

Public Comment

The Board welcomes virtual and in-person public comments during its meetings. It has set aside 25 minutes for public comments. Up to eight people will be invited to speak for up to three minutes each.

Four spots are reserved for virtual comments. Four spots are reserved for in-person comments. Any virtual comment spots that are not filled will become available for in-person comments.

Written Public Comment

The written public comment window closes at 2 p.m. on the day of the board meeting. Comments and materials are collected via email at public.comment@springfield.k12.or.us

Commenters are asked to clearly label the subject line as “Written Public Comment” and provide:

- Name (first and last name or last name initial)
- District residency
- Email address and/or phone number (optional) so that staff can follow up, if necessary.
- Agenda item or topic

Oral Public Comment – In-Person, or Virtual

The window to sign up to present oral public comments opens on Thursday at noon prior to the board meeting and closes at 2 p.m. on the day of the board meeting. Requests are collected via email at public.comment@springfield.k12.or.us

People requesting to speak are asked to provide:

- Name (first and last name or last name initial)
- District residency
- Email address and/or phone number, so staff can confirm details for speaking to the board
- Agenda item or topic
- Commenting “in-person” or “virtually”

Four spots are reserved for virtual comments. If more than four requests to comment are received, speakers will be selected as described below. Selected virtual commenters are notified by email on the afternoon of the meeting and provided with a Zoom link and instructions. Please see commenting guidelines below.

Four spots are reserved for in-person comments. Any virtual comment spots that are not filled will become available for in-person comments for a total of eight speakers.

Space permitting, the Board may allow additional in-person comments. Meeting attendees may fill out a speaker card before the meeting begins. Cards are available at the board room door. If more people submit requests to speak than there are spots available, the Board Chair will select the speakers.

Commenting Guidelines

Groups with a common purpose are encouraged to designate a spokesperson. If a group spokesperson will cover your comments, please indicate so when your name is called.

The Board will not hear comments regarding any school personnel. Please refrain from using names and titles of school personnel. Any complaints regarding a particular employee must be processed through the procedure set forth in Board policy KL, which requires complaints be submitted in writing to the Superintendent. This procedure must be followed before there is any Board involvement with such issues. A compliment involving a staff member should be sent to the superintendent, who will then forward it to the employee, their supervisor and the Board.

Speakers are reminded that their public comments will be limited to three minutes.



Comentario Público

La Junta Directiva agradece los comentarios públicos virtuales y presenciales durante sus reuniones. Ha reservado 25 minutos para comentarios públicos. Se invitará a un máximo de ocho personas a hablar durante un máximo de tres minutos cada una.

Cuatro espacios están reservados para comentarios virtuales. Cuatro lugares están reservados para comentarios en persona. Los espacios de comentarios virtuales que no estén ocupados estarán disponibles para comentarios en persona.

Comentario público por escrito

La ventana de comentarios públicos por escrito cierra a las 2 p.m. el día de la reunión de la junta. Los comentarios y materiales se recopilan por correo electrónico en public.comment@springfield.k12.or.us

Se pide a los comentaristas que etiqueten claramente la línea de asunto como "Comentario público escrito" y proporcionen:

- Nombre (nombre y apellido o inicial del apellido)
- Residencia distrital
- Dirección de correo electrónico y/o número de teléfono (opcional) para que el personal pueda hacer un seguimiento, si es necesario.
- Punto o tema del orden del día

Comentarios Públicos Orales: En persona o Virtuales

La ventana para inscribirse para presentar comentarios públicos orales se abre el jueves al mediodía antes de la reunión de la junta y se cierra a las 2 p.m. el día de la reunión de la junta. Las solicitudes se recogen por correo electrónico en public.comment@springfield.k12.or.us.

A las personas que soliciten hablar se les pide que proporcionen:

- Nombre (nombre y apellido o inicial del apellido)
- Residencia distrital
- Dirección de correo electrónico y/o número de teléfono, para que el personal pueda confirmar los detalles para hablar con la junta
- Punto o tema del orden del día
- Comentar "en persona" o "virtualmente"

Cuatro espacios están reservados para comentarios virtuales. Si se reciben más de cuatro solicitudes para formular observaciones, se seleccionarán los oradores como se describe a continuación. Los comentaristas virtuales seleccionados son notificados por correo electrónico la tarde de la reunión y se les proporciona un enlace de Zoom e instrucciones. Consulte las pautas de comentarios a continuación.

Cuatro lugares están reservados para comentarios en persona. Los espacios de comentarios virtuales que no estén ocupados estarán disponibles para comentarios en persona para un total de ocho oradores.

Si el espacio lo permite, la Junta Directiva puede permitir comentarios adicionales en persona. Los asistentes a la reunión pueden completar una tarjeta de orador antes de que comience la reunión. Las tarjetas están disponibles en la puerta de la sala de juntas. Si más personas presentan solicitudes para hablar que lugares disponibles, el Presidente de la Junta seleccionará a los oradores.

Pautas para Comentar

Se anima a los grupos con un propósito común a designar un portavoz. Si un portavoz del grupo va a cubrir sus comentarios, indíquelo cuando se le llame por su nombre.

La Junta no escuchará comentarios sobre el personal de la escuela. Por favor, absténgase de usar nombres y títulos del personal de la escuela. Cualquier queja relacionada con un empleado en particular debe procesarse a través del procedimiento establecido en la política KL de la Junta, que requiere que las quejas se presenten por escrito al Superintendente. Este procedimiento debe seguirse antes de que la Junta Directiva se involucre en tales asuntos. Se debe enviar un cumplimiento que involucre a un miembro del personal al superintendente, quien luego lo enviará al empleado, a su supervisor y a la Junta.

Se recuerda a los oradores que sus comentarios públicos se limitarán a tres minutos.



SPRINGFIELD

PUBLIC SCHOOLS

Every Student, Every Day

BOARD OF EDUCATION
March 9, 2026
Administration Building Board Room
640 A Street, Springfield, OR 97477

[En español](#)

7:00 pm Board Meeting

Streaming Meeting URL: <http://www.vimeo.com/SpringfieldPS>

AGENDA	TAB
1. Approval of the Agenda	Chair Light
2. Student Board Representative Communication	Mindy LeRoux
3. Public Comments (Three (3) minutes each; maximum time 25 minutes. Speakers may not yield their time to other speakers.)	
4. Action Items	
A. Approve Consent Agenda	
1. February 9, 2026 Board Meeting Minutes	
2. February 20, 2026 Special Meeting Minutes	
3. February 23, 2026 Special Meeting Minutes	
4. Financial Statement, Resolution #25-26.042	Brett Yancey
5. Personnel Report, Resolution #25-26.043	Dustin Reese
6. Annual Integrated Pest Management Report	Brett Yancey
B. Approve Out of State Travel Request, Springfield High, DECA, Resolution #25-26.044	Mindy LeRoux
C. Approve Designating District Clerk, Resolution #25-26.045	Brett Yancey
D. Board Appointment	Chair Light
5. Discussion	
A. 2026-27 Academic Calendar	Whitney McKinley and Brian Megert
B. Interim Superintendent Process	Chair Light
6. Reports and Information	
A. Superintendent Communication	Acting Superintendent Jodi O'Mara
B. Board Communication and Comments	Chair Light
7. Next Meetings:	
April 13, 2026 - Board Meeting at 7:00 pm	
April 27, 2026 - Special Meeting at 5:30 pm	
8. Adjournment	Chair Light



SPRINGFIELD

PUBLIC SCHOOLS

Every Student, Every Day

JUNTA DE EDUCACIÓN

9 de marzo de 2026

Sala de Juntas del Edificio de Administración

640 A Street, Springfield, OR 97477

[En español](#)

7:00 pm Reunión de la Junta

URL de la reunión en streaming: <http://www.vimeo.com/SpringfieldPS>

AGENDA	PESTAÑA
1. Aprobación de la agenda	Presidente Light
2. Comunicación con representantes de la Junta Estudiantil	Mindy LeRoux
3. Comentarios públicos (tres (3) minutos cada uno; tiempo máximo 25 minutos. Los altavoces no pueden ceder su tiempo a otros altavoces.)	
4. Elementos de acción	
A. Agenda de Aprobación del Consentimiento	
1. Acta de la reunión del Consejo del 9 de febrero de 2026	
2. Acta de la Reunión Especial del 20 de febrero de 2026	
3. Acta de la Reunión Extraordinaria del 23 de febrero de 2026	
4. Estado financiero, Resolución #25-26.042	Brett Yancey
5. Informe de personal, Resolución #25-26.043	Dustin Reese
6. Informe Anual de Manego Integrado de Plagas	Brett Yancey
7. Solicitud de viaje fuera del estado, Springfield High, DECA	Mindy LeRoux
B. Aprobar la solicitud de viaje fuera del estado, Preparatoria Springfield, DECA, Resolución n.º 25-26.044,	Mindy LeRoux
C. Aprobar la designación del secretario de distrito, Resolución n.º 25-26.045,	Brett Yancey
D. Nombramiento en la Junta	Presidente Light
5. Discusión	
A. Calendario Académico 2026-27	Whitney McKinley y Brian Megert
B. Superintendente interino	Presidente del proceso Light
6. Informes e información	
A. Superintendente de Comunicación	Superintendente interino Jodi O'Mara
B. Comunicación y comentarios en la Junta	Presidente Light
7. Próximas reuniones:	
13 de abril de 2026 - Reunión de la Junta a las 7:00 pm	
27 de abril de 2026 - Reunión Especial a las 5:30 pm	
8. Aplazamiento	Presidente Light

Las Escuelas Públicas de Springfield son un centro educativo y empleador de igualdad de oportunidades.

Las personas que tengan preguntas o solicitudes de necesidades especiales y alojamiento en las reuniones de la Junta deben contactar con la Oficina del Superintendente;

640 A Street, Springfield, OR 97477; Teléfono: (541) 726-3201. El contacto debe realizarse con 72 horas de antelación al evento.

A3 Board Report

March 9, 2026

A3 just started its 3rd term, and the A3 dance class was invited to dance at LCC from February 26th to 28th. The turnout was amazing; community members, students, and some staff showed up to show support. As the month progresses, we get closer to the start of the confluence, "It's a Plastic World," where we build big structures out of plastic. The students have been helping collect plastic. A3 is getting even closer to our musical Once Upon a Mattress on the 12, 13, 14, 15 at the Wildish theater shows start at 7:30 and tickets are by donation. The leadership class is getting closer to launching prom in early April. 2 weeks ago, the Wildish Theater put on a show, to symbolize Wildish Theater and A3's continuing partnership, Ripples the Clown did a bubble show for the A3 students.

Thurston High School – Board Report

March 9, 2026

My name is Hunter Murphy. I am the ASB President representing Thurston High School. Thank you for the opportunity to speak to you today.

We are all Colts

Prom planning is underway, with our Juniors selecting a theme and a venue.

Students who qualified for Honor Roll were recognized for their achievements with an ASB Funded celebration. Great work to those students, and we hope to see even more of the same this coming semester.

Caring – Looking out for our Community

Elections for representatives are wrapping up with most of our English classes having their results back. We look forward to hearing from and working with our new student representatives.

Our 9th grade students came together for a class meeting and set goals to earn off campus privileges. Students heard the must do's and must improve to represent themselves as Colts in our community. They had their first off campus day for those that qualified. This was overall, a general success. Great job to our freshman who represented our school well in the community.

Our Mental Wellness Student Union is off to a strong start. They are preparing mental health resources to support the Student Body. Good work to all involved in making that happen.

Brave – showing up, making our voices heard

Winter sports are wrapping up. Both basketball teams finished out their season with wins over Churchill and Ashland. Great job to our girls team, and amazing work by our boys and we wish them luck in the postseason to come.

Boys wrestling won a state title. Congratulations to our boys on their first wrestling state title since 2002!

Boys swimming won a state title! Great work to our Boys swim team on their first state title in program history!

Prepared – ready for what comes next

The second semester began with a variety of different classes to choose from, including College Now, AP, Honors, and CTE classes. Good luck to our students this semester.

BUSINESS MEETING MINUTES

A Business Meeting of the Springfield School District No.19 Board of Education was held on February 9, 2026.

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

Vice Chair Amber Langworthy called the Springfield Board of Education meeting to order at 7:05 pm. and led the Pledge of Allegiance and Land Acknowledgement:

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

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

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

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

Attendance

Board Members attending the meeting included Vice Chair Amber Langworthy, Director Ken Kohl, Director Nicole De Graff, and Director Jonathan Light.

District staff and community members identified included Brian Richardson, Jeff Michna, Brett Yancey, Dustin Reese, Martie Steigleder, Cliff Schutte, Laura Farrally, Lucy Rogers, Bradley Avery, Jacob Eden, Karen Carney, Josh Donaldson, John Linder, Katie Dawson, Amberly Trano, Bob Morgan, Troy Rodgers, Jonathan Gault, Bonnie Williams, Greg Oldson, Alicia Moreno, Sofia Gonzalez, Lesa Haley, Megan Knight, Lonnie Usrey, Patty Sandoval, Hunter Murphy, Sara Bosch, Shelby Masterson, John Whisler, Heather Dillon, Andy Price, Kristyl Rogers, Erik Bishoff, Matt Brandt, Chayanne McDaniel, Morgan Rees, Colette Rees, Joseph Hart, Kimberlee Pelster, Colin Lyons, and Marcia Koenig.

2. APPROVAL OF THE AGENDA

Vice Chair Langworthy asked for a motion to approve the February 9, 2026, agenda as presented.

Director Kohl requested *Agenda Item 6.B, Action on Information Discussed in Executive Session, be addressed directly following Agenda Item 6.H, Elect Board Officers.

MOTION: Director Kohl moved, seconded by Director Light, to approve the February 9, 2026, agenda as amended.

Vice Chair Langworthy called for a roll call vote. Vice Chair Langworthy asked each Board member to indicate if they support the motion in favor of approving the February 9, 2026, agenda as amended: Director Kohl – Yes, Director De Graff– Yes, Director Light – Yes, and Director Langworthy – Yes.

Motion unanimously passed, 4:0.

