

Fair Dismissal Appeals Board



Annual Meeting
December 16, 2025

Agenda

- ❖ Call to Order and Roll Call
- ❖ Welcome and Introductions
- ❖ Appeals
- ❖ Nomination and Selection of Vice Chair
- ❖ General Updates

Welcome and Introductions



Chair – Brian Sica, Administrator

We will be voting for a Vice
Chair later in the meeting.

Administrators

Krista Nieraeth
Mill City, OR
ADM: Under 1500
Term Ends: 6/30/2028

Brian Sica
Banks, OR
ADM: 1500-4500
Term Ends: 6/30/2027

Debbie Brockett
McMinnville, OR
ADM: Over 4500
Term ends: 6/30/2028

Gary Roberts
Coos Bay, OR
ADM: 1500-4500
Term Ends: 6/30/2028

Dayle Spitzer
Oregon City, OR
ADM: Over 4500
Term Ends: 6/30/2028

Heidi Sipe
Umatilla, OR
ADM: Under 1500
Term Ends: 6/30/2028

School Board Members

Sami Al-Abradbbuh
Corvallis, OR
ADM: Over 6775
Term Ends: 6/30/2024

Patrick Maguire
Hillsboro, OR
ADM: Over 4500
Term Ends: 6/30/2029

Tory McVay
Milwaukie, OR
ADM: Over 4500
Term Ends: 6/30/2028

Josh Wetzel
Prospect, OR
ADM: Under 1500
Term Ends: 6/30/2028

Non-Affiliated

John Hartsock
Gresham, OR
Term Ends: 6/30/2024

Sascha McKeon
Columbia Gorge, OR
Term Ends: 6/30/2027

Connie Kong
Portland, OR
Term Ends: 6/30/2028

Jim Westrick
Ashland, OR
Term Ends: 6/30/2028

Brita Scott
La Grande, OR
Term Ends: 6/30/2028

Peter Werner
Bend, OR
Term Ends: 6/30/2028

Teachers

Laura Latham
Talent, OR
ADM: Under 1500
Term Ends: 6/30/2028

Robert W. Sconce, Jr.
Roseburg, OR
ADM: Over 4500
Term Ends: 6/30/2024

Jennifer Underhill
Beaverton, OR
ADM: Over 4500
Term Ends: 6/30/2029

Welcome and Introductions

The FDAB consists of 24 members appointed by the Governor and confirmed by the Senate.

Membership must be from specific categories:

- 6 public school **administrators**

- 6 contract **teachers**

- 6 **school board members**

- 6 **non-affiliated** (no occupational affiliation with a school district)

A term is four years. Members may be appointed for two consecutive terms.

Members may continue to serve beyond the end of their second term until replaced through the executive appointments process.

Welcome and Introductions

The FDAB is required to hold one regular meeting each year, in October.

At the annual meeting, the FDAB members must select the next Vice Chair.

The Board has also used this meeting as an opportunity to meet fellow board members and staff, hear about appeals resolved during the previous year, and receive informational updates.

Welcome and Introductions

The Oregon Department of Justice (DOJ) provides legal counsel to advise the board, assist in panel hearings, and provide all services that “normally require legal training.”

- **Lisa Umscheid**, Senior Assistant Attorney General
- **Tyler Anderson**, Senior Assistant Attorney General
- **Molly Christ**, Assistant Attorney General

The Oregon Department of Education (ODE) provides administrative support for the FDAB and provides the support necessary to conduct hearings.

- **Emily Nazarov**, FDAB Executive Secretary and ODE Government and Legal Affairs Manager
- **Yeneyev Ramirez**, Executive Support Specialist
- **Amy Hodge**, Youth Advisory Council Coordinator and Director's Office Operations Policy Associate

Your Membership in FDAB Matters!

Tory McVay, School Board Representative

I'm proud to serve on Oregon's Fair Dismissal Appeals Board because it ensures that educators across our state receive consistent, fair treatment when facing the most consequential decisions of their careers. This board stands as a crucial safeguard for due process, ensuring that dismissal decisions are based on substantiated facts rather than arbitrary judgments. By providing a neutral, uniform statewide system for these appeals, we protect both the rights of dedicated professionals and the integrity of our educational institutions. The work we do upholds the principle that every educator deserves their day before an impartial panel, regardless of which district employs them.

Bob Sconce, Teacher Representative

I have been on FDAB since 2012 and have been in education for 33 years in Roseburg. I have been on about 15 different panels through the years. Each appeals case is very different and gives educators an opportunity to have an impartial forum to determine whether their dismissal was fair and lawful. As one of three panel members, you will have the opportunity to conduct formal hearings where evidence is presented, hear testimony from witnesses, and both the District and the educator can argue for their case. The Oregon Department of Justice advises the panel during the case which is very helpful.

