



Senior Staff Statement of Financial Interest and Potential Conflicts of Interest

Seattle Public Schools is committed to making its online information accessible and usable to all people, regardless of ability or technology. Meeting web accessibility guidelines and standards is an ongoing process that we are consistently working to improve.

While Seattle Public Schools endeavors to only post documents optimized for accessibility, due to the nature and complexity of some documents, an accessible version of the document may not be available. In these limited circumstances, the District will provide equally effective alternate access.

For questions and more information about this document, please contact the following:

School Board Office
206-252-0040



Board Director and Senior Staff
Statement of Financial Interest
and Potential Conflicts of Interest

(for the year ending December 31, 2019)

Disclosure for Carri Campbell
(Board Director or Senior Staff Name)

As a best practice, and to help ensure compliance with Board Policy 5251 on Ethics, I am disclosing the following information for the year ending December 31, 2019:

1. Employment: (Please list all employment that you or your spouse or domestic partner held during the last 12 months.)

Seattle Public Schools
Rehab without walls

Not Applicable

2. Family Members Employed by the District: (Please list the name of any family member employed by the school district in the last 12 months and the position(s) held. The term "family member" means spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in law, brother- or sister-in law or first cousin.)

Not Applicable

3. Non-Salaried Officer Positions: (Please list all positions as a non-salaried officer of a nonprofit corporation held by you or your spouse. Officer positions include those of president, vice-president, secretary, treasurer, or other managerial position.)

Not Applicable

4. Board Positions: (Please list any positions you or your spouse hold on a for-profit or non-profit corporation's board of directors.)

Not Applicable

5. Financial Interest in Contracts and Potential Appearance of Conflict(s): (Under Board Policy 5251-Ethics, a District officer or employee may not hold or acquire a financial or beneficial interest, direct or indirect, personally or through a family member, in any contract which, in whole or in part, is made by, through, or under the supervision of the District officer or employee, or which is made by or through a person supervised, directly or indirectly, by the District officer or employee; or accept, directly or indirectly, any compensation, gratuity, or reward in connection with such contract from any other person or entity beneficially interested in the contract. The policy also requires disclosure of items that could create the appearance of a conflict of interest. Please list any financial interest, direct or indirect, held personally or through any family member, in any contract to which the District may be or is reasonably likely to become a party. Include any financial interests that could appear to a reasonable person, with knowledge of the relevant circumstances, as having an impact on your judgement. This would include, but is not limited to, any financial interest in contracts with other education-related organizations that may award grants and/or pass through funds to the Seattle Public School District, *e.g.*, City of Seattle, Puget Sound Educational District No. 121, Office of the Superintendent of Public Instruction, or any local, state, or federal or non-profit entities..)

Not Applicable

6. Other: (Please list any gifts or additional relationships that a reasonable person, having knowledge of the relevant circumstances, may deem to impair your judgment regarding your responsibilities as a District officer or employee. See Ethics Policy 5251, Sections 4 and 6 for additional guidance.) This shall include, but not be limited to: Any travel, expenses, or honorariums you have accepted during the past year over the sum of \$100.00 and for each item list the dates, sponsor or contracting authority, name of entity and conference, and totals paid.

Not Applicable

These answers are complete to the best of my knowledge as of the date of my signing this disclosure statement.



Signature

Carri Campbell, Chief Public Affairs Officer
Name and Title

1/21/2019
Date

Note: Board Policy 5251 on Ethics requires District officers and employees to disclose financial interests prior to the formation of a contract, and to disclose any potential conflicts of interest prior to participating in any District action involving the potential conflict. Please contact the District's Ethics Officer, Andrew Medina, to disclose any additional items that arise during the year.
(206-252-0138 or ajmedina@seattleschools.org)



Board Director and Senior Staff
Statement of Financial Interest
and Potential Conflicts of Interest

(for the year ending December 31, 2019)

Disclosure for **Mr. Carlos Del Valle**
(Board Director or Senior Staff Name)

As a best practice, and to help ensure compliance with Board Policy 5251 on Ethics, I am disclosing the following information for the year ending December 31, 2019:

1. Employment: (Please list all employment that you or your spouse or domestic partner held during the last 12 months.)
 - US Air Force – 1 Jan- 1 Nov 2019
 - SPS -12 Nov- 31 Dec 2019

Not Applicable

2. Family Members Employed by the District: (Please list the name of any family member employed by the school district in the last 12 months and the position(s) held. The term “family member” means spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in law, brother- or sister-in law or first cousin.)

Not Applicable

3. Non-Salaried Officer Positions: (Please list all positions as a non-salaried officer of a nonprofit corporation held by you or your spouse. Officer positions include those of president, vice-president, secretary, treasurer, or other managerial position.)