3. CLASSIFIED EMPLOYEES APPRECIATION PROCLAMATION

March 3 - 7, 2026

Director Kohl read aloud the following proclamation:

WHEREAS: *the education of youth is essential to the future of our community, state, country, and world; and*

WHEREAS: *classified employees are the backbone of our public education system; and*

WHEREAS: *classified employees work directly students, educators, parents, volunteers, business partners, and community members; and*

WHEREAS: *classified employees support the smooth operation of offices, the safety and maintenance of buildings and property, the safe transportation, healthy nutrition, and direct instruction of students; and*

WHEREAS: *our community depends upon and trusts classified employees to serve students; and*

WHEREAS: *classified employees with their diverse talents and true dedication nurture students throughout their school years.*

NOW THEREFORE, BE IT RESOLVED *that the Springfield Board of Education proclaims March 3 thru 7, 2026, to be Classified Employees Appreciation Week; and*

BE IT FURTHER RESOLVED *that the Springfield Board of Education strongly encourages all members of our community to join in this observance, recognizing the dedication and hard work of these individuals.*

4. STUDENT BOARD REPRESENTATIVE COMMUNICATION

Thurston High - Hunter Murphy reported on:

- The achievements of the Class of 2025, including a 90% graduation rate and high CTE Pathway graduation rates.
- Highlights of various student activities and clubs, and the success of winter sports teams.
- The importance of CTE week presentations and the efforts to unlock scholarships and financial aid for college.

Springfield High - Lucy Rogers shared updates from:

- The success of the freshman election and the Spread the Love campaign.
- The ongoing senior meetings and the recent winter formal dance.

- The upcoming SHS theater production of “Joseph and the Amazing Technicolor Dreamcoat” and the ongoing support for college and career planning.
- The increased graduation rate to 83.9%, which is 1.9% above the state average.

A3 - Bradley Avery reported on:

- The successful completion of the last term with J-fluence, highlighting various student projects and presentations.
- The start of a new term focused on plastic and environmental impacts, including the construction of sculptures created from trash.
- An invitation for the community to attend the upcoming musical, “Once Upon a Mattress”.
- Ongoing support for the blacksmithing class and the importance of community involvement in school activities.

5. PUBLIC COMMENT

This is the portion of our agenda for public comment. The board provides three ways for community members to share public comment: written public comment, in person oral public comment and virtual public comment. Written public comment is received via email. Public comment received via email for this evening has been reviewed by the Board and has also been posted on the district website. The deadline for submitting a request for oral public comment was today 2:00pm. Those who requested an opportunity to speak this evening were notified by the board secretary about their request.

Time permitting, the board may also hear public comment from individuals who signed up in person at the Administration Office before the meeting.

We encourage groups with a common purpose to designate a spokesperson. If your comments will be covered by a group spokesperson, please indicate so when your name is called. I want to remind those members of the public who have indicated a desire to make comments that our policy provides for a limitation of three (3) minutes per person.

The Board will not hear comments regarding any school personnel, whether named or implied. Any complaints regarding a particular employee must be processed through the procedure set forth in Board policy KL, which requires that complaints be submitted in writing to the Superintendent. This procedure must be followed before there is any Board involvement with such issues. A compliment involving a staff member should be sent to the superintendent, who will forward it to the employee, their supervisor and the Board.

Speakers are reminded that their public comments will be limited to three (3) minutes.

Melissa Winningham (no-show)
Jed Alexander (no-show)

Sara Bosch expressed concerns about the lack of transparency and accountability on the board, citing cancellation of special meetings and the impact on working parents.

Hunter Murphy shared his thoughts as a community member and voter, criticizing the district’s decisions and encouraged more community involvement.

Nicki Linder emphasized the need for better communication and proactive notification of special meetings.

Laura Farrally discussed the board's lack of communication and the impact of the mid-year budget cuts.

6. ACTION ITEMS

A. Approve Consent Agenda

1. January 12, 2026, Board Meeting Minutes
 2. Financial Statement, Resolution #25-26.035
 3. Personnel Report, Resolution #25-26.036
- Brett Yancey
Dustin Reese

Vice Chair Langworthy asked for a motion to approve the Consent Agenda for February 9, 2026, as presented.

MOTION: Director Light moved, Director Kohl seconded the motion to approve the Consent Agenda.

Vice Chair Langworthy called for a roll call vote. Vice Chair Langworthy asked each Board member to indicate if they supported the motion in favor of approving the Consent Agenda: Director Light – Yes, Director Kohl – Yes, Director De Graff – Yes, and Director Langworthy – Yes.

Motion unanimously passed, 4:0.

*Agenda Item 6.B to directly follow Agenda Item 6.H.

C. Approve Agreement Between Springfield Education Assoc (SEA) and Springfield School District No. 19, Res. #25-26.040

Dustin Reese

It is recommended that the Board of Directors approve the new two-year agreement between Springfield Public Schools and Springfield Education Association, effective July 1, 2025, through June 30, 2027.

MOTION: Director Light moved, Director Kohl seconded the motion to approve the new two-year agreement between Springfield Public Schools and Springfield Education Association, effective July 1, 2025, through June 30, 2027.

Vice Chair Langworthy asked if there was any discussion. There was none.

Vice Chair Langworthy called for a roll call vote. Vice Chair Langworthy asked each Board member to indicate if they approve the new two-year agreement between Springfield Public Schools and Springfield Education Association, effective July 1, 2025, through June 30, 2027: Director Light – Yes, Director Kohl – Yes, Director De Graff – Yes, and Director Langworthy – Yes.

Motion unanimously passed, 4:0.

D. Approve 2025-27 Lane ESD Local Service Plan, Year 2, Resolution #25-26.037

BE IT RESOLVED that the Board of Directors of Lane County School District No. 19 hereby authorizes the approval of Lane ESD 2025-27 Local Service Plan – Year Two and requests the Lane ESD to provide the services described during the 2026-27 (year two) fiscal year in accordance with ORS 334.175.

MOTION: Director De Graff moved, Director Light seconded the motion to approve Lane ESD 2025-27 Local Service Plan – Year Two and requests the Lane ESD to provide the services described during the 2026-27 (year two) fiscal year in accordance with ORS 334.175.

Vice Chair Langworthy asked if there was any discussion. There was none.

Vice Chair Langworthy called for a roll call vote. Vice Chair Langworthy asked each Board member to indicate if they approve the Lane ESD 2025-27 Local Service Plan – Year Two and requests the Lane ESD to provide the services described during the 2026-27 (year two) fiscal year in accordance with ORS 334.175: Director Light – Yes, Director Kohl – Yes, Director De Graff – Yes, and Director Langworthy – Yes.

Motion unanimously passed, 4:0.

E. Approve OSAA Cooperative Sponsorship, Thurston & Mohawk High School Boys Volleyball, Resolution #25-26.038 Mindy LeRoux

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

MOTION: Director Light moved, Director Kohl seconded the motion to approve OSAA Cooperative Sponsorship Application for Boys Volleyball between: Thurston High School and Mohawk High School.

Vice Chair Langworthy asked if there was any discussion. There was none.

Vice Chair Langworthy called for a roll call vote. Vice Chair Langworthy asked each Board member to indicate if they approve OSAA Cooperative Sponsorship Application for Boys Volleyball between: Thurston High School and Mohawk High School: Director Light – Yes, Director Kohl – Yes, Director De Graff – Yes, and Director Langworthy – Yes.

Motion unanimously passed, 4:0.

F. Approve Investment Policy, Resolution #25-26.039 Brett Yancey
It is recommended that the Board of Directors approve the Investment Policy Guidelines (DFA-AR) as presented.

MOTION: Director Kohl moved, Director Light seconded the motion to approve the Investment Policy Guidelines (DFA-AR) as presented.

Incomplete motion.

Vice Chair Langworthy asked if there was any discussion.

Director Kohl questioned the distinction between a policy and an AR, seeking clarity on the process and urgency of approval.

Yancey explained the need for an administrative regulation (AR) for the investment policy, emphasizing the board's fiduciary responsibility.

The Board decided the policy should be held for further review and understanding.

MOTION: Director Light moved, Director Kohl seconded the motion to table the existing motion and revisit the investment policy at a future meeting.

A roll call vote was not issued. Board members made a verbal agreement to table the existing motion and revisit the policy at a future meeting.

Motion unanimously passed, 4:0.

G. Declare Board Vacancy, Resolution #25-26.041 Vice Chair Amber Langworthy

It is recommended that the Board of Directors declare a vacancy for Position 2, effectively immediately.

MOTION: Director De Graff moved, Director Kohl seconded the motion to recommend that the Board of Directors declare a vacancy for Position 2, effectively immediately.

Vice Chair Langworthy asked if there was any discussion.

Board members expressed sadness at receiving Heather Quaas-Annsa's resignation and expressed appreciation for her service.

Vice Chair Langworthy called for a roll call vote. Vice Chair Langworthy asked each Board member to indicate if they approve the Board of Directors to declare a vacancy for Position 2, effective immediately: Director Light – Yes, Director Kohl – Yes, Director De Graff – Yes, and Director Langworthy – Yes,

Motion unanimously passed, 4:0.

H. Elect Board Officers

Vice Chair Amber Langworthy

It is recommended that the Board of Directors approve to fill the Chair position.

NOMINATION: Vice Chair Langworthy nominated Jonathan Light to serve as Board Chair.

Vice Chair Langworthy asked if there were any other nominations. There were none.

Director De Graff voiced concerns about the board has previously taking conduct issues, what legal risk does the district assume by elevating the same member to be chair again? Since the chair has additional authority over meeting conduct, agenda setting, and interacting with admin and counsel, what safeguards are in place to prevent recurrence of those same conduct

issues? I'm talking about fiduciary duty and what the legal risk is in elevating this board member again? I'm asking you as the board because you're nominating him. This discussion is very germane. The questions for the record remained unanswered.

Director Kohl asked if that question might be better directed towards their legal counsel, rather than themselves.

Vice Chair Langworthy called for a roll call vote. Vice Chair Langworthy asked each Board member to indicate if they approve of electing Jonathan Light to fill the Board Chair position: Chair Light – Yes, Director Kohl – Yes, Director Langworthy - Yes, and Director De Graff – No.

Board Chair nomination passed, 3:1.

Jonathan Light was elected to serve as Board Chair.

*Agenda Item 6.B moved to directly follow Agenda Item 6.H.

B. Action on Information Discussed in Executive Session

Chair Light

MOTION: Director Kohl moved, Chair Light seconded the motion to approve the Board to delegate authority to the Board Chair to negotiate and execute a resignation agreement with the superintendent.

Vice Chair Langworthy called for a roll call vote. Vice Chair Langworthy asked each Board member to indicate if they approve the Board to delegate authority to the Board Chair to negotiate and execute a resignation agreement with the superintendent: Chair Light – Yes, Director Kohl – Yes, Director Langworthy - Yes, and Director De Graff – Yes.

Motion unanimously passed 4:0.

7. Discussion

A. Board Vacancy, Process and Timeline

Brian Richardson

Brian Richardson, Director of Communications, outlined three proposals for filling the vacated board seat: expedited, standard, and extended timelines.

The Board discussed the pros and cons of each proposal, considering the timeline, community outreach, and deliberation time. The Board agreed to move forward with the implementation of the expedited proposal, with some timeline modifications of which, extending the application deadline to February 27th. The application process will begin immediately with the issuing of a press release to inform the community. If necessary, a special meeting may be held.

B. Board Development Planning

Vice Chair Amber Langworthy

Chair Light referred to Vice Chair Langworthy for her pre-work on board development planning.

- Facilitators and trainers have and are being contacted in regard to training that will help the board find common ground and improve job performance.
- Proposals from third-party facilitators for training and onboarding have been received.
- The importance of more training on operational versus oversight questions.

- The need for adequate training and onboarding for new board members, including free public meetings, serial law, and ethics training from the Oregon Government Ethics Commission.
- The board may wait to schedule training until after a new board member has been appointed.

8. Reports and Information

A. Superintendent Communication

Superintendent Todd Hamilton

Superintendent Hamilton was absent and not feeling well.

B. Board Communication and Comments

Chair Light

Director Kohl proposed the establishment of a Sites and Facilities Committee, as addressed by Brett Yancey at the previous budget meeting; to handle community engagement and reduce the board's workload. Kohl asked for board member's thoughts on the matter.

The Board agreed to discuss the committee in upcoming meetings, acknowledging its importance for better-informed board decisions.

Director Langworthy shared that board members received a formal invitation from eight different schools to visit the district's teachers, which she is truly looking forward to.

Director De Graff reported:

- The submission of applications for educator grants is open until April 1st.
- Springfield Education Foundation (SEF) is hosting a fundraiser on February 19th at Public House to raise money for the grants for student programs.

9. NEXT MEETING:

February 23, 2026 - Special Meeting at 5:30 p.m.

Chair Light thanked everyone for attending.

10. ADJOURNMENT

Having no further business to conduct, Chair Light adjourned the meeting at 8:26 pm.

(Minutes recorded by Trenay Ryan, LCOG)

SPECIAL MEETING MINUTES

A Special Meeting of the Springfield School District No. 19 Board of Education was held on February 20, 2026.

1. CALL MEETING TO ORDER

Board Chair Jonathan Light called the Springfield Board of Education Special Meeting to order at 5:00 p.m.

A. Pledge of Allegiance

Chair Light led the Pledge of Allegiance.

B. Land Acknowledgement

Vice Chair Langworthy shared the following Land Acknowledgment:

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

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

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

This information is shared out of a responsibility to prevent the erasure of Native culture, heritage, and people and to ensure a quality contemporary education for future generations.

Attendance

Board Members in attendance included Board Chair Jonathan Light, Director Ken Kohl, Director De Graff, and Director Amber Langworthy.

District staff and community members identified included Taylor Madden, Brian Richardson, Jeff Michna, Brian Megert, Ame Beard, Jodi O'Mara, Johnathan Gault, Jody Barnhart, Kim Weston, Kimberlee Pelster, Brandon Ferguson, Jason Ray, Lou Woodford, Gail Woodford, Katie Dawson, Melissa Blomquist, Tina Belmont, Andy Price, Joyce Douglas, Ame Beard, Carla Smith, Josh Donaldson, Katie Ryan, Ingrid Nordstrom, Barry Barrean, Jose da Silva, Matt Brandt, Sheila Stapley, Tanya Martin, Melissa Stalder, Andrea Wallace, Damian Laudati, Jolie Brantley, Kai Isham, Brandi Starck, and Pam Skinner.

