TACOMA PUBLIC SCHOOLS
EVERY STUDENT. EVERY DAY.

BUILDING FOR ACHIEVEMENT

COMMUNITY INVESTMENT UPDATE

Fiscal Year 2024-2025

Annual Report



Pictures:
1st Row: Whittier ES (conceptual drawing), Lincoln HS Ball Fields
2nd Row: Lowell ES Replacement
3rd Row: Stanley ES Playground, Maritime 253
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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.

TASK FORCE
This commitment is a partnership between Tacoma Public Schools and our community partners 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.

In November 2025, the district and task force partners recommitted their intentions with an updated Community Investment Commitment that will bring Parks Tacoma to the partnership starting in 2026.

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

To ensure accountability and transparency, Tacoma Public Schools tracks both cumulative capital project data and direct annual spending on public works construction and maintenance related projects.

Capital Projects Spend To-Date

Out of $398.2 million in actual spend on the voter-approved 2020 & 2024 Bond projects through December 2025:

- 63% ($252.5 million) has been invested in local Pierce County businesses.
- 34% ($134.2 million) has been invested in small and disadvantaged businesses.
- 22% ($87.8 million) has been invested specifically in minority- and women-owned businesses.

Apprenticeship Utilization

These TPS capital projects utilized a total of 949,492.21 journeyman hours and 190,878.43 apprentice hours, which adds up to 17% apprenticeship utilization.

2024-25 Fiscal Year

Planning & Construction + Facilities Direct Spend

This data tracks contract spending by the school district related to Planning & Construction or Facilities' during the 2024-25 fiscal year (September 2024 through August 2025). *This reflects direct spend and does not take into account subcontractors under a prime contractor. Subcontracting data is reflected in the to-date capital project reporting.*

Local Direct Spend

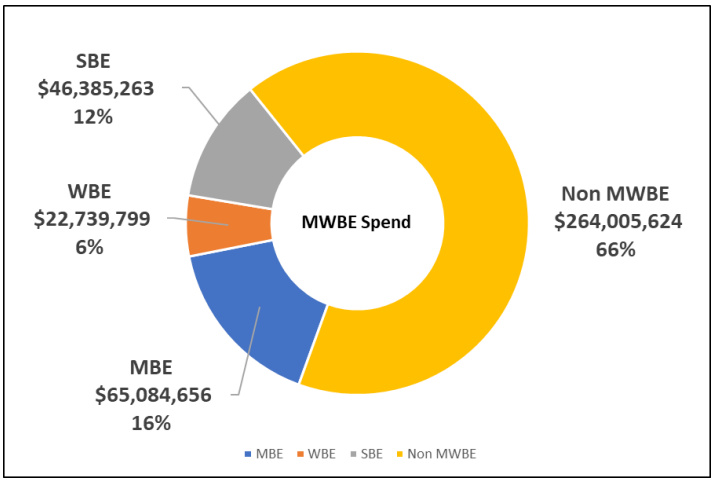
Out of $98,380,345 spent on all public works construction and maintenance projects in 2024-25, 43% ($42,104,784) was invested with Pierce County businesses.