Not Applicable

4. Board Positions: (Please list any positions you or your spouse hold on a for-profit or non-profit corporation’s board of directors.)

Not Applicable

5. Financial Interest in Contracts and Potential Appearance of Conflict(s): (Under Board Policy 5251-Ethics, a District officer or employee may not hold or acquire a financial or beneficial interest, direct or indirect, personally or through a family member, in any contract which, in whole or in part, is made by, through, or under the supervision of the District officer or employee, or which is made by or through a person supervised, directly or indirectly, by the District officer or employee; or accept, directly or indirectly, any compensation, gratuity, or reward in connection with such contract from any other person or entity beneficially interested in the contract. The policy also

requires disclosure of items that could create the appearance of a conflict of interest. Please list any financial interest, direct or indirect, held personally or through any family member, in any contract to which the District may be or is reasonably likely to become a party. Include any financial interests that could appear to a reasonable person, with knowledge of the relevant circumstances, as having an impact on your judgement. This would include, but is not limited to, any financial interest in contracts with other education-related organizations that may award grants and/or pass through funds to the Seattle Public School District, e.g., City of Seattle, Puget Sound Educational District No. 121, Office of the Superintendent of Public Instruction, or any local, state, or federal or non-profit entities..)

Not Applicable

6. Other: (Please list any gifts or additional relationships that a reasonable person, having knowledge of the relevant circumstances, may deem to impair your judgment regarding your responsibilities as a District officer or employee. See Ethics Policy 5251, Sections 4 and 6 for additional guidance.) This shall include, but not be limited to: Any travel, expenses, or honorariums you have accepted during the past year over the sum of \$100.00 and for each item list the dates, sponsor or contracting authority, name of entity and conference, and totals paid.

Not Applicable

These answers are complete to the best of my knowledge as of the date of my signing this disclosure statement.



Signature

Carlos Del Valle, Executive Director DoTS

Name and Title

1/21/2020

Date

Note: Board Policy 5251 on Ethics requires District officers and employees to disclose financial interests prior to the formation of a contract, and to disclose any potential conflicts of interest prior to participating in any District action involving the potential conflict. Please contact the District's Ethics Officer, Andrew Medina, to disclose any additional items that arise during the year.
(206-252-0138 or ajmedina@seattleschools.org)



**Board Director and Senior Staff
Statement of Financial Interest
and Potential Conflicts of Interest**

(for the year ending December 31, 2019)

Disclosure for *Clover Codd*
(Board Director or Senior Staff Name)

As a best practice, and to help ensure compliance with Board Policy 5251 on Ethics, I am disclosing the following information for the year ending December 31, 2019:

1. Employment: (Please list all employment that you or your spouse or domestic partner held during the last 12 months.) *Seattle Public Schools.*

Not Applicable

2. Family Members Employed by the District: (Please list the name of any family member employed by the school district in the last 12 months and the position(s) held. The term "family member" means spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in law, brother- or sister-in law or first cousin.)

Not Applicable

3. Non-Salaried Officer Positions: (Please list all positions as a non-salaried officer of a nonprofit corporation held by you or your spouse. Officer positions include those of president, vice-president, secretary, treasurer, or other managerial position.)

Not Applicable

4. Board Positions: (Please list any positions you or your spouse hold on a for-profit or non-profit corporation's board of directors.)

Not Applicable

5. Financial Interest in Contracts and Potential Appearance of Conflict(s): (Under Board Policy 5251-Ethics, a District officer or employee may not hold or acquire a financial or beneficial interest, direct or indirect, personally or through a family member, in any contract which, in whole or in part, is made by, through, or under the supervision of the District officer or employee, or which is made by or through a person supervised, directly or indirectly, by the District officer or employee; or accept, directly or indirectly, any compensation, gratuity, or reward in connection with such contract from any other person or entity beneficially interested in the contract. The policy also requires disclosure of items that could create the appearance of a conflict of interest. Please list any financial interest, direct or indirect, held personally or through any family member, in any contract to which the District may be or is reasonably likely to become a party. Include any financial interests that could appear to a reasonable person, with knowledge of the relevant circumstances, as having an impact on your judgement. This would include, but is not limited to, any financial interest in contracts with other education-related organizations that may award grants and/or pass through funds to the Seattle Public School District, e.g., City of Seattle, Puget Sound Educational District No. 121, Office of the Superintendent of Public Instruction, or any local, state, or federal or non-profit entities..)

Not Applicable

6. Other: (Please list any gifts or additional relationships that a reasonable person, having knowledge of the relevant circumstances, may deem to impair your judgment regarding your responsibilities as a District officer or employee. See Ethics Policy 5251, Sections 4 and 6 for additional guidance.) This shall include, but not be limited to: Any travel, expenses, or honorariums you have accepted during the past year over the sum of \$100.00 and for each item list the dates, sponsor or contracting authority, name of entity and conference, and totals paid.