2. DISCUSSION

A. Review Process for Candidate Interviews

Chair Light

The school board discussed the selection process for an acting superintendent, of whom will fill the vacancy from March 2 to June 30, 2026, and an interim superintendent from July 1, 2026, to June 30, 2027.

Director De Graff asked Chair Light about appointing an acting superintendent and we all didn't have as much input as we will for an interim. Director De Graff stated that she didn't have any part of the structure. She stated that Chair Light also said that we provided questions. The whole Board didn't develop the questions. Recommends sticking to the list that was shared with the candidates so that there are no surprises. Suggests lengthening the time to 30 minutes.

Director De Graff asks when each candidate was contacted. No answer was given.

Director Langworthy provided details on who nominated certain candidates, noting the list of candidates was developed through recommendations from the Coalition of School Administrators (COSA), board attorney and former and current district staff.

Chair Light explained the process of reaching out to candidates to determine their interest without undue pressure.

3. INFORMATION

Chair Light

A. Interview Candidates

Brian Megert emphasized his advocacy for students, building staff morale through voice and agency, and addressing budget shortfalls and staff conflicts. He highlighted his experience in crisis management and budget oversight, aiming to restore relationships and ensure a smooth transition. An overview of his extensive experience at the Douglas Educational Service District was highlighted. Megert expressed a long-term commitment to the role, emphasizing passion and dedication. The importance of a student-centered, decision-making framework that keeps students centered was stressed.

Ame Beard highlighted her experience in building relationships with partner organizations and advocacy, including a nonprofit board project. She stressed the importance of authentic listening to stakeholders, particularly teachers, and the need for community forums and surveys. Beard emphasized her transformational leadership skills, citing her success in stabilizing and improving a school with a 100% graduation rate.

Jodi O'Mara highlighted her experience managing budget cuts, stakeholder relationships, and the need for healing and stability. O'Mara stressed the importance of understanding the budget, involving staff, and maintaining a student-centered approach. Adaptability and collaboration in addressing budget shortfalls and improving educational outcomes.

4. DISCUSSION

A. Debrief Interviews

Chair Light

The discussion included the challenges, responsibilities, qualifications, strategies, and suitability of each of the candidates, emphasizing the need for crisis response, mediation, and conflict management. Expectations and criteria they were looking for in an active superintendent was shared. The board debated the merits of internal versus external candidates.

5. ACTION ITEMS

Chair Light

A. Appoint Acting Superintendent

MOTION: Director Kohl moved, seconded by Director De Graff to appoint Jodi O'Mara as acting superintendent.

Chair Light called for a roll call vote. Each board member was asked to indicate if they approve the motion to appoint Jodi O'Mara as acting superintendent: Director Jonathan Light - No, Director Amber Langworthy - No, Director Ken Kohl - Yes, and Director Nicole De Graff - Yes.

Motion failed, 2:2.

MOTION: Director Langworthy moved, seconded by Director Light to appoint Ame Beard as acting superintendent.

Chair Light called for a roll call vote. Each board member was asked to indicate if they approve the motion to appoint Ame Beard as acting superintendent: Director Jonathan Light - Yes, Director Amber Langworthy - Yes, Director Ken Kohl - No, and Director Nicole De Graff - No.

Motion failed, 2:2.

Director De Graff expressed concern about the board's trustworthiness and ability to make an informed decision, suggesting the board turn to Lane ESD for further coordination.

Director De Graff exited the boardroom at 7:14 p.m.

B. Authorize Board Chair to Negotiate and Execute Agreement for Acting Superintendent Chair Light

The board agreed to remove Action Item 5.B.

6. DISCUSSION

A. Interim Superintendent Search Process Chair Light

Chair Light outlined the potential timeline for the interim superintendent search, to expedite the process and include new board members.

The Board discussed the timeline for selecting a search firm and establishing qualifications for the interim superintendent, aiming for a decision by July 1st. Additional meetings were suggested to expedite the process.

Director Langworthy mentioned the availability of facilitators and trainers who also provide search services.

The board considered reaching out to Lane ESD for interim services, agreeing to keep all three candidates as possibilities and postponed the final vote to Monday the 23rd for the Springfield Public School Board meeting, during which they will appoint an acting superintendent.

The importance of community and staff involvement in the search was emphasized, with options to use existing firms or issue new RFPs.

7. NEXT MEETING:

February 23, 2026 – Special Meeting at 5:30 p.m.

Chair Light thanked everyone for attending the meeting.

8. NEXT MEETING:

February 23, 2026 – Special Meeting at 5:30 p.m.

8. ADJOURNMENT

Chair Light

Having concluded all business, Chair Light adjourned the Springfield Public School District's Special Meeting at 7:25 p.m.

(Minutes recorded by Trenay Ryan, LCOG)

SPECIAL MEETING MINUTES

A Special Meeting of the Springfield School District No. 19 Board of Education was held on February 23, 2026.

1. CALL MEETING TO ORDER

Board Chair Jonathan Light called the Springfield Board of Education organizational meeting to order at 5:30 p.m.

A. Pledge of Allegiance

Chair Light led the Pledge of Allegiance.

B. Land Acknowledgment

Director Kohl shared the following Land Acknowledgement:

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

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

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

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

Attendance

Board Members in attendance included Board Chair Jonathan Light, Director Ken Kohl, Director De Graff, and Vice Chair Amber Langworthy.

District staff and community members identified included Brian Richardson, Martie Steigleder, Brian Megert, Jodi O'Mara, Ame Beard, Taylor Madden, Jeff Michna, Katie Dawson, Brandi Starck, Melissa Stalder, Kari Isham, Sheila Stapley, Josh Donaldson, Lou Woodford, Jonathan Gault, Melissa Blomquist, Andy Price, Gail Woodford, Katie Ryan, Ingrid Nordstrom, Barry Barrean, Jose da Silva, Kimberlee Pelster, Matt Brandt, and several in attendance virtually.

2. APPROVAL OF AGENDA

Chair Light

MOTION: Director Kohl moved, seconded by Chair Light for a motion to approve the agenda.

Chair Light motioned for approval of the amended agenda, seconded by Vice Chair Langworthy motioned to approve the amended agenda.

Chair Light called for a roll call vote. Each board member was asked to indicate if they approve the motion to amend for Additional Items to the Agenda: Director Light - Yes, Director De Graff - Yes, Director Kohl - Yes, and Director Langworthy - Yes.

Motion unanimously passed, 4:0.

3. DISCUSSION

A. Acting Assistant Superintendent Candidates

Chair Light

The board emphasized the importance of experience and qualifications, highlighting Brian Megert and Jodi O'Mara as the most qualified candidates.

O'Mara was praised for her extensive experiences, detailed transition plan, and ability to lead effectively from day one.

Megert was commended for his deep understanding of the district, relational skills, and experience with special programs and legal matters.

4. ACTION ITEM

Chair Light

A. Appoint Acting Superintendent

MOTION: Director Kohl moved, seconded by Director De Graff to approve a motion to Appoint Jodi O'Mara as Acting Superintendent.

Chair Light called for a roll call vote. Each board member was asked to indicate if they approve the motion to appoint Jodi O'Mara as Acting Superintendent: Director Light - Yes, Director De Graff - Yes, Director Kohl - Yes, and Director Langworthy - Yes.

Motion unanimously passed, 4:0.

Jodi O'Mara was appointed as Acting Superintendent.

B. Authorize the Board Chair to Negotiate and Execute Agreement for Acting Superintendent

Chair Light

MOTION: Director De Graff moved, seconded by Director Kohl to approve the motion to Authorize the Board Chair to Negotiate and Execute Agreement for Acting Superintendent.

Chair Light called for a roll call vote. Each board member was asked to indicate if they approve the motion to Authorize the Board Chair to Negotiate and Execute Agreement for Acting Superintendent: Director Light - Yes, Director De Graff - Yes, Director Kohl - Yes, and Director Langworthy - Yes.

Motion unanimously passed, 4:0.

C. Action on Assistant Superintendent Resignation Agreement

MOTION: Director Kohl moved, seconded by Director De Graff to Approve the Resignation Agreement with Assistant Superintendent Collins and Delegate Authority to the Board Chair to Execute the Agreement.

A roll call vote was not called. The board unanimously voted - Yes.

Motion unanimously passed, 4:0.

5. DISCUSSION

Chair Light

A. Board Member Appointee Process

Chair Light reiterated the current process for board member appointments and opened the floor for comments. The board will have from February 27 thru March 8th to review board candidates.

Director Kohl suggested that if they were to have a large number, narrowing down the list of candidates may make the interview process more manageable.

Board members discussed:

- The possibility of pre-screening candidates and the need for a transparent process
- Development of interview questions
- Timeframe for candidates to answer interview questions

Chair Light suggested starting the March 9th meeting earlier to accommodate the board member appointment discussion.

B. New Board Member Orientation

The Board discussed the need to improve the orientation process for new board members and proposed starting onboarding immediately.

Suggestions included:

- Provide candidates with policies and materials to help them get up to speed.
- Host a class or session on understanding laws and ethics, from day one.
- The need for a more defined and consistent orientation process to support new board members effectively.
- Develop a new board member onboarding packet, to include district goals, board calendar, Oregon School Board Association (OSBA) materials, Robert's Rules info, contact list, and orientation timeline.
- Provide a mentor to the new board member.
- Provide a tour of district properties to give new board members a better understanding of the district

C. Board Development

Vice Chair Amber Langworthy

Roles & Responsibilities Training:

Director Langworthy listed organizations contacted, including OSBA, Oregon Educational Collaborative (OEO), and Aligned Education Consulting (AEC); each offering different models and scopes of work related to board governance, roles, responsibilities, board superintendent coordination, and board development.

Director De Graff expressed concern about the board's authority to hire consultants and the process of soliciting proposals.

Chair Light explained his process of developing a request for proposal (RFP) and the board's role in defining the training criteria.

Vice Chair Langworthy admitted to initial confusion about the RFP process and expressed a commitment to transparency.

Director Kohl suggested Langworthy had gathered information and gotten budget-level numbers from firms without signing contracts.

Oregon Government Ethics Commission Training:

Information will be gathered from potential facilitators for board governance training. Training can be interactive and tailored to the board's needs and can cover topics like transparency, accountability, and public trust. The board also considered opening the training to other boards for broader insights.

Public Meetings Law:

A potential training session with Ruth Sylvester on public meeting laws was scheduled for May 11, 2026. The need for targeted training specific to the board's needs and the importance of understanding legal guardrails was discussed.

Serial Communication:

The board debated the timing and cost of training, with a preference for a two-hour session, and considered budget constraints and potential reallocations. The need for a detailed scope and time frame for training proposals was emphasized.

5. NEXT MEETING:

March 9, 2026 - Business Meeting at 7:00 p.m.

Chair Light thanked everyone for their contributions and attendance.

6. ADJOURNMENT

Having no further business to conduct, Chair Light adjourned the Special Meeting at 6:50 p.m.

(Minutes recorded by Trenay Ryan, LCOG)

**SPRINGFIELD PUBLIC SCHOOLS
2025-2026 Revenue/Expenditure Forecast
As of February 28, 2026
Please see attached report**

REVENUES:

- Both current year and prior year tax collections are projected for 100% collection. To date \$32,004,637 has been collected in current year property taxes, which equates to 94.9% of anticipated budget. Additionally, \$276,998 has been collected in prior year tax collections which equates to 69.2% of anticipated budget. This report is based on the information received through the Lane County Tax and Assessment office.
- The district's most significant portion of revenue is the district's scheduled Basic School Support payments through the Oregon Department of Education. The district projects to receive approximately \$91.73 million for the current year based on 2025-2026 projected enrollment and the allocation designated by the Oregon Department of Education. The projected SSF revenue is less than originally budgeted (\$92.23 million) due to enrollment being lower than projected, but does include an assumption of receiving \$500,000 in High-Cost Disability reimbursement for the current year. By including the High-Cost Disability reimbursement, the State School Fund is projected to be received as budgeted.
- In early September the district learned that there is a reconciliation payment of Secure Rural Schools Act (Federal Forest fees) due to Springfield Public Schools totaling \$780,512, which has been received. This reconciliation is related to underpayments by Oregon Department of Education between 2017 and 2020 and may be allocated as an inclusion to State School Funding.
- The district is anticipating receiving approximately \$250,000 in County School Funds. To date the district has not received anticipated funds.
- The district is anticipating receiving approximately \$1.4 million in Common School Funds. To date the district has received \$1.52 million of anticipated funds.

EXPENDITURES:

- Projected salary expenditures are based upon staff allocations adopted during the budgeting process, an anticipation of a ratified certified collective bargaining agreement, and is estimated using actual and projected data (per previous year-end estimates). The current projection of 97% expenditures for salary related items based on prior trends.

- Benefit amounts are based upon projected staffing expenditures and are directly tied to the salary assumptions and are currently anticipated to be 95% expended. This projection will change as the year advances.
- The purchased services and capital outlay expenditure projections are based upon budgeted expenditures and anticipated to be expended similar to past trends, however are shown at 97% and 99.96% expended at this point in the year. Based on past trends and a General fund expenditure limitation the supplies and materials expenditures are projected to be 70.0% expended.
- Other objects include the cost for property and liability insurance and is based upon premiums negotiated after the 2025-2026 adopted budget.
- Fund transfers allocated during the 2025-2026 budget process include \$800,000 (Instructional Materials Fund), \$800,000 (Technology Fund) and \$888,314 (Debt Service Fund).

Additional Notes: For the 2025-2026 budget year the current estimate of ending fund balance is \$14,716,484. Included in this number is the audited ending fund balance from the 2024-2025 fiscal year (\$20,850,181). As a preview for the 2025-2026 budget process, this reduction in projected ending fund balance indicates that the district is utilizing significant reserves in its current fiscal year. By utilizing reserves of this magnitude, the district will realize a reduction in resources available for the 2026-27 proposed budget. As with previous years, this is an early estimate and accounts for the assumptions made in the current year operating budget, as well as the use of reserves as a strategy for adjusting to the unanticipated loss of enrollment.