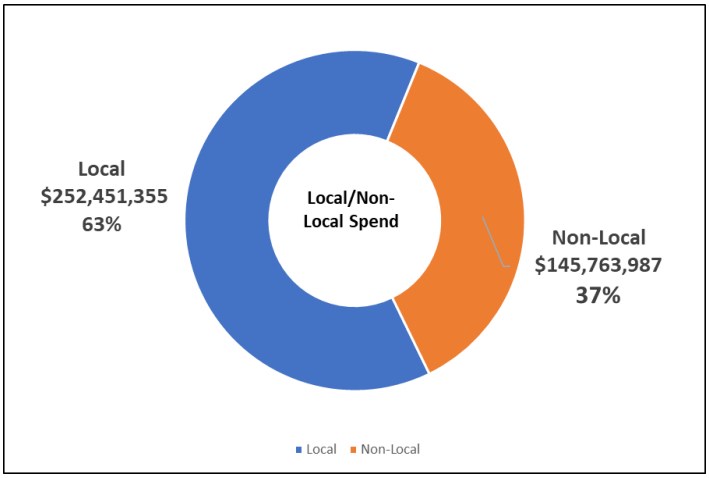
Disadvantaged Business Direct Spend

It's important for TPS to invest and mentor small businesses to help them grow. During the 2024-25 fiscal year, 21% of TPS small capital projects spending under $300,000 was with minority-owned and women-owned businesses.

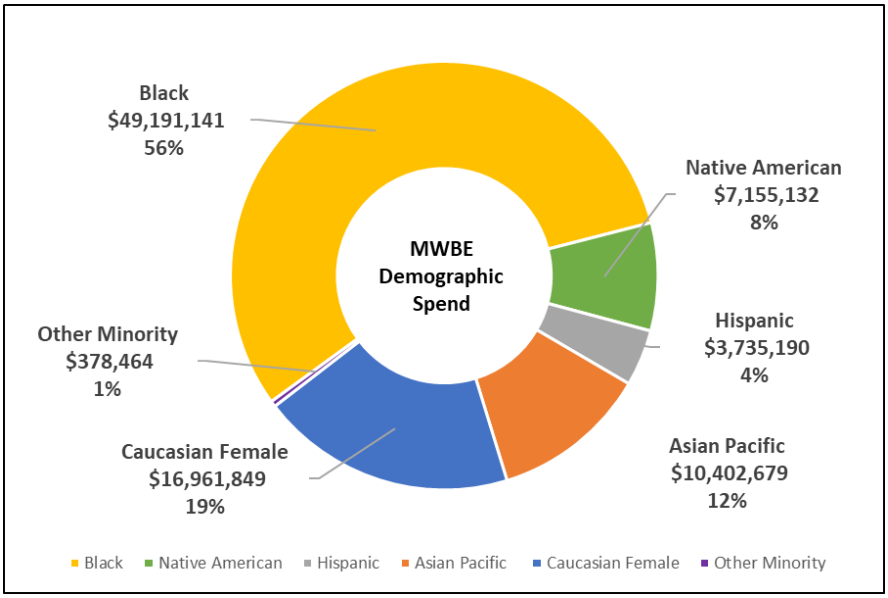
CAPITAL PROJECTS SPEND (BOND) DATA

Capital Project Spend (to date): $398,215,342.41:





Demographic Breakdown of $87,824,455 MWBE Spending through December 2025:



CAPITAL PROJECTS DETAIL:

The following pages reflect the percentage of amount paid on major capital projects beginning with the 2020 bond through December 2025, to also include Hunt Middle School which was partially funded by the previous bond. (NOTE: See Appendix A for detailed capital project information)

TPS Large Capital Projects ($5M and above) - Rebuilds & Modernizations							
Updated: 12/31/2025	TPS Goals	HUNT	DOWNING	SKYLINE	FAWCETT	9TH & BROADWAY	SAFETY & SECURITY
B2G Contract Status		CLOSED	CLOSED	CLOSED	CLOSED	CLOSED	CLOSED
Bond (2020/2024)		2020	2020	2020	2020	2020	2020
Prime Contractor		Absher	Korsmo	Turner	Hensel Phelps	Neeley	Abher
Contract Amount		$ 54,703,360.69	$ 31,000,000.00	$ 32,218,149.03	$ 33,795,909.00	$ 6,926,720.10	$ 7,017,294.12
Spend to Date		$ 54,557,180.78	$ 30,312,903.73	$ 32,218,486.71	$ 33,607,593.54	$ 6,926,900.61	$ 7,017,294.13
% Contract Paid		100%	98%	100%	99%	100%	100%
APPRENTICESHIP							
Apprentice Percentage	15%	17%	15%	17%	14%	12%	25%
LOCAL		Paid	Paid	Paid	Paid	Paid	Paid
Local Business	30%	83%	78%	46%	58%	70%	98%
MWBE		Paid	Paid	Paid	Paid	Paid	Paid
MBE	10%	16%	21%	9%	15%	32%	64%
# of Contracts		4	4	7	6	5	3
WBE	6%	17%	3%	3%	5%	5%	4%
# of Contracts		12	7	11	7	4	1
SBE	5%	14%	12%	7%	6%	5%	6%
# of Contracts		16	21	21	18	7	2