N/A

Not Applicable

These answers are complete to the best of my knowledge as of the date of my signing this disclosure statement.

Clower Codd

Signature

Clower Codd; Chief Human Resources Officer

Name and Title

12/20/19

Date

Note: Board Policy 5251 on Ethics requires District officers and employees to disclose financial interests prior to the formation of a contract, and to disclose any potential conflicts of interest prior to participating in any District action involving the potential conflict. Please contact the District's Ethics Officer, Andrew Medina, to disclose any additional items that arise during the year. (206-252-0138 or ajmedina@seattleschools.org)



Board Director and Senior Staff
Statement of Financial Interest
and Potential Conflicts of Interest

(for the year ending December 31, 2019)

Disclosure for Concepcion “Concie” Pedroza, Chief of Student Supports

As a best practice, and to help ensure compliance with Board Policy 5251 on Ethics, I am disclosing the following information for the year ending December 31, 2019:

1. Employment: (Please list all employment that you or your spouse or domestic partner held during the last 12 months.)

Employee:

**Concepcion Pedroza – Seattle Public Schools: Chief of Student Support Services (current);
Director of Racial Equity Advancement & Chief of Student Supports (January thru August,
2019)**

Spouse:

Adil Marrakchi – City Light of Seattle, Electrical Engineer

Not Applicable

2. Family Members Employed by the District: (Please list the name of any family member employed by the school district in the last 12 months and the position(s) held. The term “family member” means spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in law, brother- or sister-in law or first cousin.)

Not Applicable

3. Non-Salaried Officer Positions: (Please list all positions as a non-salaried officer of a nonprofit corporation held by you or your spouse. Officer positions include those of president, vice-president, secretary, treasurer, or other managerial position.)

Not Applicable

4. Board Positions: (Please list any positions you or your spouse hold on a for-profit or non-profit corporation’s board of directors.)

**Concepcion Pedroza - Chairperson of the Bilingual Education Advisory Committee for
Washington State’s Office of the Superintendent for Public Instruction (OSPI.**

Not Applicable

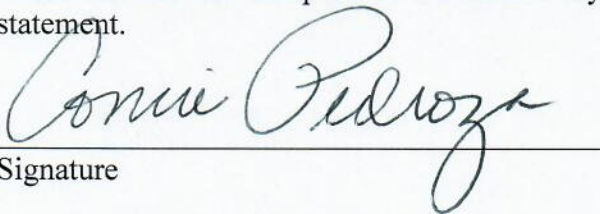
5. Financial Interest in Contracts and Potential Appearance of Conflict(s): (Under Board Policy 5251-Ethics, a District officer or employee may not hold or acquire a financial or beneficial interest, direct or indirect, personally or through a family member, in any contract which, in whole or in part, is made by, through, or under the supervision of the District officer or employee, or which is made by or through a person supervised, directly or indirectly, by the District officer or employee; or accept, directly or indirectly, any compensation, gratuity, or reward in connection with such contract from any other person or entity beneficially interested in the contract. The policy also requires disclosure of items that could create the appearance of a conflict of interest. Please list any financial interest, direct or indirect, held personally or through any family member, in any contract to which the District may be or is reasonably likely to become a party. Include any financial interests that could appear to a reasonable person, with knowledge of the relevant circumstances, as having an impact on your judgement. This would include, but is not limited to, any financial interest in contracts with other education-related organizations that may award grants and/or pass through funds to the Seattle Public School District, e.g., City of Seattle, Puget Sound Educational District No. 121, Office of the Superintendent of Public Instruction, or any local, state, or federal or non-profit entities..)

√ **Not Applicable**

6. Other: (Please list any gifts or additional relationships that a reasonable person, having knowledge of the relevant circumstances, may deem to impair your judgment regarding your responsibilities as a District officer or employee. See Ethics Policy 5251, Sections 4 and 6 for additional guidance.) This shall include, but not be limited to: Any travel, expenses, or honorariums you have accepted during the past year over the sum of \$100.00 and for each item list the dates, sponsor or contracting authority, name of entity and conference, and totals paid.

√ **Not Applicable**

These answers are complete to the best of my knowledge as of the date of my signing this disclosure statement.