Submitted by:

Brett M. Yancey
Chief Operations Officer

SPRINGFIELD SCHOOL DISTRICT 19
2025-2026 REVENUE/EXPENDITURE FORECAST
as of
2/28/26

	BUDGET	ACTUAL through 02/28/26	ESTIMATED from 02/28/26 to year end	PROJECTED 2025-2026	PROJECTED as % of BUDGET
REVENUES:					
Property taxes - current	33,710,653	32,004,637	1,706,016	33,710,653	100.00%
Property taxes - prior years	400,000	276,998	123,002	400,000	100.00%
Other local sources	2,286,500	1,655,577	630,923	2,286,500	100.00%
County School Fund	250,000	0	250,000	250,000	100.00%
State School Fund	92,227,519	67,922,175	24,305,818	92,227,993	100.00%
Federal Forest Fees	0	780,512	0	780,512	N/A
Common School Fund	1,400,000	1,524,558	0	1,524,558	108.90%
Total revenues	130,274,672	104,164,457	27,015,759	131,180,216	100.70%
Beginning fund balance	21,001,494	20,850,181	0	20,850,181	99.28%
Total Beginning fund balance	21,001,494	20,850,181	0	20,850,181	99.28%
Total resources	151,276,166	125,014,639	27,015,759	152,030,398	100.50%
EXPENDITURES:					
Personal services	72,736,587	39,797,720	30,756,770	70,554,489	97.00%
Employee benefits	46,202,043	22,921,624	20,970,316	43,891,941	95.00%
Purchased services	13,470,714	7,437,814	5,628,779	13,066,593	97.00%
Supplies & materials	4,123,317	2,516,889	1,400,262	3,917,151	95.00%
Capital outlay	1,912,090	88,539	1,249,924	1,338,463	70.00%
Other objects	2,057,823	2,029,137	27,826	2,056,962	99.96%
Fund transfers	2,488,314	2,488,314	0	2,488,314	100.00%
Total expenditures	142,990,888	77,280,037	60,033,877	137,313,913	96.03%
Unappropriated	7,285,278	0	0	0	-
Contingency	1,000,000	0	0	0	0.00%
Total appropriations	151,276,166	77,280,037	60,033,877	137,313,913	90.77%
Total resources		125,014,639	27,015,759	152,030,398	
Total appropriations		77,280,037	60,033,877	137,313,913	
Ending fund balance		47,734,602	(33,018,118)	14,716,484	
Less: contingency			0	0	
Net fund balance		47,734,602	(33,018,118)	14,716,484	

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 resignations, retirements, and the following contract renewals/non-renewals: administrative probationary, administrative contract, probationary teacher, contract teacher, and temporary non-renewals. If the Board of Directors would like to discuss any of these recommendations in executive session, in accordance with ORS 192.660(2)(f) Exempt Public Records, the employee should be identified by the number and it will be withdrawn pending further instruction from the Board. Dustin Reese is available for questions.

RECOMMENDATION:

It is recommended the Board of Directors approve the personnel action for licensed employees as reflected in this resolution and any addendum presented along with this resolution. Categories include:

- Resignations
- Retirements
- Administrative Probationary Renewals
- Administrative Contract Renewals
- Probationary Teacher Renewals
- Teacher Contract Renewals
- Temporary Non-Renewals

SUBMITTED BY:

Dustin Reese
Executive Director, Human Resources

APPROVED BY:

JODI O'MARA
Acting Superintendent

NO	NAME OR EMPLOYEE ID	CURRENT STATUS	FTE	EFFECTIVE DATE	NOTES
	RESIGNATIONS				
1	886858	CONTRACT TEACHER	FT	03/02/2026	RESIGNATION
2	1077546	CONTRACT ADMINISTRATOR	FT	06/30/2026	RESIGNATION
3	833150	PROBATIONARY 2	FT	01/29/2026	RESIGNATION
4	2297884	CONTRACT TEACHER	FT	06/12/2026	RESIGNATION
5	2758555	PROBATIONARY 2	FT	06/12/2026	RESIGNATION
6	2906198	PROBATIONARY 2	FT	06/30/2026	RESIGNATION
	RETIREMENTS				
7	396125	CONTRACT ADMINISTRATOR	FT	02/28/2026	RETIREMENT
8	294500	CONTRACT ADMINISTRATOR	FT	02/28/2026	RETIREMENT
9	385360	CONTRACT TEACHER	FT	06/30/2026	RETIREMENT
	ADMINISTRATIVE PROBATIONARY RENEWALS				
10	395447	PROBATIONARY 1	FT	2026-27	RECOMMEND MOVE TO PROBATIONARY 2
11	394351	PROBATIONARY 1	FT	2026-27	RECOMMEND MOVE TO PROBATIONARY 2

12	4405	PROBATIONARY 1	FT	2026-27	RECOMMEND MOVE TO PROBATIONARY 2
13	2906171	PROBATIONARY 2	FT	2026-27	RECOMMEND MOVE TO PROBATIONARY 3
14	390372	PROBATIONARY 2	FT	2026-27	RECOMMEND MOVE TO PROBATIONARY 3
15	2344211	PROBATIONARY 3	FT	2026-27	RECOMMEND MOVE TO CONTRACT ADMINISTRATOR
16	2759306	PROBATIONARY 3	FT	2026-27	RECOMMEND MOVE TO CONTRACT ADMINISTRATOR
17	1785591	PROBATIONARY 3	FT	2026-27	RECOMMEND MOVE TO CONTRACT ADMINISTRATOR
18	2759047	PROBATIONARY 3	FT	2026-27	RECOMMEND MOVE TO CONTRACT ADMINISTRATOR
19	2655225	PROBATIONARY 3	FT	2026-27	RECOMMEND MOVE TO CONTRACT ADMINISTRATOR
20	887080	PROBATIONARY 3	FT	2026-27	RECOMMEND MOVE TO CONTRACT ADMINISTRATOR
21	385239	PROBATIONARY 3	FT	2026-27	RECOMMEND MOVE TO CONTRACT ADMINISTRATOR
	ADMINISTRATIVE CONTRACT RENEWALS				
22	742104	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
23	287814	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
24	393932	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
25	395129	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
26	393622	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL

27	1282069	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
28	395331	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
29	776734	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
30	395102	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
31	610615	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
32	2238403	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
33	394963	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
34	328944	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
35	395242	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
36	910317	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
37	2333198	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
38	296414	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
39	393924	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
40	394858	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
41	396079	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
42	1451308	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
43	2080583	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL

44	1229591	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
45	2087235	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
46	294241	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
47	392081	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
48	911119	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
49	393401	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
50	2432110	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
51	1244337	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
52	385204	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
53	394343	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
54	1995987	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
55	394696	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
56	396095	CONTRACT ADMINISTRATOR	FT	2026-2029	CONTRACT RENEWAL
	PROBATIONARY TEACHER RENEWALS				
57	2813998	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
58	3057925	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2

59	2855410	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
60	762571	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
61	3057968	PROBATIONARY 1	PT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
62	2696592	PROBATIONARY 1	PT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
63	2680750	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
64	1862049	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
65	1495178	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
66	2200848	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
67	1807234	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
68	2906112	PROBATIONARY 1	PT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
69	1343610	PROBATIONARY 1	PT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
70	3058433	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
71	2328046	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
72	3058557	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
73	1608770	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
74	1952293	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
75	3058719	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2

76	2238705	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
77	2363712	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
78	3058964	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
79	3059022	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
80	3059081	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
81	2854694	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
82	3059146	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
83	2744384	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
84	2191261	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
85	3059278	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
86	2838265	PROBATIONARY 1	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 2
87	2906856	PROBATIONARY 2	PT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
88	1472631	PROBATIONARY 2	PT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
89	708437	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
90	2906902	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
91	2906899	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
92	2020971	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3

93	2861844	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
94	2861852	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
95	2291940	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
96	1579894	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
97	2817365	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
98	2759659	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
99	2906929	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
100	2861801	PROBATIONARY 2	PT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
101	1078526	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
102	2906864	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
103	2861860	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
104	126888	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
105	2858347	PROBATIONARY 2	PT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
106	2679094	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
107	2758377	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
108	1996266	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
109	2861712	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3

110	193127	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
111	2591979	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
112	2906910	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
113	1431498	PROBATIONARY 2	PT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
114	2426935	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
115	2906880	PROBATIONARY 2	PT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
116	2861771	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
117	2683059	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
118	2861739	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
119	1918141	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
120	2906848	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
121	2906295	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
122	1038494	PROBATIONARY 2	PT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
123	2427125	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
124	390488	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
125	2432374	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
126	2089556	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3

127	2672227	PROBATIONARY 2	FT	2026-2027	RECOMMEND MOVE TO PROBATIONARY 3
128	2672227	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
129	630276	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
130	1037412	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
131	1996010	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
132	2683040	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
133	2759128	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
134	1385992	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
135	2759349	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
136	2759020	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
137	2759225	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
138	394475	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
139	2759322	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
140	393991	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
141	298530	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
142	395013	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
143	2759160	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER

144	2759209	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
145	1847732	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
146	2662760	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
147	2590638	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
148	2591146	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
149	2424908	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
150	288381	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
151	2759276	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
152	2526271	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
153	549959	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
154	2759268	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
155	1754114	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
156	2759187	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
157	2759330	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
158	879029	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
159	2759039	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
160	1047507	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER

161	2759098	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
162	2759055	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
163	384704	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
164	2759314	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
165	2759012	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
166	2759365	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
167	2759292	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
168	2759632	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
169	1526057	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
170	2086913	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
171	669598	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
172	674869	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
173	2659166	PROBATIONARY 3	FT	2026-2029	RECOMMEND MOVE TO CONTRACT TEACHER
	TEACHER CONTRACT RENEWALS				
174	1124749	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
175	392863	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

176	947628	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
177	886483	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
178	1861964	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
179	32816	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
180	1995979	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
181	824712	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
182	2329786	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
183	2592266	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
184	1594338	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
185	2432463	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
186	287784	CONTRACT SPECIALIST	FT	2026-2028	CONTRACT RENEWAL
187	1862359	CONTRACT SPECIALIST	FT	2026-2028	CONTRACT RENEWAL
188	394971	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
189	1525867	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
190	1974297	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
191	351687	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
192	886939	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
193	392642	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

194	2500450	CONTRACT TEACHER	PT	2026-2028	CONTRACT RENEWAL
195	2430703	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
196	1486845	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
197	385417	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
198	1707833	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
199	1451219	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
200	393770	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
201	1848798	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
202	1996479	CONTRACT SPECIALIST	PT	2026-2028	CONTRACT RENEWAL
203	1860631	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
204	397091	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
205	886750	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
206	1385577	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
207	1229486	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
208	2086395	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
209	25682	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
210	394513	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
211	393746	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

212	392766	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
213	2088843	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
214	2591839	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
215	2032082	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
216	1764586	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
217	947547	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
218	395471	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
219	2200864	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
220	1038818	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
221	1038443	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
222	1648012	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
223	1486594	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
224	2483270	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
225	394947	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
226	397423	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
227	778265	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
228	394645	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
229	1995502	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

230	86355	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
231	2070596	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
232	2089238	CONTRACT TEACHER	PT	2026-2028	CONTRACT RENEWAL
233	1862219	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
234	1126474	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
235	1230506	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
236	1738941	CONTRACT SPECIALIST	FT	2026-2028	CONTRACT RENEWAL
237	640050	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
238	564257	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
239	2089076	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
240	712256	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
241	2430932	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
242	385123	CONTRACT SPECIALIST	FT	2026-2028	CONTRACT RENEWAL
243	1915096	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
244	777919	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
245	393126	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
246	237639	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
247	2297698	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

248	392898	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
249	392162	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
250	1385909	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
251	1789813	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
252	480118	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
253	394467	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
254	1038435	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
255	389560	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
256	1038532	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
257	641510	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
258	394408	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
259	2238365	CONTRACT TEACHER	PT	2026-2028	CONTRACT RENEWAL
260	2591847	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
261	2483297	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
262	287237	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
263	1948113	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
264	2297817	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
265	2088932	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

266	631086	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
267	394521	CONTRACT TEACHER	PT	2026-2028	CONTRACT RENEWAL
268	2483300	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
269	1230557	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
270	1038508	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
271	394823	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
272	1386190	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
273	385158	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
274	1282077	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
275	395161	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
276	886866	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
277	1974211	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
278	397342	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
279	886823	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
280	2431084	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
281	178780	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
282	940267	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
283	395064	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

284	1510576	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
285	2591413	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
286	2431092	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
287	1386018	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
288	1127020	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
289	395641	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
290	2298163	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
291	2298171	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
292	1753851	CONTRACT SPECIALIST	FT	2026-2028	CONTRACT RENEWAL
293	1125540	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
294	1280686	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
295	393002	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
296	1754289	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
297	2238829	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
298	2086158	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
299	1764047	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
300	1229540	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
301	1038931	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

302	1038893	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
303	242217	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
304	1862251	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
305	776718	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
306	2425629	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
307	389250	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
308	393290	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
309	393061	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
310	393525	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
311	1038583	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
312	1038451	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
313	393835	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
314	1230573	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
315	886963	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
316	536601	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
317	393363	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
318	1229664	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
319	1912704	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

320	1038729	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
321	2590808	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
322	390097	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
323	887145	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
324	393096	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
325	1038478	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
326	886890	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
327	394025	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
328	385271	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
329	392537	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
330	392545	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
331	2483327	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
332	2238802	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
333	2431270	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
334	395358	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
335	947644	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
336	397113	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
337	393320	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

338	1230050	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
339	2298023	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
340	2591316	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
341	1281690	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
342	2483335	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
343	887021	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
344	1996177	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
345	2592606	CONTRACT SPECIALIST	FT	2026-2028	CONTRACT RENEWAL
346	1920537	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
347	1372815	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
348	2431351	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
349	2087855	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
350	1995308	CONTRACT TEACHER	FT	2026-2027	NON-EXTENSION OF CONTRACT
351	2431378	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
352	393630	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
353	886920	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
354	1754025	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
355	82627	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

356	1671731	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
357	385336	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
358	1617389	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
359	2431416	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
360	514039	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
361	2297558	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
362	393398	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
363	982288	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
364	385409	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
365	1995952	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
366	993913	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
367	1840771	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
368	477109	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
369	1996053	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
370	1583549	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
371	1369385	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
372	1415085	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
373	1322346	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