TPS Large Capital Projects ($5M and above) - Rebuilds & Modernizations						
Updated: 12/31/2025	TPS Goals	BRYANT	OAKLAND	LOWELL	Maritime Skills Center	Reed ES Modernization
B2G Contract Status		OPEN	OPEN	OPEN	OPEN	OPEN
Bond (2020/2024)		2020	2020	2020	2020	2020
Prime Contractor		Skanska	BNBuilders	Korsmo	BNBuilders	WA Patriot
Contract Amount		$ 37,678,965.00	$ 34,024,589.95	$ 50,872,493.00	$ 49,895,612.98	$ 12,757,339.00
Spend to Date		$ 37,461,394.12	$ 33,221,684.21	$ 26,900,355.40	$ 21,353,306.54	$ 1,495,176.18
% Contract Paid		99%	98%	53%	43%	12%
APPRENTICESHIP						
Apprentice Percentage	15%	16%	16%	17%	18%	23%
LOCAL		Paid	Paid	Paid	Paid	Paid
Local Business	30%	55%	45%	86%	40%	
MWBE		Paid	Paid	Paid	Paid	Paid
MBE	10%	10%	17%	14%	6%	51%
# of Contracts		8	12	7	5	1
WBE	6%	8%	5%	1%	3%	18%
# of Contracts		7	6	7	4	7
SBE	5%	12%	16%	1%	23%	33%
# of Contracts		15	24	2	11	3

TPS Large Capital Projects ($5M and above) - Other Projects							
Updated: 12/31/2025	TPS Goals	HVAC	WHITTIER ES REPLACEMENT	SAFETY & SECURITY (BUNDLE 2)	SWIMMING POOLS	SYNTHETIC FIELDS	CENTRAL KITCHEN
B2G Contract Status		OPEN	OPEN	OPEN	OPEN	OPEN	OPEN
Bond (2020/2024)		2020	2020	2020	2020	2020	2024
Prime Contractor		ATS Automation	Cornerstone	Absher	Forma	Korsmo	BNBuilders
Contract Amount		$ 12,815,301.27	$ 3,151,159.00	$ 21,239,891.00	$ 19,063,431.00	$ 40,532,910.53	$ 5,176,449.00
Spend to Date		$ 12,232,242.41	$ 130,421.97	$ 19,336,867.94	$ 14,586,194.70	$ 36,876,872.14	$ 178,608.30
% Contract Paid		95%	4%	91%	77%	91%	3%
APPRENTICESHIP							
Apprentice Percentage	15%	12%	0%	31%	13%	13%	0%
LOCAL		Paid	Paid	Paid	Paid	Paid	Paid
Local Business	30%	43%	100%	97%	40%	63%	0%
OMWBE Certification		Paid	Paid	Paid	Paid	Paid	Paid
MBE	10%	10%	0%	69%	7%	5%	0%
# of Contracts		4	0	5	10	8	0
WBE	6%	1%	21%	3%	1%	3%	0%
# of Contracts		1	1	4	3	8	0
SBE	5%	1%	0%	17%	11%	21%	0%
# of Contracts		3	0	3	7	10	0