Signature

Concepcion Pedroza, Chief of Student Support Services
Name and Title

December 18, 2019
Date

Note: Board Policy 5251 on Ethics requires District officers and employees to disclose financial interests prior to the formation of a contract, and to disclose any potential conflicts of interest prior to participating in any District action involving the potential conflict. Please contact the District's Ethics Officer, Andrew Medina, to disclose any additional items that arise during the year.
(206-252-0138 or ajmedina@seattleschools.org)



Board Director and Senior Staff
Statement of Financial Interest
and Potential Conflicts of Interest

(for the year ending December 31, 2019)

Disclosure for Denise Juneau
(Board Director or Senior Staff Name)

As a best practice, and to help ensure compliance with Board Policy 5251 on Ethics, I am disclosing the following information for the year ending December 31, 2019:

1. Employment: (Please list all employment that you or your spouse or domestic partner held during the last 12 months.)

Superintendent of SPS - self

Advisor to Whitney Williams for Governor (MT) - partner

Not Applicable

2. Family Members Employed by the District: (Please list the name of any family member employed by the school district in the last 12 months and the position(s) held. The term "family member" means spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in law, brother- or sister-in law or first cousin.)

N/A

Not Applicable

3. Non-Salaried Officer Positions: (Please list all positions as a non-salaried officer of a nonprofit corporation held by you or your spouse. Officer positions include those of president, vice-president, secretary, treasurer, or other managerial position.)

N/A

Not Applicable

4. Board Positions: (Please list any positions you or your spouse hold on a for-profit or non-profit corporation's board of directors.)

N/A

Not Applicable

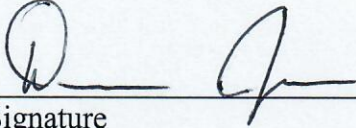
5. Financial Interest in Contracts and Potential Appearance of Conflict(s): (Under Board Policy 5251-Ethics, a District officer or employee may not hold or acquire a financial or beneficial interest, direct or indirect, personally or through a family member, in any contract which, in whole or in part, is made by, through, or under the supervision of the District officer or employee, or which is made by or through a person supervised, directly or indirectly, by the District officer or employee; or accept, directly or indirectly, any compensation, gratuity, or reward in connection with such contract from any other person or entity beneficially interested in the contract. The policy also requires disclosure of items that could create the appearance of a conflict of interest. Please list any financial interest, direct or indirect, held personally or through any family member, in any contract to which the District may be or is reasonably likely to become a party. Include any financial interests that could appear to a reasonable person, with knowledge of the relevant circumstances, as having an impact on your judgement. This would include, but is not limited to, any financial interest in contracts with other education-related organizations that may award grants and/or pass through funds to the Seattle Public School District, e.g., City of Seattle, Puget Sound Educational District No. 121, Office of the Superintendent of Public Instruction, or any local, state, or federal or non-profit entities..)

Not Applicable

6. Other: (Please list any gifts or additional relationships that a reasonable person, having knowledge of the relevant circumstances, may deem to impair your judgment regarding your responsibilities as a District officer or employee. See Ethics Policy 5251, Sections 4 and 6 for additional guidance.) This shall include, but not be limited to: Any travel, expenses, or honorariums you have accepted during the past year over the sum of \$100.00 and for each item list the dates, sponsor or contracting authority, name of entity and conference, and totals paid.

Not Applicable

These answers are complete to the best of my knowledge as of the date of my signing this disclosure statement.



Signature

Denise Juneau Supt

Name and Title

1/31/2020

Date

Note: Board Policy 5251 on Ethics requires District officers and employees to disclose financial interests prior to the formation of a contract, and to disclose any potential conflicts of interest prior to participating in any District action involving the potential conflict. Please contact the District's Ethics Officer, Andrew Medina, to disclose any additional items that arise during the year.
(206-252-0138 or ajmedina@seattleschools.org)



Board Director and Senior Staff
Statement of Financial Interest
and Potential Conflicts of Interest

(for the year ending December 31, 2019)

Disclosure for Diane M. DeBacker
(Board Director or Senior Staff Name)

As a best practice, and to help ensure compliance with Board Policy 5251 on Ethics, I am disclosing the following information for the year ending December 31, 2019:

1. Employment: (Please list all employment that you or your spouse or domestic partner held during the last 12 months.)

Diane – Seattle Public Schools

Not Applicable

2. Family Members Employed by the District: (Please list the name of any family member employed by the school district in the last 12 months and the position(s) held. The term “family member” means spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in law, brother- or sister-in law or first cousin.)

Not Applicable

3. Non-Salaried Officer Positions: (Please list all positions as a non-salaried officer of a nonprofit corporation held by you or your spouse. Officer positions include those of president, vice-president, secretary, treasurer, or other managerial position.)

Not Applicable

4. Board Positions: (Please list any positions you or your spouse hold on a for-profit or non-profit corporation’s board of directors.)