374	392448	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
375	2331853	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
376	1125281	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
377	2088053	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
378	1039040	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
379	1357840	CONTRACT TEACHER	PT	2026-2028	CONTRACT RENEWAL
380	2237350	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
381	2591200	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
382	2591243	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
383	1828703	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
384	2080753	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
385	1038710	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
386	2086182	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
387	396257	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
388	397296	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
389	1894048	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
390	1386077	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
391	1594257	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

392	1594281	CONTRACT TEACHER	PT	2026-2028	CONTRACT RENEWAL
393	363464	CONTRACT TEACHER	PT	2026-2028	CONTRACT RENEWAL
394	2590557	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
395	1995677	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
396	886343	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
397	2592053	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
398	1075764	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
399	297407	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
400	1126946	CONTRACT SPECIALIST	PT	2026-2028	CONTRACT RENEWAL
401	2087979	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
402	2298260	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
403	394149	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
404	394459	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
405	1755439	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
406	2431572	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
407	114782	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
408	1575988	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
409	299324	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

410	2297809	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
411	384550	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
412	2087464	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
413	1594591	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
414	1038575	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
415	1495321	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
416	2237385	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
417	394491	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
418	289167	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
419	392111	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
420	1271059	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
421	2431637	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
422	1894005	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
423	393827	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
424	392391	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
425	753777	CONTRACT SPECIALIST	FT	2026-2028	CONTRACT RENEWAL
426	1593765	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
427	2238683	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

428	1593773	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
429	741477	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
430	2088266	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
431	395234	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
432	1879138	CONTRACT TEACHER	PT	2026-2028	CONTRACT RENEWAL
433	982547	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
434	394734	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
435	969028	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
436	2238624	CONTRACT SPECIALIST	FT	2026-2028	CONTRACT RENEWAL
437	1754424	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
438	1753576	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
439	394017	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
440	1886185	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
441	1594184	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
442	527181	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
443	385166	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
444	386782	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
445	2086972	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

446	495913	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
447	395056	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
448	1997351	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
449	1434756	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
450	2086999	CONTRACT TEACHER	PT	2026-2028	CONTRACT RENEWAL
451	394599	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
452	391344	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
453	393983	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
454	1177133	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
455	887218	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
456	393665	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
457	984523	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
458	1576011	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
459	1451316	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
460	2431718	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
461	393029	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
462	1407929	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
463	887056	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

464	1126377	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
465	394955	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
466	1451278	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
467	1038761	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
468	1230220	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
469	886661	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
470	394661	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
471	2510812	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
472	1230271	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
473	2431750	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
474	385069	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
475	1579916	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
476	393177	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
477	2086514	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
478	394580	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
479	1754270	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
480	1675133	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
481	394165	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

482	2431777	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
483	393347	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
484	1211625	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
485	973114	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
486	392189	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
487	1594060	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
488	397393	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
489	389846	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
490	394270	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
491	393584	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
492	2087227	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
493	392618	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
494	2590948	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
495	1154532	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
496	1385828	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
497	2297841	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
498	394769	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
499	397156	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

500	886149	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
501	2431890	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
502	1184687	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
503	1996088	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
504	910708	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
505	2113813	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
506	290254	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
507	1861115	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
508	2590867	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
509	397164	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
510	1996363	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
511	1280694	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
512	1861158	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
513	2238977	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
514	1068873	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
515	1039024	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
516	393940	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
517	5436	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

518	392677	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
519	393037	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
520	393193	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
521	385174	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
522	947989	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
523	887072	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
524	2431963	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
525	392650	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
526	1806734	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
527	524468	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
528	1494961	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
529	393711	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
530	394181	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
531	389072	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
532	385247	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
533	S 2087308	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
534	2330636	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
535	394815	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

536	394009	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
537	1068296	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
538	393355	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
539	300667	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
540	1230581	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
541	1908995	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
542	1281518	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
543	1576348	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
544	886548	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
545	1861301	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
546	1522914	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
547	1995774	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
548	393045	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
549	1278061	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
550	1127179	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
551	2297922	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
552	1511215	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
553	2432072	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

554	2087537	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
555	2086697	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
556	1495275	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
557	2104814	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
558	395145	CONTRACT SPECIALIST	PT	2026-2028	CONTRACT RENEWAL
559	394629	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
560	1038702	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
561	2086751	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
562	2432137	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
563	2297981	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
564	1385267	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
565	2591685	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
566	1518909	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
567	394033	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
568	393657	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
569	393959	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
570	1244930	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
571	394254	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

572	397253	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
573	394106	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
574	886815	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
575	2591782	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
576	676683	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
577	1451324	CONTRACT SPECIALIST	FT	2026-2028	CONTRACT RENEWAL
578	887013	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
579	393460	CONTRACT TEACHER	PT	2026-2028	CONTRACT RENEWAL
580	397415	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
581	1511262	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
582	387983	CONTRACT TEACHER	FT	2026-2027	NON-EXTENSION OF CONTRACT
583	1501453	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
584	392995	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
585	394715	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
586	300926	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
587	2238314	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
588	1955268	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
589	1996436	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

590	688223	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
591	1433946	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
592	2089505	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
593	1253042	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
594	930148	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
595	2432323	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
596	2153351	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
597	886505	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
598	2089343	CONTRACT TEACHER	PT	2026-2028	CONTRACT RENEWAL
599	1847821	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
600	502200	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
601	1229567	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
602	2081296	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
603	2432366	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
604	397261	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
605	394890	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
606	2432382	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
607	778028	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL

608	2089424	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
609	1974238	CONTRACT TEACHER	FT	2026-2028	CONTRACT RENEWAL
	TEMPORARY NON-RENEWALS				
610	945498	TEMPORARY TEACHER	PT	06/12/2026	TEMPORARY NON-RENEWAL
611	2590735	TEMPORARY TEACHER	FT	06/12/2026	TEMPORARY NON-RENEWAL
612	879460	TEMPORARY TEACHER	FT	06/12/2026	TEMPORARY NON-RENEWAL
613	2683075	TEMPORARY TEACHER	FT	06/12/2026	TEMPORARY NON-RENEWAL

SPRINGFIELD PUBLIC SCHOOLS
Integrated Pest Management (IPM) Report
2024 - 2025 School Year

Integrated Pest Management (IPM) is a comprehensive approach to long-term, environmentally responsible pest control. The District's IPM program emphasizes prevention through sanitation, structural improvements, and procedural controls that reduce pest access to food, water, shelter, and entry points. Trapping and physical removal are utilized when prevention efforts alone do not resolve pest activity. Consistent with IPM principles and Oregon law, pesticide use is rare and applied only when necessary to protect student, staff, or community health and safety.

Oregon Revised Statutes (ORS) Chapter 634 requires the District's IPM Coordinator each January to provide the Board of Directors with an annual report of all pesticide applications made during the previous year.

Children are more sensitive than adults to the potential toxic effects of pesticides. Oregon law therefore requires additional precautions when pesticides (including baits) are used on school campuses, including:

- Applications may only be made by properly licensed applicators.
- Only "low-impact" pesticides may be used on school campuses.
- The District IPM Coordinator is responsible for implementing IPM practices and overseeing pest management efforts.

Prevention First

District IPM practices prioritize identifying and correcting the conditions that attract pests:

- Limiting food and water access in buildings
- Improving cleanliness and waste management
- Addressing structural access points (entry, gaps, penetrations)
- Establishing consistent monitoring and reporting through pest logs

Escalation Strategy

1. Sanitation and procedural improvements
2. Structural improvements (when applicable)
3. Trapping and physical removal
4. Targeted pesticide uses only when necessary for safety and compliant with Oregon restrictions

Because IPM focuses on remediation of the root causes of pest activity, pesticides should rarely be used and only when required as it relates to student, community, or staff safety.

The district continues to update interior pest control procedures as needed when pests become acclimated to existing mitigation methods.

Primary Interior Controls

- Prevention: Removal of food and water access remains the primary method of control.
- Trapping: When pests become established, traps are used to remove pests.

Interior Product/Method Updates

- The district has discontinued the use of Terro ant bait both inside and outdoors.
- The district is now using a fully enclosed ant bait station for interior purposes:
EPA Reg. No. 73079-13-3095 / 64240-3
- Rodent mitigation continues through snap traps and glue traps.
- Traps in kitchens and food preparation areas have been updated to fully enclosed traps at the direction of the health department.

Effectiveness Note: During the reporting period, there were no prevention and management steps that proved ineffective and led to a different decision (i.e., initiating a pesticide application).

Interior Pest Log Activity (Work Orders)

For the 2024–2025 school year, pest log entries submitted as work orders for IPM response were:

- Mice/Rats: 15 entries
- Ants (interior): 26 entries
- Yellow jackets/Wasps (facility-related reports): 25 entries

Yellow Jackets

- The district continued installing yellow jacket traps at every elementary school in the spring to catch queens before nests form. This practice proved highly successful.
- When nests occur, to limit pesticide use, yellow jackets are dug up and vacuumed by District employees. This method is time-intensive but reduces pesticide exposure on campus.

Paper Wasps

- When feasible, paper wasp nests are knocked down rather than treated with pesticides, depending on location and accessibility.
- When pesticide use is required for safety, the District uses:
Spectracide Wasp & Hornet Spray — EPA Reg. No. 9688-190-8845

For the 2024–2025 school year, pesticides used outdoors for controlling weeds in flower beds, parking lots, and fence lines are listed in Table 1, with corresponding EPA registration numbers provided in Table 2.

- SpeedZone continues to be used in sports fields to limit unwanted weed and broadleaf growth.
- A mixture of Crossbow, Ranger Pro, and Pendulum (applied during spring and fall) has proven effective against most weeds across District sites.

The District also manages weeds through non-chemical weed controls:

- Hand pulling
- Frequent maintenance of beds
- Deployment of goats

These approaches are effective but time-intensive and can draw ground personnel away from other critical maintenance needs.

The concentration (percentage) for each product applied per application is as follows:

- RangerPro: 2 ounces chemical per 1 gallon of water. Equates to a concentration level of 1.56%.
- Crossbow: 1.5 ounces chemical per 1 gallon of water. Equates to a concentration level of 1.56%.
- Pendulum: 2 ounces chemical per 1 gallon of water. Equates to a concentration level of 1.56%.
- Speedzone: 2 ounces chemical per 1 gallon of water. Equates to a concentration level of 1.56%.
- MossMelt: 2 ounces chemical per 1 gallon of water. Equates to a concentration level of 1.56%.

Submitted by:

Brett M. Yancey
Chief Operations Officer
Springfield Public School

Pesticide uses in District

TABLE 1:

	Pesticide Name				
Site	Ranger	Crossbow	Pendulum	Speed Zone	Moss Melt
Centennial	44.00	38.50	26.00		
Douglas Gardens	40.00	30.00			
Guy Lee	38.00	35.50	17.50		
Maple	60.00	56.00	40.00		
Mt Vernon	40.00	30.00	6.00		
Page	58.00	56.50	22.00		
Ridgeview	36.00	27.00	6.00		
Riverbend	42.00	25.50	6.00		
Thurston Elementary	28.00	14.00	6.00		
Two Rivers Dos Rios	36.00	29.00	20.00		
Walterville	30.00	22.00			
Yolanda	65.00	61.00	45.00		
Agnes Stewart	48.00	36.00			
Briggs	130.00	118.50	82.00		
Hamlin	122.00	102.00	60.00	120.00	15.00
Thurston Middle	50.00	37.50			
Springfield High	144.00	139.00	68.00		
Silke Field	98.00	84.50	34.50	75.00	
Thurston High	98.00	61.50		180.00	
A-3	10.00	8.50	4.00		
Admin Building	2.00	1.50			

EMC	6.00	4.50			
Brattain Campus	38.00	34.50	28.00		
Brattain House	10.00	7.50	6.50		
Maintenance Center	7.00	5.50	7.00		
Totals in Oz.	1280.00	1066.00	484.50	375.00	15.00

TABLE 2:					
Pesticide	EPA Numbers				
Ranger Pro	524-517				
Crossbow	62719-260-55467				
Pendulum	241-416				
Speed Zone	2217-833				
Moss Melt	92967-91094				

RESOLUTION #25-26.0@@
OUT-OF-STATE TRIP REQUEST

DATE: March 9, 2026

SPRINGFIELD HIGH SCHOOL'S
DECA STUDENTS

RELEVANT DATA:

The purpose of this trip is to compete, to learn, to reflect, to grow and to give back to Springfield High School. More than 10,000 DECA members demonstrate their college and career knowledge and skills by participating in DEA's Competitive Events Program. They are finalists from their chartered associations hoping to be named an International champion. Thousands of members participate in DECA's Emerging Leader Series to attain 21st Century Skills in the areas of collaboration, communication, critical thinking, and creativity.

RECOMMENDATION:

It is recommended the Board approve Springfield High School DECA student's request to travel to Atlanta, Georgia to participate in the DECA International Career Development Conference 2026. Dates of travel will be April 24-29, 2026.

Students will miss three (3) school days.

The DECA students have fundraised \$1000 of the approximately \$5,750 needed to cover the cost of this trip. Any additional funds needed will be covered by ASB monies or the student's families.

There will be no cost to the district for this trip.

José da Silva and Greg Fisher will be available to answer questions.

SUBMITTED BY:

Mindy LeRoux
Director of High Schools

RECOMMENDED BY:

Jodi O'Mara
Acting Superintendent

Springfield School District

Leadership Mtng Date/Decision: _____
Board Mtng Date/Decision: _____

OUT-OF-STATE TRAVEL REQUEST

School: Springfield HS Contact: Greg Fisher Date: 03/04/2026
Club/Organization Going on Trip: DECA # of Students (M/F): 0-1 / 1-4
Number of Faculty Chaperones: 1 Number of Parent/Other Chaperones: 1
Names of Chaperones:
School Staff: Greg Fisher
Parents/Others: Heather Baldwin
Destination: Atlanta, GA Dates of Trip: April 24-29, 2026
Estimated Total Cost: \$2750 - 5750 Cost to the Program/Building*: All ASB Funded
(Includes substitute teacher cost.)
Amount Fundraised to Date: \$1000
Fundraising Activities: Miller Mart proceeds, sponsorships, and donations
Lodging: Hyatt Place Atlanta/Buckhead, 3242 Peachtree Rd NE, Atlanta, GA 30305 (\$150/nt.) - per room
Food: Free hotel breakfast is provided; all other meals are student funded
Method of travel: Commercial airline travel (\$400/pp)
(Note: District vehicles are not available for out-of-state travel)
of School Days Missed: 3 (4/25, 4/28 & 4/29)
(If more than two school days will be missed, please attach additional rationale to justify absences)
Special insurance, if applicable: (Company) _____ Type of Coverage _____ Cost per Person _____
Applicable forms on file: (please check)
☒ Parent Permission Form ☒ Medical Release Form N/A Student Fundraising Agreement

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: [Signature] Date: 3/4/26
Approved: ☒ Denied: _____ Secondary Director: [Signature] Date: 3/4/26

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.