TPS Small Capital Projects (Less than $5M)						
Updated: 12/31/2025	TPS Goals	TACOMA ONLINE	McKINLEY ELEVATOR	HUNT ROUND Re-ROOF	HUNT ROUND BUILDING	MADISON HVAC
B2G Contract Status		CLOSED	CLOSED	CLOSED	CLOSED	CLOSED
Bond (2020/2024)		2020	2020	2020	2020	2020
Prime Contractor		Neeley	SCF	Wayne's Roofing	Andy Johnson	Betschart
Contract Amount		$ 3,322,178.00	$ 845,725.95	$ 859,806.93	$ 1,949,646.37	$ 1,670,293.00
Spend to Date		$ 3,322,177.99	$ 845,725.95	$ 859,806.92	$ 1,949,646.38	$ 1,670,293.00
% Contract Paid		100%	100%	100%	100%	100%
APPRENTICESHIP						
Apprentice Ratio	15%	9%	6% *	16% *	7%	0%
LOCAL (PAID)		Paid	Paid	Paid	Paid	Paid
Local Business	30%	79%	95%	100%	61%	98%
MWBE (PAID)		Paid	Paid	Paid	Paid	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%	15%	0%
# of Contracts		5	2	0	5	0

TPS Small Capital Projects (Less than $5M)						
Updated: 12/31/2025	TPS Goals	WSS & PDC Fire Alarm	CAB Boiler	Lincoln HS SeaMar	Wainwright Siding	
B2G Contract Status		CLOSED	CLOSED	CLOSED	CLOSED	
Bond (2020/2024)		2020	2020	2020	2020	
Prime Contractor		JA Morris	Mac Donald-Miller	JA Morris	Korsmo	
Contract Amount		$ 1,101,680.00	$ 1,490,639.15	$ 383,053.78	$ 4,363,087.00	
Spend to Date		$ 1,101,680.00	$ 1,490,639.15	$ 383,053.78	$ 3,613,791.94	
% Contract Paid		100%	100%	100%	83%	
APPRENTICESHIP						
Apprentice Ratio	15%	32%	0%	0% *	21%	
LOCAL (PAID)		Paid	Paid	Paid	Paid	
Local Business	30%	66%	93%	41%	96%	
MWBE (PAID)		Paid	Paid	Paid	Paid	
MBE	10%	0%	0%	0%	2%	
# of Contracts		0	0	0	0	
WBE	6%	0%	0%	0%	37%	
# of Contracts		0	0	0	0	
SBE	5%	66%	6%	10%	4%	
# of Contracts		3	2	2	2	

TPS Small Capital Projects (Less than $5M)											
Updated: 12/31/2025	TPS Goals	McKINLEY HVAC		Clean Buildings		Roof Bundle		Theater Lighting Upgrades		CAB Tower	
B2G Contract Status		OPEN		OPEN		OPEN		OPEN		OPEN	
Bond (2020/2024)		2020		2020		2020		2020		2020	
Prime Contractor		Ameresco		Absher		Wayne's Roofing		Washington Patriot		Madsen Roofing	
Contract Amount		$ 7,888,840.65		$ 974,660.00		$ 4,392,141.00		$ 3,736,296.00		$ 619,170.15	
Spend to Date		$ 6,470,474.65		$ 86,929.07		$ 485,200.05		$ 2,007,512.48		$ 576,194.14	
% Contract Paid		82%		9%		11%		54%		93%	
APPRENTICESHIP											
Apprentice Ratio	15%	23%		36%		22%		29%		0%	
LOCAL (PAID)											
Local Business	30%	21%	21%	18%	100%	30%	29%	0%	96%	5%	15%
MWBE (PAID)											
MBE	10%	13%	12%	0%	0%	0%	0%	3%	57%	0%	0%
# of Contracts			1		0		0		1		
WBE	6%	1%	2%	0%	0%	0%	0%	1%	2%	0%	0%
# of Contracts			2		0		0		2		
SBE	5%	2%	2%	0%	0%	0%	0%	0%	0%	0%	0%
# of Contracts			1		0		0		0		

