



January 19, 2016
Oregon State Board of Education
255 Capitol Street NE
Salem, OR 97301

Re: Arco Iris Charter School Lottery Waiver Request for Children of Staff and School Board Members

Dear Members,

To create a stable staffing operational environment and attract excellent staff and board members, we would like to provide the opportunity for staff and board members to enroll their children.

The impact of the waiver request will be minimal to other students. We propose that the number of staff and/or board children enrolled under the waiver is not to exceed 10% of the annual school enrollment. We feel providing this option will enable us to attract and retain staff and board members who would otherwise not consider serving our school. The impacts to our school overall have the potential to be great, with minimal effect to others enrolling.

Please consider this waiver petition pursuant to ORS 338.025(2) and OAR 581-020-0341(3) as outlined below:

ORS law to be waived: ORS 338.125(3)

The Arco Iris Spanish Immersion Charter School (Arco Iris) respectfully requests that the Oregon State Board of Education waive ORS 338.125(3), which requires "the public charter school to select students through an equitable lottery selection process." Arco Iris requests this waiver to grant priority enrollment for new students who are children of Arco Iris staff and school board members. The waived students would not exceed 10 percent of the school's annual student enrollment.

The specific reason(s) the charter school is seeking the waiver:

Arco Iris School works diligently to recruit highly-qualified bilingual staff and qualified diverse volunteer board members. As a one-way language immersion school, Arco Iris School requires specialized staff and committed volunteers who are actively sought after for their knowledge and skills by other educational institutions.

Re: Staff Members

La misión de Arco Iris es ofrecer instrucción de inmersión en el español y un programa de matemáticas riguroso con el fin de preparar a los alumnos para que sean ciudadanos responsables y continúen su aprendizaje con valores firmes a lo largo de su vida. **The mission of Arco Iris** is to offer a solid education that includes Spanish immersion and a rigorous mathematical curriculum that will prepare students to be responsible citizens and lifelong learners with strong values.



As a charter school, Arco Iris School receives significantly less public funding per student than neighboring public schools. We, therefore, must compete for highly qualified bilingual staff with institutions that can offer compensation packages that greatly exceed those offered by Arco Iris School. Our ability to include priority enrollment for children of staff is an important part of our recruitment and employment package to our teacher applicants. There have been four children of teachers enrolled with the priority enrollment classification, and all four children are from families who moved from Puerto Rico to the Portland Metro area specifically to work at Arco Iris School. Without the ability to enroll their own children in the school, it is doubtful these families would have undertaken the significant relocation efforts involved in moving from outside the continental United States. Each year after gaining experience at Arco Iris School, we have teachers leave for higher paying positions in neighboring school districts, but those teachers who have their own children enrolled in the school have remained. A committed staff is important to creating a sustaining successful educational program, and our long-term teachers are critical to building the school community.

Re: School Board Members

As a charter school, we rely on volunteers throughout our community to continue the mission of the school. Volunteers serve on the board, organize critical fundraising programs and support classroom learning in the school. Parents of students enrolled in the school are responsible for fundraising and school activities, leaving a small pool of parents from which to recruit board members. Thus, about half of our new board members are local community members who are passionate about language immersion for children. These community members are committed to the future of the school because they envision their children becoming a part of the Arco Iris School community. The provision to offer priority enrollment to board members increases our ties across the community and broadens our pool of applicants. There have been six children (six different board members) enrolled using this priority enrollment classification.

The impact the waiver will have on the school and student outcomes.

Students at Arco Iris will benefit directly from having qualified and specialized immersion skilled teachers in the classrooms. It is challenging to find licensed and highly qualified Spanish speaking instructors. Likewise it is difficult to find school board members who have the skills and knowledge needed to run a successful school. As a volunteer board of a charter school, we require a team of diverse professionals dedicated to the school's mission. Arco Iris has been awarded a previous waiver for staff and board members (2013). The priority enrollment classification permitted from this waiver has resulted in the successful recruitment of four new highly-qualified teachers (each enrolling one child)

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and six board members (each enrolling one child) volunteering extensive time to serve the school. The 10 students, is an average of 2.5 students each year, or approximately four percent of the newly enrolled students. With our current enrollment, 10 students is less than four percent of the total student population. Of note, is that two of the teachers joined the staff in the middle of the school year, making the waiver even more of a factor in the employment offer. The staff who have been hired have benefitted students because of the knowledge, skills and experiences which they bring to the school. Student success is demonstrated in the student growth and performance annually. Finally, in limiting the waiver 10% of total enrollment, the effect on the student population and lottery participants is minimal.