**SCHOOL & CLUB
EVENT
LOCATION
DATES**

PURPOSE OF THE TRIP

What are the objectives of the trip and how are the experiences provided related to class or school program?

@The objectives of the trip are to compete, to learn, to reflect, to grow, and to give back to Springfield High School. "More than 10,000 DECA members demonstrate their college and career knowledge and skills by participating in DECA's Competitive Events Program. They are finalists from their chartered associations hoping to be named an International champion. Thousands of members participate in DECA's Emerging Leader Series to attain 21st Century Skills in the areas of collaboration, communication, critical thinking, and creativity."

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?

@Students meet and interact with thousands of business students and hundreds of adult advisors (business teachers) and volunteers (business professionals). Through these interactions, students gain new perspectives, knowledge, and appreciation for the dedication, effort, and passion that go into both competition and business practice. Students use knowledge and skills already gained in the classroom and through state competition to prepare for and deliver competent and creative content in an internationally competitive environment.

How will the experience motivate students for further learning?

@Through interactions with peers (competitors), advisors, business professionals, and vendors, students will gain skills and ideas for both career and school-based enterprise projects and development. Students will gain confidence and a renewed sense of self-worth that will directly impact their involvement and leadership as Springfield High School students.

Does the trip make best use of available time and money?

@ The opportunity to travel, compete, network, learn, and demonstrate skills and abilities is a life-changing experience for participants. While the money spent is significant, the growth, opportunity and experience gained is priceless.

What effect does the trip have on other classes or programs?

@ Students will be able to share their experience with other school programs, including insights into fundraising, sponsorship, competition, networking, presentation skills, overcoming obstacles, and facing challenges.

What arrangements for transportation and other factors pertaining to supervision of students have been considered to ensure maximum safety?

@Advisor and students will use commercial airline services, hotel shuttles, DECA provided buses, and public transportation to meet the travel needs for this trip. Students will be

accompanied by chaperones and advisors for all portions of travel, except for arrival to and departure from the Eugene airport (this portion of the trip is parent-provided).

Have all monies required to cover the cost of this trip been fundraised?

@ Monies required for this trip will be provided by students and families after scholarships, sponsorships, and donations have been awarded and received.

RATIONALE*

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

@ The official conference dates are set by DECA and cannot be altered to ensure student participation and trip accommodations. The skills, knowledge, and experience gained provide learning that cannot be duplicated in a classroom setting. Further, this type of experience often motivates students to pursue career paths and chase dreams that they never thought possible. This type of field trip is an opportunity I wish every student had as part of the high school experience.

**SCHOOL & CLUB
EVENT
LOCATION
DATES**

ITINERARY

Departure Date & Time: 4/24 (Time: Evening, TBD)

Return Date & Time: 4/29 (Time: TBD)

Details:

@DECA ICDC Schedule



DECA

OVERVIEW SCHEDULE

INTERNATIONAL CAREER DEVELOPMENT CONFERENCE 2026



INTERNATIONAL CAREER DEVELOPMENT CONFERENCE

ATLANTA | 2026

FRIDAY, APRIL 24

12:00 PM - 1:30 PM	Chartered Association Advisor Check-in + Luncheon <i>By invitation only</i> <i>Chapter advisors register with their chartered association advisor at their assigned hotel</i>	B404
--------------------	--	------

SATURDAY, APRIL 25

9:00 AM	Event Directors' Briefing <i>Sponsored by College Board</i>	B213-B214
10:00 AM - 8:00 PM	Headquarters + Attraction Ticket Booth	B403
10:00 AM - 8:00 PM	Shop DECA + Blazer Shop	B Registration Hall
10:00 AM - 5:00 PM	Explore Atlanta or Competition Preparation <i>On your own</i>	
10:00 AM	Executive Officer Candidate Orientation + Interviews	B319
1:00 PM - 5:00 PM	Exhibit Booth Set-up	Hall B3
5:00 PM	Parade of Chartered Associations Rehearsal	Mercedes-Benz Stadium
6:30 PM	National Advisory Board + Executive Mentor Reception <i>By invitation only</i>	Mercedes-Benz Stadium
8:00 PM	Grand Opening Session	Mercedes-Benz Stadium
12:30 AM	Curfew <i>Chapters and chartered associations may set earlier curfew times</i>	Assigned Hotel

SUNDAY, APRIL 26

7:00 AM - 5:00 PM	Headquarters + Attraction Ticket Booth	B403
7:00 AM - 5:00 PM	Shop DECA + Blazer Shop	B Registration Hall
7:30 AM	Judge Check-in	B209 Foyer
8:00 AM - 11:30 AM	School-based Enterprise Academy Food Operations	Omni Hotel
8:00 AM - 3:30 PM	Emerging Leader Series	GWCC
8:00 AM - 4:00 PM	College + Career Exhibits <i>Advisors only from 8:00 AM - 9:00 AM</i>	Hall B3
8:00 AM - 5:00 PM	Competitive Event Testing <i>Principles of Business Administration Events, Personal Financial Literacy, Team Decision Making Events, Individual Series Events, Integrated Marketing Campaign Events, Professional Selling and Consulting Events</i>	GWCC
8:00 AM - 5:00 PM	Competitive Event Preliminary Competition <i>Business Operations Research Events, Project Management Events, Entrepreneurship Written Events, Stock Market Game</i>	Hall B1-B2
9:00 AM	Virtual Business Challenge Participants' Briefing	B206
9:00 AM - 4:00 PM	Advisor Professional Learning Series	B401-B402
9:30 AM	Executive Mentor Program	B404
10:00 AM - 4:00 PM	Virtual Business Challenge Competition	Hall B3
12:00 PM	MDA Fundraising Recognition Luncheon <i>Sponsored by the Muscular Dystrophy Association By invitation only</i>	B404
12:00 PM - 3:30 PM	School-based Enterprise Academy Retail Operations	Omni Hotel
4:00 PM	Voting Delegates' Briefing + Candidate Campaign Sessions	B405-B407
5:00 PM - 11:00 PM	Choose Your Own ATL Adventure <i>Advance ticket purchase required</i>	
12:30 AM	Curfew <i>Chapters and chartered associations may set earlier curfew times</i>	Assigned Hotel

MONDAY, APRIL 27

7:00 AM – 5:00 PM	Headquarters + Attraction Ticket Booth	B403
7:00 AM – 5:00 PM	Shop DECA	B Registration Hall
7:30 AM	Judge Check-In	B209 Foyer
8:00 AM – 4:00 PM	College + Career Exhibits	Hall B3
8:00 AM – 3:30 PM	Emerging Leader Series	GWCC
8:00 AM – 6:00 PM	Competitive Event Preliminary Competition <i>Principles of Business Administration Events, Personal Financial Literacy, Team Decision Making Events, Individual Series Events, Integrated Marketing Campaign Events, Professional Selling and Consulting Event</i>	Hall B1-B2 + B4
8:00 AM – 6:00 PM	School-based Enterprise Preliminary Competition	Hall B1
9:00 AM – 3:00 PM	Advisor Professional Learning Series	B401-B402
10:00 AM – 4:00 PM	Virtual Business Challenge Competition	Hall B3
12:00 PM – 1:30 PM	Chartered Association Officer + Advisor Luncheon <i>Sponsored by the U.S. Army By invitation only</i>	B312-B314
2:00 PM – 3:30 PM	Leadership Recognition Reception <i>By invitation only</i>	B404
2:30 PM – 4:30 PM	Meet the Candidates Session <i>Open to all members</i>	B301 Foyer
3:30 PM – 4:30 PM	DECA Program Update Including Competitive Events <i>Advisors only</i>	B401-B402
5:00 PM – 11:00 PM	Choose Your Own ATL Adventure <i>Advance ticket purchase required</i>	
12:30 AM	Curfew <i>Chapters and chartered associations may set earlier curfew times</i>	Assigned Hotel

TUESDAY, APRIL 28

7:30 AM – 6:00 PM	Headquarters	B403
8:00 AM	Achievement Awards Session	Mercedes-Benz Stadium
8:30 AM – 11:30 AM	Judge Check-In	B209 Foyer
8:30 AM – 5:00 PM	Shop DECA + Finalist T-Shirts + Recognition Items	B Registration Hall
8:30 AM – 6:00 PM	Competitive Event Final Competition	Hall B2
12:00 PM	Business + Election Session	B405-B407
6:00 PM – 7:00 PM	Scholarship + National Advisory Board Reception <i>Sponsored by National Advisory Board Partners By invitation only</i>	Mercedes-Benz Stadium
7:30 PM	Grand Awards Session	Mercedes-Benz Stadium
12:30 AM	Curfew <i>Chapters and chartered associations may set earlier curfew times</i>	Assigned Hotel

WEDNESDAY, APRIL 29

9:00 AM – 11:00 AM	New Executive Officer Orientation	Omni Hotel, Beechnut Room
--------------------	-----------------------------------	---------------------------

All events will be held in the **Georgia World Congress Center, Building B**, unless noted.

Updated as of 03/03/26. Subject to change. Please check www.deca.org/icdc for the most up-to-date schedule.



1 in 2 children live in poverty
RATIONALE
IN SYRACUSE, NEW YORK

90% of DECA Members report that their experiences in DECA have led them to become leaders

Marketing strategies for
PLANNING
COMMUNITY OUTREACH

ESM HOMEcoming 2024

STRENGTHS:

- Administration support
- No cost to host
- Active social media
- Raise money for student travel

WEAKNESSES:

- Having to start planning before start of school year
- New location for ticket selling
- Short timeline
- Space under construction

Sales for Success

"The truth is that without our members, DECA is nothing"

MISSION STATEMENT:
Raise money to support our ESM DECA Chapter while bringing our school community together.

Fundraise money for ESM DECA Students to reduce travel costs to provide the opportunity for students to attend conferences

Improve our relationships within the school community by increasing Spartan Spirit

Build positive relationships with local businesses within the ESM Community to continuously improve our DECA Chapter

TS:

DECA
COMPETITIVE EVENTS
INTERNATIONAL CAREER DEVELOPMENT CONFERENCE 2026

PRINCIPLES OF BUSINESS ADMINISTRATION EVENTS + PERSONAL FINANCIAL LITERACY

PRINCIPLES OF BUSINESS ADMINISTRATION EVENTS

PBM	Principles of Business Management and Administration <i>Sponsored by National Association of State Procurement Officials (NASPO)</i>	 
PEN	Principles of Entrepreneurship <i>Sponsored by Stukent CTE</i>	
PFN	Principles of Finance <i>Sponsored by National Association of State Procurement Officials (NASPO)</i>	 
PHT	Principles of Hospitality and Tourism <i>Sponsored by The J. Willard and Alice S. Marriott Foundation</i>	
PMK	Principles of Marketing <i>Sponsored by Adobe</i>	

PERSONAL FINANCIAL LITERACY EVENT

PFL	Personal Financial Literacy <i>Sponsored by National Association of State Procurement Officials (NASPO)</i>	 
------------	--	--

SCHEDULE

SUNDAY

9:00 AM
Participants' Briefing + Testing
📍 Hall B5

Check the DECA ICDC App for your section assignment prior to entering the room.

MONDAY

8:30 AM
Preliminary Competition
📍 Hall B4

Participants receive their preliminary competition appointment times during the Participants' Briefing on Sunday.

TUESDAY

11:50 AM
Final Competition
📍 Hall B2

All blue-ribbon medallion finalists should immediately report to Section 135, outside the Gallagher Club at Molly B's, on the concourse level of the Mercedes-Benz Stadium to verify competition time.

OVERVIEW

Participants	Exam	Appear Before a Judge	Preparation Time	Interview Time
1	Exam 90 Minutes	1 Role-play, Second Role-play for Finals	10 Minutes	10 Minutes

HIGHLIGHTS

OVERVIEW

- You have been assigned to a section with 16 to 20 participants against whom you will compete during preliminary competition.
- The presentation will be weighted twice (2 times) the value of the exam score. The exam score carries forward into the final round of competition.
- Visit www.deca.org/compete for complete guidelines.

COLLEGE + CAREER EXHIBITS

Visit over 80 college, career and business exhibits from 8:00 a.m. to 4:00 p.m. on Sunday and Monday in Hall B3.

DECA QUEST

When not competing, make the most of your #DECAICDC experience with DECA Quest! Complete challenges in the digital scavenger hunt for your chance to earn prizes from DECA Inc. See page 8 for more details.

RECOGNITION

ACHIEVEMENT AWARDS SESSION

Silver-ribbon medallions will be awarded to individuals with the 10 highest comprehensive exam scores and the highest role-play score in each section.

Blue-ribbon medallions will be awarded to the top two overall scores in each section, and those individuals will advance to final competition.

GRAND AWARDS SESSION

The top ten finalists will be called to the stage and receive medallions, with first, second and third places receiving DECA Glass.

TEAM DECISION MAKING EVENTS

COMPETITIVE EVENTS

BLTDM	Business Law and Ethics Team Decision Making <i>Sponsored by National Association of State Procurement Officials (NASPO)</i>	 
BTDM	Buying and Merchandising Team Decision Making <i>Sponsored by Fashion Institute of Technology (FIT)</i>	
ETDM	Entrepreneurship Team Decision Making <i>Sponsored by A2Z4Rent</i>	
FTDM	Financial Services Team Decision Making <i>Sponsored by McGraw Hill</i>	
HTDM	Hospitality Services Team Decision Making <i>Sponsored by A2Z4Rent</i>	
MTDM	Marketing Management Team Decision Making <i>Sponsored by Adobe</i>	
STDM	Sports and Entertainment Marketing Team Decision Making <i>Sponsored by National Association of State Procurement Officials (NASPO)</i>	 
TTDM	Travel and Tourism Team Decision Making <i>Sponsored by Raising Cane's Chicken Fingers</i>	

SCHEDULE

SUNDAY

1:00 PM
Participants' Briefing + Testing
📍 Hall B5

Check the DECA ICDC App for your section assignment prior to entering the room.