Not Applicable

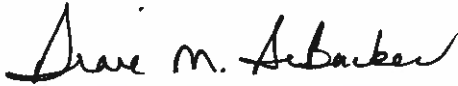
5. **Financial Interest in Contracts and Potential Appearance of Conflict(s):** (Under Board Policy 5251-Ethics, a District officer or employee may not hold or acquire a financial or beneficial interest, direct or indirect, personally or through a family member, in any contract which, in whole or in part, is made by, through, or under the supervision of the District officer or employee, or which is made by or through a person supervised, directly or indirectly, by the District officer or employee; or accept, directly or indirectly, any compensation, gratuity, or reward in connection with such contract from any other person or entity beneficially interested in the contract. The policy also requires disclosure of items that could create the appearance of a conflict of interest. Please list any financial interest, direct or indirect, held personally or through any family member, in any contract to which the District may be or is reasonably likely to become a party. Include any financial interests that could appear to a reasonable person, with knowledge of the relevant circumstances, as having an impact on your judgement. This would include, but is not limited to, any financial interest in contracts with other education-related organizations that may award grants and/or pass through funds to the Seattle Public School District, e.g., City of Seattle, Puget Sound Educational District No. 121, Office of the Superintendent of Public Instruction, or any local, state, or federal or non-profit entities..)

X Not Applicable

6. **Other:** (Please list any gifts or additional relationships that a reasonable person, having knowledge of the relevant circumstances, may deem to impair your judgment regarding your responsibilities as a District officer or employee. See Ethics Policy 5251, Sections 4 and 6 for additional guidance.) This shall include, but not be limited to: Any travel, expenses, or honorariums you have accepted during the past year over the sum of \$100.00 and for each item list the dates, sponsor or contracting authority, name of entity and conference, and totals paid.
- **Education Research & Development Institute (ERDI), Chicago, IL**
Served as a consulting member at ERDI III Fall Institute September 27-29, 2019. Travel, hotel, and mileage was paid by ERDI in the following amounts:
Airfare: \$527.69
Hotel: \$490.74
Mileage: \$75.00
An honorarium of \$1,500 was paid directly to the non-profit of my choice, Alliance For Education. There was no personal benefit or compensation for serving as a consulting member. Prior approval from the superintendent was granted.
 - **Prodigy Education**
Member of the Product Advisory Board for December 2019-May 2020
As a member of the Product Advisory board, I virtually connect with other advisors and the Prodigy team to discuss and inform product design and evolution as it relates to public education. My commitment as an advisory board member is for one hour a month. There is no personal benefit or compensation for my participation. Prodigy provides a one-time honorarium of \$1,000 to a non-profit of my choice, Alliance for Education.

Not Applicable

These answers are complete to the best of my knowledge as of the date of my signing this disclosure statement.



Signature

Diane M. DeBacker, Chief Academic Officer, Seattle Public Schools
Name and Title



Date

Note: Board Policy 5251 on Ethics requires District officers and employees to disclose financial interests prior to the formation of a contract, and to disclose any potential conflicts of interest prior to participating in any District action involving the potential conflict. Please contact the District's Ethics Officer, Andrew Medina, to disclose any additional items that arise during the year.
(206-252-0138 or ajmedina@seattleschools.org)



Board Director and Senior Staff
Statement of Financial Interest
and Potential Conflicts of Interest

(for the year ending December 31, 2019)

Disclosure for Fred Podesta
(Board Director or Senior Staff Name)

As a best practice, and to help ensure compliance with Board Policy 5251 on Ethics, I am disclosing the following information for the year ending December 31, 2019:

1. Employment: (Please list all employment that you or your spouse or domestic partner held during the last 12 months.)

City of Seattle: 1/1/2019 – 2/5/2019

Seattle Public Schools: 1/22/2019 – 12/31/2019

Not Applicable

2. Family Members Employed by the District: (Please list the name of any family member employed by the school district in the last 12 months and the position(s) held. The term “family member” means spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in law, brother- or sister-in law or first cousin.)

Not Applicable

3. Non-Salaried Officer Positions: (Please list all positions as a non-salaried officer of a nonprofit corporation held by you or your spouse. Officer positions include those of president, vice-president, secretary, treasurer, or other managerial position.)

Not Applicable

4. Board Positions: (Please list any positions you or your spouse hold on a for-profit or non-profit corporation's board of directors.)

Not Applicable

5. Financial Interest in Contracts and Potential Appearance of Conflict(s): (Under Board Policy 5251-Ethics, a District officer or employee may not hold or acquire a financial or beneficial interest, direct or indirect, personally or through a family member, in any contract which, in whole or in part, is made by, through, or under the supervision of the District officer or employee, or which is made by or through a person supervised, directly or indirectly, by the District officer or employee; or accept, directly or indirectly, any compensation, gratuity, or reward in connection with such contract from any other person or entity beneficially interested in the contract. The policy also requires disclosure of items that could create the appearance of a conflict of interest. Please list any financial interest, direct or indirect, held personally or through any family member, in any contract to which the District may be or is reasonably likely to become a party. Include any financial interests that could appear to a reasonable person, with knowledge of the relevant circumstances, as having an impact on your judgement. This would include, but is not limited to, any financial interest in contracts with other education-related organizations that may award grants and/or pass through funds to the Seattle Public School District, e.g., City of Seattle, Puget Sound Educational District No. 121, Office of the Superintendent of Public Instruction, or any local, state, or federal or non-profit entities..)