TPS Small Capital Projects (Less than $5M)													
Updated: 12/31/2025	TPS Goals	Energy Conservation		SOTA Ted Brown TI		SOTA Ted Brown Air Handler		SOTA Pacific Exterior		Stadium Exterior Phase 1	
B2G Contract Status		OPEN		OPEN		OPEN		OPEN		OPEN	
Bond (2020/2024)		2020		2020		2020		2020		2020	
Prime Contractor		ATS Automation		Construct, Inc.		Apex Mechanical		Construct, Inc.		Pullman, SST	
Contract Amount		$ 3,457,668.00		$ 1,033,150.00		$ 695,505.42		$ 446,000.00		$ 1,025,299.00	
Spend to Date		$ 1,203,047.40		$ 770,064.02		$ 638,075.92		$ 340,992.05		$ 227,924.57	
% Contract Paid		35%		75%		92%		76%		22%	
APPRENTICESHIP											
Apprentice Ratio	15%	0%		0%		14%		0%		0%	
LOCAL (PAID)											
Local Business	30%	0%	0%	26%	7%	4%	0%	0%	0%	0%	0%
MWBE (PAID)											
MBE	10%	0%	0%	3%	0%	0%	0%	0%	0%	0%	0%
# of Contracts											
WBE	6%	0%	0%	2%	4%	0%	0%	0%	0%	0%	0%
# of Contracts					1						
SBE	5%	0%	0%	30%	73%	10%	0%	0%	0%	0%	0%
# of Contracts					3						

TPS Small Capital Projects (Less than $5M)											
Updated: 12/31/2025	TPS Goals	CAB & Lincoln HS Elevators		Clean Buildings 2							
B2G Contract Status		OPEN		OPEN							
Bond (2020/2024)		2020		2020							
Prime Contractor		16d LLC		ATS Automation							
Contract Amount		$ 1,497,319.82		$ 918,083.00							
Spend to Date		$ 1,343,602.22		$ -							
% Contract Paid		90%		0%							
APPRENTICESHIP											
Apprentice Ratio	15%	0%		0% *							
LOCAL (PAID)											
Local Business	30%	0%		0%							
MWBE (PAID)											
MBE	10%	0%		0%							
# of Contracts		0		0							
WBE	6%	0%		0%							
# of Contracts		0		0							
SBE	5%	0%		0%							
# of Contracts		0		0							

*Apprenticeship utilization is encouraged but not required on projects under $1M.