Evidence that the sponsor has been notified.

Arco Iris is a public charter school sponsored by the Beaverton School District and is currently in its 6th year of operation. We are renewing our charter agreement with our sponsoring district and asking for a ten-year term. We have notified our sponsoring district of our intent to seek this waiver. A copy of this notification is attached.

How the waiver will promote equitable access:

The waiver granting the children of staff and school board members priority enrollment at Arco Iris School has been used to enroll 10 children during the school's six-year history. Of these 10 children, 8 identify as Hispanic, 1 as Alaskan Native and 1 as Asian. Note, in this analysis, we only include Board Members (n=6) and Staff (n=4) who did NOT already have children enrolled in school when they joined the staff/school board. Further, the new board members include four bilingual speakers, which helps in the future recruitment of non-English speaking families to Arco Iris. The waiver helps us work towards our school mission of a 'multi-cultural community'. Having a more diverse board has had a twofold effect: internally, it has increased the cultural responsiveness of the school board, which has improved both board-staff relationships and board-community relationships and externally, it has enhanced our visibility in varied communities within local neighborhoods. Overall, this priority enrollment provision has helped create a school community, which comprises returning highly-qualified bilingual teachers, a diverse school board and a student body whose ethnic diversity is above that of our authorizing school district. We intend to build on this diversity by advertising our school in various community venues where we can attract students of diverse backgrounds and by ensuring that we maintain a board that reflects our student population.

Plan for reporting on the impact:

The enrollment of the children of staff and board members is tracked as a part of our enrollment procedures. We will continue to gather the information about the numbers of

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students enrolled, as well as, information regarding the ethnicity of the children. Combined the two data tell us if the waiver continues to increase the diversity of the school board members and students.

We appreciate your consideration and look forward to the next steps in this process.

Sincerely,
Caitlin Jeffery
President, Board of Directors
Arco Iris Spanish Immersion Charter School
Attachment

La misión de Arco Iris es ofrecer instrucción de inmersión en el español y un programa de matemáticas riguroso con el fin de preparar a los alumnos para que sean ciudadanos responsables y continúen su aprendizaje con valores firmes a lo largo de su vida. **The mission of Arco Iris** is to offer a solid education that includes Spanish immersion and a rigorous mathematical curriculum that will prepare students to be responsible citizens and lifelong learners with strong values.

----- Forwarded message -----

From: **jon bridges** <Jon_Bridges@beaverton.k12.or.us>
Date: Tue, Dec 15, 2015 at 12:03 PM
Subject: RE: Waiver approval for Arco Iris Middle School enrollment priority
To: Sonia Ticas <sonia.ticas@arcoirisschool.org>
Cc: April Rose Castillo <aprilrose.castillo@arcoirisschool.org>, brenda lewis <Brenda_Lewis@beaverton.k12.or.us>, ginny hansmann <Ginny_Hansmann@beaverton.k12.or.us>, carl mead <Carl_Mead@beaverton.k12.or.us>

Yes, that is correct. --Jon

From: Sonia Ticas [<mailto:sonia.ticas@arcoirisschool.org>]
Sent: Monday, December 14, 2015 8:59 PM
To: jon bridges
Cc: April Rose Castillo; brenda lewis; ginny hansmann; carl mead
Subject: Re: Waiver approval for Arco Iris Middle School enrollment priority

Hello Jon,
You mean NO opposition right? Could you just confirm.

Thank you all for your consideration,

Sonia

On Mon, Dec 14, 2015 at 8:39 PM, jon bridges <Jon_Bridges@beaverton.k12.or.us> wrote:
Hi Sonia,

I have forwarded this on and there was opposition to either of the waiver requests. So **your all set to move forward.** Thanks much for your work on behalf of our students. --Jon

From: Sonia Ticas [<mailto:sonia.ticas@arcoirisschool.org>]
Sent: Thursday, December 03, 2015 10:56 PM
To: jon bridges; April Rose Castillo
Subject: Waiver approval for Arco Iris Middle School enrollment priority

Dear Jon,

I hope this e-mail finds you well. As Christie, Jan and Erin informed you in a recent meeting with you, I'm following up on a new waiver we would like to apply for that will hopefully allow us to grant **priority enrollment, at the middle school level, to new students coming from immersion schools.** Attached you will find the full waiver application and the approved minutes from our board meeting where this was presented and approved unanimously (see pg. 3).

