Woods

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