Not Applicable

6. Other: (Please list any gifts or additional relationships that a reasonable person, having knowledge of the relevant circumstances, may deem to impair your judgment regarding your responsibilities as a District officer or employee. See Ethics Policy 5251, Sections 4 and 6 for additional guidance.) This shall include, but not be limited to: Any travel, expenses, or honorariums you have accepted during the past year over the sum of \$100.00 and for each item list the dates, sponsor or contracting authority, name of entity and conference, and totals paid.

Not Applicable

These answers are complete to the best of my knowledge as of the date of my signing this disclosure statement.



Signature

Chief Operations Officer

Name and Title

1/16/2020

Date

Note: Board Policy 5251 on Ethics requires District officers and employees to disclose financial interests prior to the formation of a contract, and to disclose any potential conflicts of interest prior to participating in any District action involving the potential conflict. Please contact the District's Ethics Officer, Andrew Medina, to disclose any additional items that arise during the year.
(206-252-0138 or ajmedina@seattleschools.org)



Board Director and Senior Staff
Statement of Financial Interest
and Potential Conflicts of Interest

(for the year ending December 31, 2019)

Disclosure for Gregory C. Narver, Chief Legal Counsel
(Board Director or Senior Staff Name)

As a best practice, and to help ensure compliance with Board Policy 5251 on Ethics, I am disclosing the following information for the year ending December 31, 2019:

1. Employment: (Please list all employment that you or your spouse held during the last 12 months.)

Self: Civil Division Chief, Seattle City Attorney's Office (through August 2019)
Chief Legal Counsel, Seattle Public Schools (September 2019-present)

Spouse: Self-employed woodworker

2. Family Members Employed by the District: (Please list the name of any family member employed by the school district in the last 12 months and the position(s) held. The term "family member" means spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in law, brother- or sister-in law or first cousin.)

Not applicable.

3. Non-Salaried Officer Positions: (Please list all positions as a non-salaried officer of a nonprofit corporation held by you or your spouse. Officer positions include those of president, vice-president, secretary, treasurer, or other managerial position.)

Not applicable.

4. Board Positions: (Please list any positions you or your spouse hold on a for-profit or non-profit corporation's board of directors.)

Not applicable.

5. Financial Interest in Contracts and Potential Appearance of Conflict(s): (Under Board Policy 5251-Ethics, a District officer or employee may not hold or acquire a financial or beneficial interest, direct or indirect, personally or through a family member, in any contract which, in whole or in part, is made by, through, or under the supervision of the District officer or employee, or which is made by or through a person supervised, directly or indirectly, by the District officer or employee; or accept, directly or indirectly, any compensation, gratuity, or reward in connection with such contract from any other person or entity beneficially interested in the contract. The policy also requires disclosure of items that could create the appearance of a conflict of interest. Please list any financial interest, direct or indirect, held personally or through any family member, in any contract to which the District may be or is reasonably likely to become a party. Include any financial interests that could appear to a reasonable person, with knowledge of the relevant circumstances, as having an impact on your judgement. This would include, but is not limited to, any financial interest in contracts with other education-related organizations that may award grants and/or pass through funds to the Seattle Public School District, *e.g.*, City of Seattle, Puget Sound Educational District No. 121, Office of the Superintendent of Public Instruction, or any local, state, or federal or non-profit entities..)

None.

6. Other: (Please list any gifts or additional relationships that a reasonable person, having knowledge of the relevant circumstances, may deem to impair your judgment regarding your responsibilities as a District officer or employee. See Ethics Policy 5251, Sections 4 and 6 for additional guidance.) This shall include, but not be limited to: Any travel, expenses, or honorariums you have accepted during the past year over the sum of \$100.00 and for each item list the dates, sponsor or contracting authority, name of entity and conference, and totals paid.

None.

These answers are complete to the best of my knowledge as of the date of my signing this disclosure statement.

Gregory C. Narver
Signature

Gregory C. Narver, Chief Legal Counsel
Name and Title

1/2/2020
Date

Note: Board Policy 5251 on Ethics requires District officers and employees to disclose financial interests prior to the formation of a contract, and to disclose any potential conflicts of interest prior to participating in any District action involving the potential conflict. Please contact the District's Ethics Officer, Andrew Medina, to disclose any additional items that arise during the year.
(206-252-0138 or ajmedina@seattleschools.org)



Board Director and Senior Staff
Statement of Financial Interest
and Potential Conflicts of Interest

(for the year ending December 31, 2019)

Disclosure for JoLynn Berge
(Board Director or Senior Staff Name)

As a best practice, and to help ensure compliance with Board Policy 5251 on Ethics, I am disclosing the following information for the year ending December 31, 2019:

1. Employment: (Please list all employment that you or your spouse held during the last 12 months.)

spouse - Appliance Service Station

Not Applicable

2. Family Members Employed by the District: (Please list the name of any family member employed by the school district in the last 12 months and the position(s) held. The term "family member" means spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in law, brother- or sister-in law or first cousin.)