April Rose Castillo, the other educator on the Arco Iris board, has prepared the application **for enrollment priority for staff and board members.** I'm attaching this one as well.

Would you please forward our requests to the appropriate person(s) in the BSD board and indicate to us whether they approve. We'd be most appreciative if you can get back to us within the next week.

Thank you for your consideration

--

Sonia Ticas
Board Educator
Arco Iris Spanish Charter Immersion School

Board Meeting Minutes

Thursday, November 19, 2015

At Arco Iris Spanish Immersion School

Attendance

	Present	Absent
Caitlin Jeffery – President (Project Manager)	X	
Jim Mullaney – Treasurer	X	
Amy Velázquez – Secretary (Project Manager)		X
Scott Schiefelbein (Project Manager)	X	
Jenifer Nelles (Project Manager)	X	
April Rose Castillo (Educator)	X	
Todd Watkins (Project Manager)		X
Sonia Ticas (Educator)	X	
Candice Aguilar (Project Manager)	X	

Regular Meeting: Call to order @ 6:02 pm (Caitlin)

Opening Comments (Caitlin)

- No opening comments other than today is officially Todd’s last meeting.

Public Comment (Caitlin)

- Skylar Johnson – Lost the first grade teacher suddenly. Question has to do with the kids, they don’t know what is going on and are confused. Are they going to be talked to about what has happened? Understands that public cannot know personal stuff, but want make sure the kids are taken care of. Principal Miles indicated that they will be introduced to their teacher very soon.
- Sky Johnson - Are we moving forward with a cooling rack – Jim indicated yes we are. Sky - Why? There are so many other solutions out there that are cheaper and better. Some research was done and Sky found that we don’t need 2 servers, but a tower server might be a better option. Jim indicated that he will discuss with Sky outside of public meeting.

Re-opened Public Comment - due to late arrivals

- Rocio Espinoza - For the future can we consider substitute teachers that are bilingual. There are a couple of teachers that only speak English to the students. Also, if there is a teacher that leaves can we find out what curriculum the teacher was teaching because with the departure of the first grade teacher it doesn’t seem like they are doing any learning this week.
- Laura contreras – Is anyone going to address the students regarding the departure of the first grade teacher. Principal Miles indicated that they will be introduced to their teacher very soon.

Board Business

- Approval of Minutes (Caitlin)
 - No corrections
 - Candice moved to approve the October minutes, Scott seconded, none opposed, October minutes were unanimously approved

- **Treasurer's Report (Jim)**
 - October Figures: Cash balance \$656,590; ADMW revenue \$118,737, Net Profit of \$21,962
 - Page 3 of Financial report (Profit and Loss) - Close to a break even point when looking to ADMW when looking at the month in comparison to our actual expenses. Getting to a point where we should start evening out in November – January and then seeing more income due to spring fundraisers. Will continue to be at a break even point until we get more fundraising next year
 - Have not completed audit for 2015. Still waiting on the CPA firm. Jim has talked to them about the amount of time it is taking. Hopeful that by Tuesday or Wednesday next week it will be done. Needs to be done in order to get the tax return done by 12/15/15. It will be sent to Department of Education and Oregon Department of Justice. This is public information so will be available to all once it is done. The audit is also needed for the charter renewal.
 - Finance meeting last week – Discussion around the server issues as well as supply and repair issues. Would like to have an additional meeting with the site search team. Also need to meet with renewal committee to be sure all financial info is taken care of.
 - Jim will email the school board email if the finance committee is not happening.
 - Jim made a motion to approve new servers for the school due to an urgent need Scott seconded via email. Discussion and vote via email. Approved.

Principal's Report (Erin)

- See board book
- Enrollment – 261 students with 90 on the wait list. Don't expect to add new students other than the new 1st grade teachers 4th grade son.
- Had first book club at Erin's house last night – read a book on bi-literacy. Rich discussion at the meeting.
- Correction to Principal's report - Buenas Tardes extended day is 12/18 not 12/11.
- Received \$1000 grant from our insurance carrier PACE due to our addressing safety in our school. Covered all of the teacher's walkie talkies plus a little extra.
- Just heard from flooring people for cafeteria floors. Working on dates. Hopefully over winter break.