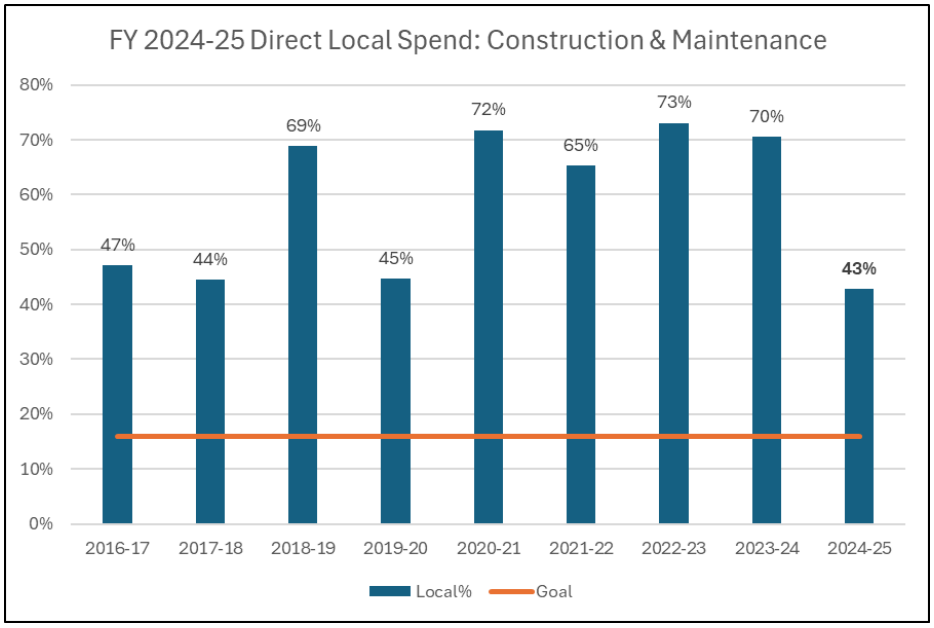
TPS DIRECT SPENDING DATA

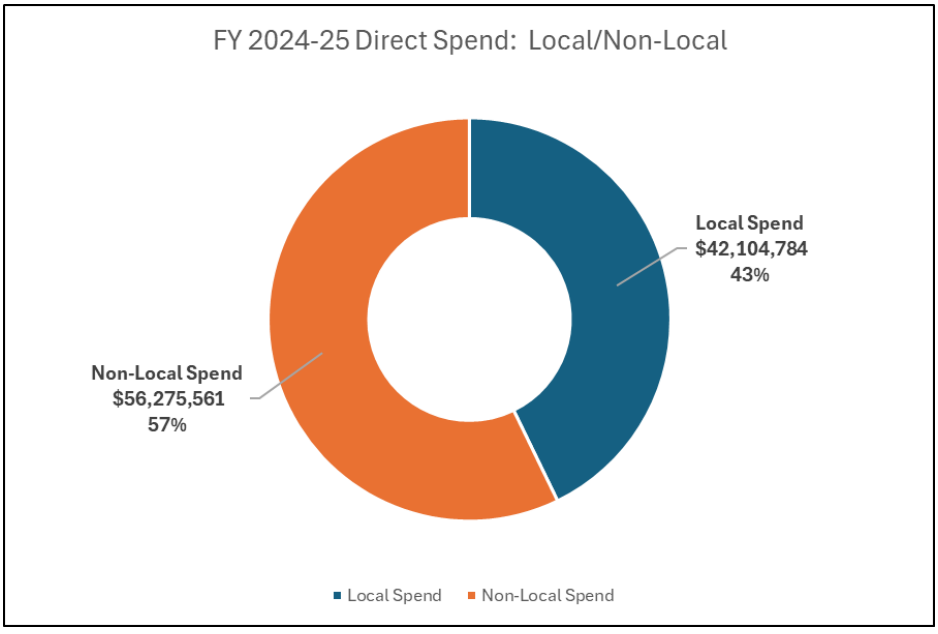
This data shows Tacoma Public Schools spending on local businesses as part of District-managed contracts for new or maintenance-related construction projects. Local is defined as headquartered in Pierce County. This only measures the contracts that are between TPS and a contractor and *does not take 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	2024-25
Total Spend	$107,805,501	$69,470,868	$74,580,025	$71,669,660	$87,573,295	$41,839,569	$85,988,474	$113,461,238	$ 98,380,345
Local Spend	$50,736,020	$30,857,135	$51,306,306	$32,029,126	$62,847,127	$27,322,366	$62,837,555	$79,969,933	$ 42,104,784
Local%	**47%**	**44%**	**69%**	**45%**	**72%**	**65%**	**73%**	**70%**	**43%**