Not Applicable

3. Non-Salaried Officer Positions: (Please list all positions as a non-salaried officer of a nonprofit corporation held by you or your spouse. Officer positions include those of president, vice-president, secretary, treasurer, or other managerial position.)

Association of ^{Education} Federal Finance Administrators

Not Applicable

4. Board Positions: (Please list any positions you or your spouse hold on a for-profit or non-profit corporation's board of directors.)

Same as #3

Plus -
Project Evident

Not Applicable

5. Financial Interest in Contracts and Potential Appearance of Conflict(s): (Under Board Policy 5251-Ethics, a District officer or employee may not hold or acquire a financial or beneficial interest, direct or indirect, personally or through a family member, in any contract which, in whole or in part, is made by, through, or under the supervision of the District officer or employee, or which is made by or through a person supervised, directly or indirectly, by the District officer or employee; or accept, directly or indirectly, any compensation, gratuity, or reward in connection with such contract from any other person or entity beneficially interested in the contract. The policy also requires disclosure of items that could create the appearance of a conflict of interest. Please list any financial interest, direct or indirect, held personally or through any family member, in any contract to which the District may be or is reasonably likely to become a party. Include any financial interests that could appear to a reasonable person, with knowledge of the relevant circumstances, as having an impact on your judgement. This would include, but is not limited to, any financial interest in contracts with other education-related organizations that may award grants and/or pass through funds to the Seattle Public School District, e.g., City of Seattle, Puget Sound Educational District No. 121, Office of the Superintendent of Public Instruction, or any local, state, or federal or non-profit entities..)

Not Applicable

6. Other: (Please list any gifts or additional relationships that a reasonable person, having knowledge of the relevant circumstances, may deem to impair your judgment regarding your responsibilities as a District officer or employee. See Ethics Policy 5251, Sections 4 and 6 for additional guidance.) This shall include, but not be limited to: Any travel, expenses, or honorariums you have accepted during the past year over the sum of \$100.00 and for each item list the dates, sponsor or contracting authority, name of entity and conference, and totals paid.

Not Applicable

These answers are complete to the best of my knowledge as of the date of my signing this disclosure statement.



Signature

Jolynn Berge Chief Financial Officer

Name and Title

Dec 17, 2019

Date

Note: Board Policy 5251 on Ethics requires District officers and employees to disclose financial interests prior to the formation of a contract, and to disclose any potential conflicts of interest prior to participating in any District action involving the potential conflict. Please contact the District's Ethics Officer, Andrew Medina, to disclose any additional items that arise during the year.
(206-252-0138 or ajmedina@seattleschools.org)



Board Director and Senior Staff
Statement of Financial Interest
and Potential Conflicts of Interest

(for the year ending December 31, 2019)

Disclosure for Mia Williams
(Board Director or Senior Staff Name)

As a best practice, and to help ensure compliance with Board Policy 5251 on Ethics, I am disclosing the following information for the year ending December 31, 2019:

1. Employment: (Please list all employment that you or your spouse or domestic partner held during the last 12 months.)

Principal of Aki Kurose
Instructor @ UW Danforth program
My husband - Stay at home Dad leader

Not Applicable

2. Family Members Employed by the District: (Please list the name of any family member employed by the school district in the last 12 months and the position(s) held. The term "family member" means spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in law, brother- or sister-in law or first cousin.)

Not Applicable

3. Non-Salaried Officer Positions: (Please list all positions as a non-salaried officer of a nonprofit corporation held by you or your spouse. Officer positions include those of president, vice-president, secretary, treasurer, or other managerial position.)

Not Applicable

4. Board Positions: (Please list any positions you or your spouse hold on a for-profit or non-profit corporation's board of directors.)

Int'l. order of
Advisory board member of the Rainbow
Girls Kent Assembly 8'7

Not Applicable

5. Financial Interest in Contracts and Potential Appearance of Conflict(s): (Under Board Policy 5251-Ethics, a District officer or employee may not hold or acquire a financial or beneficial interest, direct or indirect, personally or through a family member, in any contract which, in whole or in part, is made by, through, or under the supervision of the District officer or employee, or which is made by or through a person supervised, directly or indirectly, by the District officer or employee; or accept, directly or indirectly, any compensation, gratuity, or reward in connection with such contract from any other person or entity beneficially interested in the contract. The policy also requires disclosure of items that could create the appearance of a conflict of interest. Please list any financial interest, direct or indirect, held personally or through any family member, in any contract to which the District may be or is reasonably likely to become a party. Include any financial interests that could appear to a reasonable person, with knowledge of the relevant circumstances, as having an impact on your judgement. This would include, but is not limited to, any financial interest in contracts with other education-related organizations that may award grants and/or pass through funds to the Seattle Public School District, e.g., City of Seattle, Puget Sound Educational District No. 121, Office of the Superintendent of Public Instruction, or any local, state, or federal or non-profit entities..)