MONDAY

8:00 AM
Preliminary Competition
📍 Hall B4

Participants receive their preliminary competition appointment times during the Participants' Briefing on Sunday.

TUESDAY

9:00 AM
Final Competition
📍 Hall B2

All blue-ribbon medallion finalists should immediately report to Section 135, outside the Gallagher Club at Molly B's, on the concourse level of the Mercedes-Benz Stadium to verify competition time.

OVERVIEW

 Participants 2	 Exam Cluster Exam 90 Minutes	 Appear Before a Judge 1 Case Study, Second Case Study for Finals	 Preparation Time 30 Minutes	 Interview Time 15 Minutes
---	---	---	---	--

HIGHLIGHTS

OVERVIEW

- You have been assigned to a section with 16 to 20 participant teams against whom you will compete during preliminary competition.
- Exam scores will be averaged to produce a single team score. The presentation will be weighted twice (2 times) the value of the averaged team score. The exam score carries forward into the final round of competition.
- Visit www.deca.org/compete for complete guidelines.

COLLEGE + CAREER EXHIBITS

Visit over 80 college, career and business exhibits from 8:00 a.m. to 4:00 p.m. on Sunday and Monday in Hall B3.

DECA QUEST

When not competing, make the most of your #DECAICDC experience with DECA Quest! Complete challenges in the digital scavenger hunt for your chance to earn prizes from DECA Inc. See page 8 for more details.

RECOGNITION

ACHIEVEMENT AWARDS SESSION

Silver-ribbon medallions will be awarded to individuals with the 10 highest comprehensive exam scores and teams with the highest role-play score in each section.

Blue-ribbon medallions will be awarded to the top two overall scores in each section, and those teams will advance to final competition.

GRAND AWARDS SESSION

The top ten finalist teams will be called to the stage and receive medallions, with first, second and third places receiving DECA Glass.

INDIVIDUAL SERIES EVENTS

COMPETITIVE EVENTS

ACT	Accounting Applications Series <i>Sponsored by National Association of State Procurement Officials (NASPO)</i>	 
AAM	Apparel and Accessories Marketing Series <i>Sponsored by ICEV</i>	
ASM	Automotive Services Marketing Series <i>Sponsored by George Mason University Costello College of Business</i>	 
BFS	Business Finance Series <i>Sponsored by National Association of State Procurement Officials (NASPO)</i>	 
BSM	Business Services Marketing Series <i>Sponsored by McGraw Hill</i>	
ENT	Entrepreneurship Series <i>Sponsored by Savannah College of Art and Design (SCAD)</i>	
FMS	Food Marketing Series <i>Sponsored by Otis Spunkmeyer</i>	
HLM	Hotel and Lodging Management Series <i>Sponsored by The J. Willard and Alice S. Marriott Foundation</i>	
HRM	Human Resources Management Series <i>Sponsored by AT&T</i>	
MCS	Marketing Communications Series <i>Sponsored by Adobe</i>	
QSRM	Quick Serve Restaurant Management Series <i>Sponsored by Raising Cane's Chicken Fingers</i>	
RFSM	Restaurant and Food Service Management Series <i>Sponsored by Raising Cane's Chicken Fingers</i>	
RMS	Retail Merchandising Series <i>Sponsored by NRF Foundation</i>	
SEM	Sports and Entertainment Marketing Series <i>Sponsored by Stukent CTE</i>	

OVERVIEW

 Participants 1	 Exam Cluster Exam 90 Minutes	 Appear Before a Judge 2 Role-plays, Third Role-play for Finals	 Preparation Time 10 Minutes	 Interview Time 10 Minutes
---	---	---	---	--

HIGHLIGHTS

OVERVIEW

- You have been assigned to a section with 16 to 20 participants against whom you will compete during preliminary competition.
- The cluster exam and each role-play presentation will be valued at one-third (1/3) of the total score. In the final round of competition, the role-play presentation will be weighted twice (2 times) the value of the exam score.
- Visit www.deca.org/compete for complete guidelines.

COLLEGE + CAREER EXHIBITS

Visit over 80 college, career and business exhibits from 8:00 a.m. to 4:00 p.m. on Sunday and Monday in Hall B3.

DECA QUEST

When not competing, make the most of your #DECAICDC experience with DECA Quest! Complete challenges in the digital scavenger hunt for your chance to earn prizes from DECA Inc. See page 8 for more details.

RECOGNITION

ACHIEVEMENT AWARDS SESSION

Silver-ribbon medallions will be awarded to individuals with the 10 highest comprehensive exam scores and the highest role-play score for each role-play in each section.

Blue-ribbon medallions will be awarded to the top two overall scores in each section, and those individuals will advance to final competition.

GRAND AWARDS SESSION

The top ten finalists will be called to the stage and receive medallions, with first, second and third places receiving DECA Glass.

SCHEDULE

SUNDAY

9:00 AM

Participants' Briefing + Testing

📍 Hall B5

Check the DECA ICDC App for your section assignment prior to entering the room.

MONDAY

8:30 AM

Preliminary Competition

📍 Hall B1-B2

Participants receive their preliminary competition appointment times during the Participants' Briefing on Sunday.

TUESDAY

11:50 AM

Final Competition

📍 Hall B2

All blue-ribbon medallion finalists should immediately report to Section 135, outside the Gallagher Club at Molly B's, on the concourse level of the Mercedes-Benz Stadium to verify competition time.

BUSINESS OPERATIONS RESEARCH EVENTS

COMPETITIVE EVENTS

BOR	Business Services Operations Research <i>Sponsored by Piper Sandler</i>	PIPER SANDLER
BMOR	Buying and Merchandising Operations Research <i>Sponsored by Piper Sandler</i>	PIPER SANDLER
FOR	Finance Operations Research <i>Sponsored by Piper Sandler</i>	PIPER SANDLER
HTOR	Hospitality and Tourism Operations Research <i>Sponsored by The J. Willard and Alice S. Marriott Foundation</i>	THE J. WILLARD AND ALICE S. MARRIOTT FOUNDATION
SEOR	Sports and Entertainment Marketing Operations Research <i>Sponsored by Piper Sandler</i>	PIPER SANDLER

SCHEDULE

SUNDAY

8:40 AM Preliminary Competition

📍 Hall B2

Preliminary competition appointment times will be posted on the DECA App and at www.deca.org/icdc by Saturday, April 25.

TUESDAY

9:30 AM Final Competition

📍 Hall B2

All blue-ribbon medallion finalists should immediately report to Section 135, outside the Gallagher Club at Molly B's, on the concourse level of the Mercedes-Benz Stadium to verify competition time.

OVERVIEW



Participants

1-3



Pages Allowed

20



Appear Before a Judge

Present Research
and Strategic Plan



Interview Time

15 Minutes

HIGHLIGHTS

OVERVIEW

- You may bring a printed copy of your prepared entry to provide to your presentation judge.
- You have been assigned to a section with 16 to 20 participant teams against whom you will compete during preliminary competition.
- The prepared document will account for 60 points and the oral presentation will account for the remaining 40 of the total 100 points, minus penalty points.
- Visit www.deca.org/compete for complete guidelines.

COLLEGE + CAREER EXHIBITS

Visit over 80 college, career and business exhibits from 8:00 a.m. to 4:00 p.m. on Sunday and Monday in Hall B3.

DECA QUEST

When not competing, make the most of your #DECAICDC experience with DECA Quest! Complete challenges in the digital scavenger hunt for your chance to earn prizes from DECA Inc. See page 8 for more details.

RECOGNITION

ACHIEVEMENT AWARDS SESSION

Blue-ribbon medallions will be awarded to the top two overall scores in each section, and those teams will advance to final competition.

GRAND AWARDS SESSION

The top ten finalist teams will be called to the stage and receive medallions, with first, second and third places receiving DECA Glass.

PROJECT MANAGEMENT EVENTS

COMPETITIVE EVENTS

PMBS	Business Solutions Project <i>Sponsored by National Association of State Procurement Officials (NASPO)</i>	 
PMCD	Career Development Project <i>Sponsored by National Apartment Association Education Institute (NAAEI)</i>	
PMCA	Community Awareness Project <i>Sponsored by Piper Sandler</i>	
PMCG	Community Giving Project <i>Sponsored by Infinity Insurance Agency</i>	
PMFL	Financial Literacy Project <i>Sponsored by National Association of State Procurement Officials (NASPO)</i>	 
PMSP	Sales Project <i>Sponsored by Spirit Box</i>	

SCHEDULE

SUNDAY

8:40 AM Preliminary Competition

📍 Hall B2

Preliminary competition appointment times will be posted on the DECA App and at www.deca.org/icdc by Saturday, April 25.

TUESDAY

9:30 AM Final Competition

📍 Hall B2

All blue-ribbon medallion finalists should immediately report to Section 135, outside the Gallagher Club at Molly B's, on the concourse level of the Mercedes-Benz Stadium to verify competition time.

OVERVIEW

 Participants 1-3	 Pages Allowed 20	 Appear Before a Judge Present Project	 Interview Time 15 Minutes
---	---	--	---

HIGHLIGHTS

OVERVIEW

- You may bring a printed copy of your prepared entry to provide to your presentation judge.
- You have been assigned to a section with 16 to 20 participant teams against whom you will compete during preliminary competition.
- The prepared document will account for 60 points and the oral presentation will account for the remaining 40 of the total 100 points, minus penalty points.
- Visit www.deca.org/compete for complete guidelines.

COLLEGE + CAREER EXHIBITS

Visit over 80 college, career and business exhibits from 8:00 a.m. to 4:00 p.m. on Sunday and Monday in Hall B3.

DECA QUEST

When not competing, make the most of your #DECAICDC experience with DECA Quest! Complete challenges in the digital scavenger hunt for your chance to earn prizes from DECA Inc. See page 8 for more details.

RECOGNITION

ACHIEVEMENT AWARDS SESSION

Blue-ribbon medallions will be awarded to the top two overall scores in each section, and those teams will advance to final competition.

GRAND AWARDS SESSION

The top ten finalist teams will be called to the stage and receive medallions, with first, second and third places receiving DECA Glass.

ENTREPRENEURSHIP EVENTS + STOCK MARKET GAME

ENTREPRENEURSHIP EVENTS

EIP Innovation Plan
Sponsored by the Savannah College of Art and Design (SCAD)



ESB Start-up Business Plan
Sponsored by Nestlé



STOCK MARKET GAME

SMG Stock Market Game
Sponsored by IE University



SCHEDULE

SUNDAY

10:00 AM Preliminary Competition

📍 Hall B2

Preliminary competition appointment times will be posted on the DECA App and at www.deca.org/icdc by Saturday, April 25.

TUESDAY

10:30 AM Final Competition

📍 Hall B2

All blue-ribbon medallion finalists should immediately report to Section 135, outside the Gallagher Club at Molly B's, on the concourse level of the Mercedes-Benz Stadium to verify competition time.

OVERVIEW



Participants

1-3



Slides Allowed

20



Appear Before a Judge

**Present Plan
or Portfolio**



Interview Time

15 Minutes

HIGHLIGHTS

OVERVIEW

- You may bring a printed copy of your pitch deck to provide to your presentation judge.
- You have been assigned to a section with 16 to 20 participant teams against whom you will compete during preliminary competition.
- The oral presentation will account for a total 100 points, minus penalty points.
- Visit www.deca.org/compete for complete guidelines.

COLLEGE + CAREER EXHIBITS

Visit over 80 college, career and business exhibits from 8:00 a.m. to 4:00 p.m. on Sunday and Monday in Hall B3.

DECA QUEST

When not competing, make the most of your #DECAICDC experience with DECA Quest! Complete challenges in the digital scavenger hunt for your chance to earn prizes from DECA Inc. See page 8 for more details.

RECOGNITION

ACHIEVEMENT AWARDS SESSION

Blue-ribbon medallions will be awarded to the top two overall scores in each section, and those teams will advance to final competition.

GRAND AWARDS SESSION

The top ten finalist teams will be called to the stage and receive medallions, with first, second and third places receiving DECA Glass.

ENTREPRENEURSHIP EVENTS

COMPETITIVE EVENTS

EBG	Business Growth Plan <i>Sponsored by Collaborative Work Environment (CWE)</i>	
EFB	Franchise Business Plan <i>Sponsored by iCEV</i>	
EIB	Independent Business Plan <i>Sponsored by Clearpoint Business Group</i>	
IBP	International Business Plan <i>Sponsored by Belmont University Massey College of Business</i>	

SCHEDULE

SUNDAY

8:40 AM Preliminary Competition

📍 Hall B2

Preliminary competition appointment times will be posted on the DECA App and at www.deca.org/icdc by Saturday, April 25.

TUESDAY

9:30 AM Final Competition

📍 Hall B2

All blue-ribbon medallion finalists should immediately report to Section 135, outside the Gallagher Club at Molly B's, on the concourse level of the Mercedes-Benz Stadium to verify competition time.

OVERVIEW

 Participants 1-3	 Pages Allowed 20	 Appear Before a Judge Present Plan	 Interview Time 15 Minutes
---	---	---	---

HIGHLIGHTS

OVERVIEW

- You may bring a printed copy of your prepared entry to provide to your presentation judge.
- You have been assigned to a section with 16 to 20 participant teams against whom you will compete during preliminary competition.
- The prepared document will account for 60 points and the oral presentation will account for the remaining 40 of the total 100 points, minus penalty points.
- Visit www.deca.org/compete for complete guidelines.

COLLEGE + CAREER EXHIBITS

Visit over 80 college, career and business exhibits from 8:00 a.m. to 4:00 p.m. on Sunday and Monday in Hall B3.

DECA QUEST

When not competing, make the most of your #DECAICDC experience with DECA Quest! Complete challenges in the digital scavenger hunt for your chance to earn prizes from DECA Inc. See page 8 for more details.

RECOGNITION

ACHIEVEMENT AWARDS SESSION

Blue-ribbon medallions will be awarded to the top two overall scores in each section, and those teams will advance to final competition.