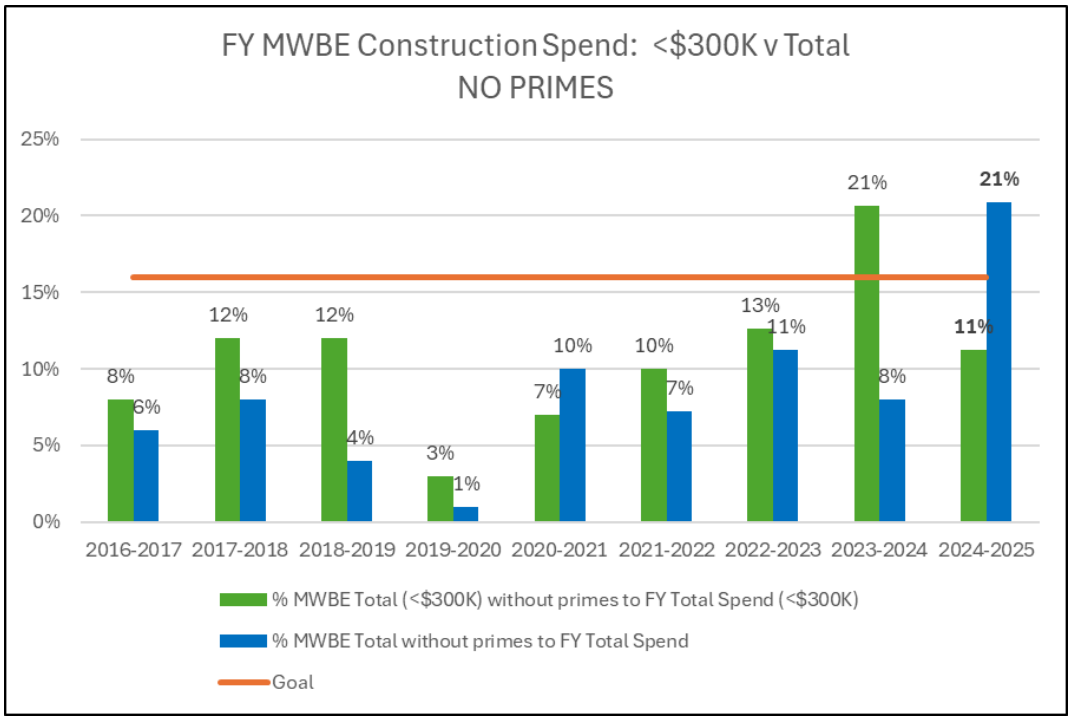
TPS MWBE DIRECT SPENDING DATA

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

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Total FY Construction Spend (under $300,000) NO PRIMES	$8,060,415	$8,059,796	$7,398,142	$4,786,352	$6,255,880	$9,672,675	$6,861,879	$5,365,949	$ 5,212,942
Total MWBE Construction Spend (under $300,000) NO PRIMES	$645,880	$954,470	$883,360	$122,927	$426,639	$955,566	$887,954	$1,108,782	$ 584,489
% MWBE Total (<$300K) without primes to FY Total Spend (<$300K)	8%	12%	12%	3%	7%	10%	13%	21%	11%
Total FY Construction Spend NO PRIMES	$16,503,507	$12,235,378	$16,492,043	$11,082,620	$8,716,237	$13,213,197	$10,786,451	$19,079,445	$11,069,715
% MWBE Total FY Total Spend NO PRIMES	$1,023,067	$945,470	$693,895	$133,108	$909,564	$955,566	$1,209,174	$1,524,979	$ 2,310,801
% MWBE Total without primes to FY Total Spend	6%	8%	4%	1%	10%	7%	11%	8%	21%