Appeals Resolved

Final Orders:

Final Orders 2012-present are posted to the FDAB website: <https://www.oregon.gov/ode/educator-resources/Pages/FairDismissalAppealsBoardFinalOrders.aspx>

Final Orders prior to 2012 may be requested by email to ODE.FDAB@ode.oregon.gov

Digest:

FDAB members have access to a Compilation of Fair Dismissal Appeals Board Cases. The 2023-2024 supplement is available on the FDAB website: <https://www.oregon.gov/ode/educator-resources/Documents/2023-2024%20Supplement%20to%20Compilation%20of%20FDAB%20Cases%20-%20FINAL.pdf>

Prior versions of the Compilation and Supplements may be requested by email to ODE.FDAB@ode.oregon.gov

Appeals

FDA Case No. 24-02 B. Martin v Gresham Barlow School District

FDA Case No. 24-06 L. Martin v Gresham Barlow School District (consolidated)

Panel: Bob Sconce (teacher), Tory McVay (school board), and Jim Westrick (non-affiliated)

Counsel: Lisa Umscheid

FDA Case No. 24-03 Triplett v. Lebanon School District

Panel: Sami Al-Abdrabbuh (school board), John Hartsock (non-affiliated), and Bob Sconce (teacher)

Counsel: Lisa Umscheid

FDA Case No. 24-04 Deaton v Sutherlin School District

Panel: Laura Latham (teacher), Joshua Wetzel (school board), and Sascha McKeon (non-affiliated)

Counsel: Lisa Umscheid

Appeals

FDA Case No. 24-05 Brown v Portland Public School District – PENDING

Panel: Laura Latham (teacher), Sami Al-Abdrabbuh (school board), and John Hartsock (non-affiliated)

Counsel: Yael Livny

FDA Case No. 25-01 Stearns v St. Helens School District

Panel Members: Jennifer Underhill (teacher), Tory McVay (school board), Peter Werner (non-affiliated)

Counsel: Tyler Anderson

FDA Case No. 25-02 Nagisetty v Beaverton School District

Panel Members: Laura Latham (teacher), Josh Wetzel (school board), Connie Kong (non-affiliated)

Counsel: Lisa Umscheid

What to Expect as an FDAB Member

When ODE receives an appeal, one of the first things we will do is reach out and request panel volunteers.

Panel composition will depend on the status of the appellant.

- If a teacher files, our panel will consist of members from the teacher, school board member, and non-affiliated categories.
- If an administrator files, our panel will consist of members from the administrator, school board member, and non-affiliated categories.

[Advice for new and newer board members]
It is important for new members to make sure they are volunteering to take on hearings. It shouldn't be up to just a small handful of dedicated board members to take them all. I know there are only certain member types are eligible to make up panel. But a good selection of eligible members is important.

Josh Wetzel, School Board Member

Vice-Chair Nomination and Selection

The FDAB has **two officer positions: Chair and Vice-Chair**. The Vice-Chair is selected at the annual meeting. The Vice-Chair then then succeeds to the Chair and will serve as chair the following year.

The Vice-Chair position rotates in the order of teacher, school board member, non-affiliated, and administrator. **For this year, the Board will select the Vice-Chair from the teacher category.**

The Vice-Chair must be nominated by a chair-appointed three-member nominating committee made up of Board members from the members not eligible to serve that year. **For this year, the nominating committee must be comprised of members from the school board member, non-affiliated, and administrator categories.**

The Vice-Chair shall be elected by a simple majority of the members present and voting.

Training

All FDAB members must complete annual training on **preventing discrimination and harassment** and **information security**.

Training must be completed by **December 31, 2025**. Training must be completed through Workday.

Workday Support:

- If you need support with Workday, send us an email at ODE.FDAB@ode.oregon.gov. We can provide instructions on how to log in and reset your password. For any other problems, our colleague Jacque Bryant will provide support.
- If you need additional support with multifactor authentication, you may contact ODE Helpdesk.

Reimbursement and Per Diem for Board Members

All members will be reimbursed for actual and necessary expenses (travel and meals).

Subject to availability of funds in the budget of the board, "**qualified members**" who are not in full time public service may receive daily per diem compensation.

- "Qualified members" are those who have an adjusted gross income in the previous tax year of less than \$50,000, or less than \$100,000 reported on a joint income tax return

Staff will be requesting attestation forms on an annual basis:

- Members will get a request in January 2026

Board Membership

New Membership: We are actively looking for new members in the **teacher** and **school board member** categories.

If you know of someone who would be a great FDAB member, please ask them to consider applying. ODE Staff are available to answer any questions or explain the work of the FDAB.

The application process is the same application process for all Oregon State Boards and Commissions and is set out on Governor Kotek's webpage (<https://www.oregon.gov/gov/Pages/board-list.aspx>)

Thank you!