GRAND AWARDS SESSION

The top ten finalist teams will be called to the stage and receive medallions, with first, second and third places receiving DECA Glass.

INTEGRATED MARKETING CAMPAIGN EVENTS

COMPETITIVE EVENTS

IMCE	Integrated Marketing Campaign – Event <i>Sponsored by Adobe</i>	Adobe
IMCP	Integrated Marketing Campaign – Product <i>Sponsored by Adobe</i>	Adobe
IMCS	Integrated Marketing Campaign – Service <i>Sponsored by Adobe</i>	Adobe

SCHEDULE

SUNDAY

1:00 PM

Participants' Briefing + Testing

📍 Hall B5

Check the DECA ICDC App for your section assignment prior to entering the room.

MONDAY

10:00 AM

Preliminary Competition

📍 Hall B4

Participants receive their preliminary competition appointment times during the Participants' Briefing on Sunday.

TUESDAY

10:30 AM

Final Competition

📍 Hall B2

All blue-ribbon medallion finalists should immediately report to Section 135, outside the Gallagher Club at Molly B's, on the concourse level of the Mercedes-Benz Stadium to verify competition time.

OVERVIEW

 Participants 1-3	 Exam Cluster Exam 90 Minutes	 Slides Allowed 20	 Appear Before a Judge Present Campaign	 Interview Time 15 Minutes
---	---	--	--	--

HIGHLIGHTS

OVERVIEW

- You may bring a printed copy of your pitch deck to provide to your presentation judge.
- You have been assigned to a section with 16 to 20 participant teams against whom you will compete during preliminary competition.
- Exam scores will be averaged to produce a single team score. The presentation will account for a total 100 points, minus penalty points. The presentation score will be weighted twice (2 times) the value of the exam score.
- Visit www.deca.org/compete for complete guidelines.

COLLEGE + CAREER EXHIBITS

Visit over 80 college, career and business exhibits from 8:00 a.m. to 4:00 p.m. on Sunday and Monday in Hall B3.

DECA QUEST

When not competing, make the most of your #DECAICDC experience with DECA Quest! Complete challenges in the digital scavenger hunt for your chance to earn prizes from DECA Inc. See page 8 for more details.

RECOGNITION

ACHIEVEMENT AWARDS SESSION

Silver-ribbon medallions will be awarded to individuals with the 10 highest comprehensive exam scores and to the top combined written entry and presentation in each section.

Blue-ribbon medallions will be awarded to the top two overall scores in each section, and those teams will advance to final competition.

GRAND AWARDS SESSION

The top ten finalist teams will be called to the stage and receive medallions, with first, second and third places receiving DECA Glass.

PROFESSIONAL SELLING AND CONSULTING EVENTS

COMPETITIVE EVENTS

FCE	Financial Consulting <i>Sponsored by Merrill Wealth Management</i>	
HTPS	Hospitality and Tourism Professional Selling <i>Sponsored by The J. Willard and Alice S. Marriott Foundation</i>	
PSE	Professional Selling <i>Sponsored by Vector Marketing</i>	

SCHEDULE

SUNDAY

1:00 PM
Participants' Briefing + Testing
📍 B312-B314

Check the DECA ICDC App for your section assignment prior to entering the room.

MONDAY

8:40 AM
Preliminary Competition
📍 Hall B4

Participants receive their preliminary competition appointment times during the Participants' Briefing on Sunday.

TUESDAY

9:30 AM
Final Competition
📍 Hall B2

All blue-ribbon medallion finalists should immediately report to Section 135, outside the Gallagher Club at Molly B's, on the concourse level of the Mercedes-Benz Stadium to verify competition time.

OVERVIEW

 Participants 1	 Exam Cluster Exam 90 Minutes	 Appear Before a Judge Consultation/ Sales Presentation	 Interview Time 15 Minutes
---	---	---	---

HIGHLIGHTS

OVERVIEW

- You have been assigned to a section with 16 to 20 participant teams against whom you will compete during preliminary competition.
- The presentation will account for a total of 100 points and will be weighted twice (2 times) the value of the exam score.
- Visit www.deca.org/compete for complete guidelines.

COLLEGE + CAREER EXHIBITS

Visit over 80 college, career and business exhibits from 8:00 a.m. to 4:00 p.m. on Sunday and Monday in Hall B3.

DECA QUEST

When not competing, make the most of your #DECAICDC experience with DECA Quest! Complete challenges in the digital scavenger hunt for your chance to earn prizes from DECA Inc. See page 8 for more details.

RECOGNITION

ACHIEVEMENT AWARDS SESSION

Silver-ribbon medallions will be awarded to individuals with the 10 highest comprehensive exam scores and to the top presentation in each section.

Blue-ribbon medallions will be awarded to the top two overall scores in each section, and those teams will advance to final competition.

GRAND AWARDS SESSION

The top ten finalist teams will be called to the stage and receive medallions, with first, second and third places receiving DECA Glass.

VIRTUAL BUSINESS CHALLENGE EVENTS

COMPETITIVE EVENTS

VBCAC	Accounting <i>Sponsored by Knowledge Matters</i>	
VBCEN	Entrepreneurship <i>Sponsored by Knowledge Matters</i>	
VBCFA	Fashion <i>Sponsored by Knowledge Matters</i>	
VBCHM	Hotel Management <i>Sponsored by The J. Willard and Alice S. Marriott Foundation</i>	
VBCPF	Personal Finance <i>Sponsored by Knowledge Matters</i>	
VBCRS	Restaurant <i>Sponsored by Knowledge Matters</i>	
VBCRT	Retail <i>Sponsored by Knowledge Matters</i>	
VBCSP	Sports <i>Sponsored by Knowledge Matters</i>	

OVERVIEW

 Participants 1-3	 Live Competition 2 Sessions	 Competition Time 15 Minutes
---	--	--

HIGHLIGHTS

OVERVIEW

All VBC tracks will compete in two sessions at ICDC, and final rankings will be determined based on their cumulative total profit (or net worth for the Personal Finance sim) from both sessions. The competition sessions at ICDC will run for approximately 15 minutes.

COLLEGE + CAREER EXHIBITS

Visit over 80 college, career and business exhibits from 8:00 a.m. to 4:00 p.m. on Sunday and Monday in Hall B3.

DECA QUEST

When not competing, make the most of your #DECAICDC experience with DECA Quest! Complete challenges in the digital scavenger hunt for your chance to earn prizes from DECA Inc. See page 8 for more details.

SCHEDULE

SUNDAY

9:00 AM Participants' Briefing

📍 Hall B206

Required for all competitors.

10:00 AM Competition Session 1

📍 Hall B3

10:00 AM	Accounting
10:30 AM	Sports
11:00 AM	Fashion
11:30 AM	Hotel Management
1:00 PM	Personal Finance
1:30 PM	Restaurant
2:00 PM	Retail
2:30 PM	Entrepreneurship

MONDAY

10:00 AM Competition Session 2

📍 Hall B3

10:00 AM	Accounting
10:30 AM	Sports
11:00 AM	Fashion
11:30 AM	Hotel Management
1:00 PM	Personal Finance
1:30 PM	Restaurant
2:00 PM	Retail
2:30 PM	Entrepreneurship

RECOGNITION

GRAND AWARDS SESSION

The top ten finalist teams will be called to the stage and receive medallions, with first, second and third places receiving DECA Glass.



DECA

MORE ACTIVITIES

INTERNATIONAL CAREER DEVELOPMENT CONFERENCE 2026

SCHOOL-BASED ENTERPRISE EVENTS

ACADEMY + COMPETITION

SBEF School-based Enterprise – Food Operations
Sponsored by United States Air Force



SBER School-based Enterprise – Retail Operations
Sponsored by Jostens



SCHEDULE

SUNDAY

8:00 AM - 11:30 AM
Food Operations Academy +
Participants' Briefing

📍 Omni Hotel

Check the DECA ICDC App for your assigned room.



Sponsored by Nestlé

12:00 PM - 3:30 PM
Retail Operations Academy +
Participants' Briefing

📍 Omni Hotel

Check the DECA ICDC App for your assigned room.



Sponsored by National Association of State Procurement Officials (NASPO)

MONDAY

8:30 AM
Preliminary Competition

📍 Hall B1

Participants receive their preliminary competition appointment times during the Participants' Briefing on Sunday.

TUESDAY

9:30 AM
Final Competition

📍 Hall B2

All blue-ribbon medallion finalists should immediately report to Section 135, outside the Gallagher Club at Molly B's, on the concourse level of the Mercedes-Benz Stadium to verify competition time.

OVERVIEW



Participants

1-2



Appear Before a Judge

Present Project



Interview Time

10 Minutes

HIGHLIGHTS

OVERVIEW

- You have been assigned to a section with 16 to 20 participant teams whom you will compete against during preliminary competition.
- The maximum score for the presentation evaluation is 100 points.
- Visit www.deca.org/sbe for complete guidelines.

COLLEGE + CAREER EXHIBITS

Visit over 80 college, career and business exhibits from 8:00 a.m. to 4:00 p.m. on Sunday and Monday in Hall B3.

DECA QUEST

When not competing, make the most of your #DECAICDC experience with DECA Quest! Complete challenges in the digital scavenger hunt for your chance to earn prizes from DECA Inc. See page 8 for more details.

RECOGNITION

ACHIEVEMENT AWARDS SESSION

Blue-ribbon medallions will be awarded to the top overall score in each section, and those teams will advance to final competition.

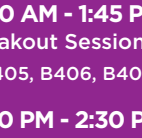
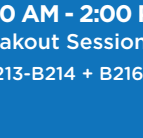
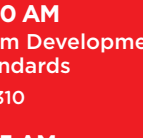
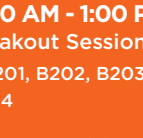
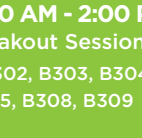
GRAND AWARDS SESSION

The top ten finalist teams will be called to the stage and receive medallions, with first, second and third places receiving DECA Glass.



EMERGING LEADER SERIES

DECA's Emerging Leader Series is designed to empower DECA members to provide effective leadership through goal setting, consensus building and project implementation. Aligned with 21st Century Skills in the areas of critical thinking and problem solving, communication, collaboration and creativity, and innovation, DECA's Emerging Leader Series prepares members to be effective leaders in college and careers.

	SUNDAY	 ASPIRE Ultimate Graduates	 ELEVATE Ultimate Chapter Leaders	 EMPOWER Ultimate Association Officers	 IGNITE Ultimate Members	 THRIVE Ultimate Chapters
		8:30 AM - 10:00 AM Opening Session 📍 B405-B407 10:00 AM - 12:00 PM Executive Mentor Program 📍 B405-B407 1:30 PM - 2:30 PM Breakout Sessions 📍 B405-B407	8:00 AM - 3:30 PM Breakout Sessions 📍 B213-B214 + B216-B217		8:00 AM - 8:45 AM Opening Session 📍 B312-B314 8:45 AM - 11:00 AM Breakout Session 📍 B312-B314 12:30 PM - 3:15 PM Breakout Sessions 📍 B201, B202, B203, B204	8:30 AM - 3:30 PM Breakout Sessions 📍 B302, B303, B304, B305, B308, B309
	MONDAY	 9:00 AM - 1:45 PM Breakout Sessions 📍 B405, B406, B407 2:00 PM - 2:30 PM Closing Session 📍 B405-B407 	 8:00 AM - 2:00 PM Breakout Sessions 📍 B213-B214 + B216-B217 	 9:00 AM Team Development + Standards 📍 B310 9:45 AM Program of Leadership DECA Dashboard 📍 B310 11:00 AM Let's Talk About DECA Serving as a Brand Ambassador 📍 B310 1:30 PM Ethical Leadership 📍 B310 2:15 PM Planning Workshops + Idea Sharing 📍 B310	 9:00 AM - 1:00 PM Breakout Sessions 📍 B201, B202, B203, B204 1:15 PM - 2:00 PM Closing Session 📍 B206 	 8:00 AM - 2:00 PM Breakout Sessions 📍 B302, B303, B304, B305, B308, B309

Updated as of 03/03/26. Subject to change. Please check www.deca.org/icdc for the most up-to-date schedule.

DECA **ELECTION ACTIVITIES**

Throughout the conference, a select group of members will be campaigning to serve you as part of the 2026-2027 DECA Executive Officer Team. All members are invited to attend the Presidential and Regional Campaign Sessions and the Meet the Candidates Session. Learn more about the candidates by downloading the DECA ICDC app.

SATURDAY	SUNDAY	MONDAY	TUESDAY	WEDNESDAY
9:30 AM Officer Candidate Orientation 📍 B319 10:00 AM Nominating Committee Briefing 📍 B319 11:00 AM Officer Candidate Interviews 📍 B319	4:00 PM Voting Delegates' Briefing and Presidential Campaign Session 📍 B405-B407 Central Region Session 📍 B308 North Atlantic Region Session 📍 B305 Southern Region Session 📍 B405-B407 Western Region Session 📍 B309	2:00 PM - 4:00 PM Meet the Candidates Session 📍 B301 Foyer	11:30 AM Voting Delegates' Seating 📍 B405-B407 12:00 PM Business + Election Session 📍 B405-B407	9:00 AM - 10:00 AM New Executive Officer Orientation 📍 Omni Hotel, Beechnut Room


MEET THE CANDIDATES
Announced on Saturday afternoon
deca.org/app



DESIGNATION OF DISTRICT CLERK

RELEVANT DATA:

Oregon Revised Statutes (ORS) require a governing body to designate at the beginning of each fiscal year the individuals who will have authorization to act as the district officers, clerks, to designate the financial institutions the district uses for the investment of funds and to review the status of, and rules adopted, by the Local Public Contract Review Board.

As the district has transitioned to an Acting Superintendent effective March 1, 2026, it is necessary to have the School Board authorize this designation. This resolution designates the Clerk of the District as required by ORS 332.515. All other designations remain as approved by the school board on June 9, 2025.

RECOMMENDATION:

It is recommended that the Board of Directors approve the resolution designating Jodi O'Mara as Clerk of the District for the remainder of the 2025-2026 fiscal year.

SUBMITTED BY:

Brett M. Yancey
Chief Operations Officer

RECOMMENDED BY:

Jodi O'Mara
Acting Superintendent