Parent Report (Christa)

- PTO update – see Board Book
- Auction: Two co-chairs are ready to go and working hard along with the rest of the team members. Met with zoo to talk about layout for event. Hitting procurement hard right now as deadline is February 20th. Feeling really good about the team.
- Concern over why multiple bids were not requested for the server technology issues.

Board Updates

- **Nominating Committee (Jeffery)**
 - See Board Book
 - Have finished interviews for Project Manager position and Finance
 - Erica Vo has been nominated by the committee for the Project Manager position
 - Sandy Pagan has been nominated by the committee for the Finance position
 - Jennifer moved to approve Erica Vo and Sandy Pagan based upon the nomination committee's recommendation. Scott seconded, none opposed – Erica Vo and Sandy Pagan unanimously approved as new Board members, Project Manager and finance respectively

- Caitlin indicated this will be Jim's last meeting as a board member. Thanked him for all of the work he has done through the many years he has served on the board.
- Recommended to have Jim as an emeritus member - Candice moved to approve Jim as an emeritus member Scott seconds, none opposed. Jim has emeritus status
- Recommended to have Todd as an emeritus member. Jim moves, Jenifer seconds, no discussion, all in favor, Todd is approved as an emeritus member.
- Motion for Sandy Pagan to be Treasurer with a 12/15 effective date in order to allow time for appropriate transition, Jim moved, Scott seconded. No discussion, all in favor. Sandy Pagan has been approved to be a finance board member and treasure.

- **Site Search Committee (Jenifer)**
 - See board book
 - Jim recommends we send the letter of intent to the church as that would require them to respond in writing to us. Jenifer will discuss with Paul, Arco Iris' broker.

- **Development Workgroup (Candice)**
 - Auction
 - See board book – feel good about where we are right now
 - Grant writing
 - Nothing new since last report.
 - Need to work on some reorganization of responsibilities. So much effort is going into the auction that there hasn't been a lot of time to search out grants with current members. There were a few parents that indicated they might be interested in helping after one of the recent PTO meetings. Will need to reach out to them. Might have an option to have some of the charter renewal committee members move to grant writing when they are done.
 - Have we considered a professional grant writer – we are considering this. Caitin knows a professional grant writer that is an educator. She will get a quote.

- **Website (Candice)**
 - See Board Book
 - Hope to have the site live by 12/5 with training on 12/11 for the teachers.
 - Down the road we need to discuss who owns our web address – We will keep the address regardless of what we do (i.e. leave Edilio). We get the name, but if Edilio "owns" the name they deal with the maintenance.

- **Charter Renewal Committee (Sonia/Christie)**
 - See Board Book
 - **Motion to approve the committees recommendations on waivers. Moved by Candice seconded by Jim, no discussion, unanimously approved.**
 - Next committee meeting will focus on public meeting strategy. Who will speak, what we will focus on, etc.
 - Erin is trying to set up some time for BSD board members to come in to see our school
 - Asked about the financial plan – what do they want from us? What Jan put together in June with the individual from Portland State went over very well with the board.

- Requesting authorization of info in board book to be the main components for Charter renewal letter to be written. Sonia moves, Jim seconds. No discussion, none opposed, unanimously approved.
- Caitlin requests that we hold off on the board action request to update the mission statement regarding algebra until the governance meeting. All in agreement.
- **Board Training Report (Caitlin)**
 - Ongoing request that those who have not completed modules, complete at least one prior to the next board meeting.

ACTION ITEM – Caitlin knows a professional grant writer that is an educator. She will get a quote for the grant writing workgroup.

ACTION ITEM – Jim recommends we send the site letter of intent as discussed at last meeting. Jenifer will discuss with Paul, Arco Iris' broker.

ACTION ITEM – Email the minutes tonight. Need to review and approve by tomorrow.

ACTION ITEM - Candice will work with PTO to reach out to parents to find additional members for grant writing.

ACTION ITEM - April Submit waiver request the staff and board children priority enrollment

ACTION ITEM - Sonia – submit middle school waiver

Adjourn at 7:37 pm by Caitlin

Prepared by Jenifer Nelles