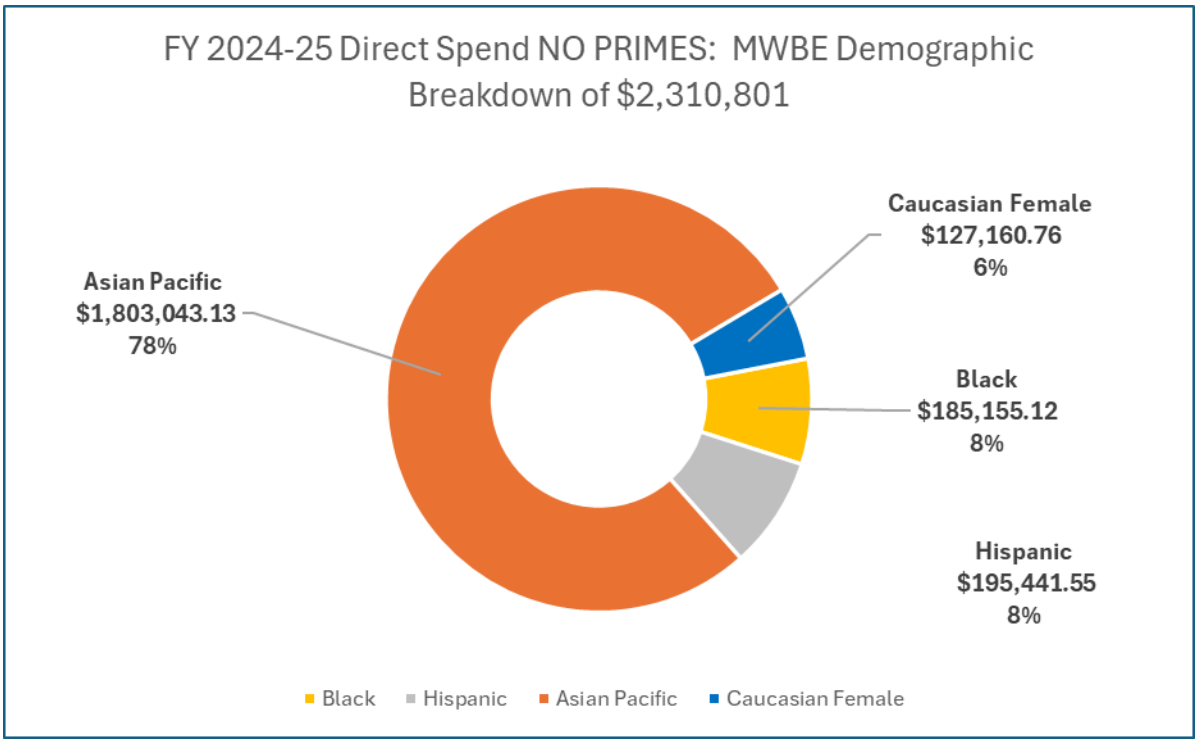
*Purple line notes the change in TPS Financial Systems from Lawson to Focus



DIRECT SPEND: FISCAL YEAR 2024/25 (YTD)

Total TPS direct spend (paid - no primes): $11,069,715.41

Business Name	Paid	MBE	WBE	MWBE	Demographic
A-1 LANDSCAPING AND CONSTRUCTION INC	$ 1,318,227.50	X			Asian Pacific
AAMEX	$ 145,348.63	X			Hispanic
APEX ENGINEERING LLC	$1,300.00		X		Caucasian Female
EXCEL ELECTRIC OF TACOMA	166204.46	X			Black
GREATER SEATTLE FLOORS	$ 408,084.51	X			Asian Pacific
HUGHES GROUP	$18,950.66	X			Black
IMAGE 360	$26,121.22			X	Hispanic Female
ORCA PACIFIC	$0.00	X			Asian Pacific
STEMPER ARCHITECTURE COLLABORATIVE	$65,913.08			X	Asian Pacific Female
T STONE CONSTRUCTION LLC	$ 23,971.70			X	Hispanic Female
TAURUS POWER AND CONTROLS, INC.	$ 1,853.04	X			Asian Pacific
TRES WEST ENGINEERS INC	$8,965.00			X	Asian Pacific Female
WEDDERMANN ARCHITECTURE PLLC	$125,860.76		X		Caucasian Female
Total MWBE Direct Spend paid (no Primes):				**21%**	**$ 2,310,800.56**



Community Inclusion Task Force Partners

TASK FORCE MEMBERS

Community Stakeholder Representatives
Grover Johnson
Nathe Lawver
Lyle Quasim
Jared Ross
Carol Wolfe
Kacee Woods

Tacoma Public Schools Leadership
Josh Garcia
Chris Williams
Morris Aldridge
Cheri Estrada
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