Not Applicable

6. Other: (Please list any gifts or additional relationships that a reasonable person, having knowledge of the relevant circumstances, may deem to impair your judgment regarding your responsibilities as a District officer or employee. See Ethics Policy 5251, Sections 4 and 6 for additional guidance.) This shall include, but not be limited to: Any travel, expenses, or honorariums you have accepted during the past year over the sum of \$100.00 and for each item list the dates, sponsor or contracting authority, name of entity and conference, and totals paid.

Not Applicable

These answers are complete to the best of my knowledge as of the date of my signing this disclosure statement.

Mia Williams

Signature

Executive Director of AAMA

Name and Title

1-16-2020

Date

Note: Board Policy 5251 on Ethics requires District officers and employees to disclose financial interests prior to the formation of a contract, and to disclose any potential conflicts of interest prior to participating in any District action involving the potential conflict. Please contact the District's Ethics Officer, Andrew Medina, to disclose any additional items that arise during the year.
(206-252-0138 or ajmedina@seattleschools.org)



Board Director and Senior Staff
Statement of Financial Interest
and Potential Conflicts of Interest

(for the year ending December 31, 2019)

Disclosure for Sherri Kokx
(Board Director or Senior Staff Name)

As a best practice, and to help ensure compliance with Board Policy 5251 on Ethics, I am disclosing the following information for the year ending December 31, 2019:

1. Employment: (Please list all employment that you or your spouse or domestic partner held during the last 12 months.)

I work for Seattle Public Schools

Spouse works for King County Superior Court-elected official

Not Applicable

2. Family Members Employed by the District: (Please list the name of any family member employed by the school district in the last 12 months and the position(s) held. The term “family member” means spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in law, brother- or sister-in law or first cousin.)

Zachary Bender-Kokx worked in Capital Projects, Relocation, hourly employee Summer 2019

Not Applicable

3. Non-Salaried Officer Positions: (Please list all positions as a non-salaried officer of a nonprofit corporation held by you or your spouse. Officer positions include those of president, vice-president, secretary, treasurer, or other managerial position.)

Not Applicable

4. Board Positions: (Please list any positions you or your spouse hold on a for-profit or non-profit corporation’s board of directors.)

Spouse: Minority and Justice Commission, WA State Bar Assoc Council on Public Defense

Not Applicable

5. Financial Interest in Contracts and Potential Appearance of Conflict(s): (Under Board Policy 5251-Ethics, a District officer or employee may not hold or acquire a financial or beneficial interest, direct or indirect, personally or through a family member, in any contract which, in whole or in part, is made by, through, or under the supervision of the District officer or employee, or which is made by or through a person supervised, directly or indirectly, by the District officer or employee; or accept, directly or indirectly, any compensation, gratuity, or reward in connection with such contract from any other person or entity beneficially interested in the contract. The policy also requires disclosure of items that could create the appearance of a conflict of interest. Please list any financial interest, direct or indirect, held personally or through any family member, in any contract to which the District may be or is reasonably likely to become a party. Include any financial interests that could appear to a reasonable person, with knowledge of the relevant circumstances, as having an impact on your judgement. This would include, but is not limited to, any financial interest in contracts with other education-related organizations that may award grants and/or pass through funds to the Seattle Public School District, e.g., City of Seattle, Puget Sound Educational District No. 121, Office of the Superintendent of Public Instruction, or any local, state, or federal or non-profit entities..)

✓ Not Applicable

6. Other: (Please list any gifts or additional relationships that a reasonable person, having knowledge of the relevant circumstances, may deem to impair your judgment regarding your responsibilities as a District officer or employee. See Ethics Policy 5251, Sections 4 and 6 for additional guidance.) This shall include, but not be limited to: Any travel, expenses, or honorariums you have accepted during the past year over the sum of \$100.00 and for each item list the dates, sponsor or contracting authority, name of entity and conference, and totals paid.

✓ Not Applicable

These answers are complete to the best of my knowledge as of the date of my signing this disclosure statement.



Signature

Sherri Kox, Sr. Advisor

Name and Title

1/13/20

Date

Note: Board Policy 5251 on Ethics requires District officers and employees to disclose financial interests prior to the formation of a contract, and to disclose any potential conflicts of interest prior to participating in any District action involving the potential conflict. Please contact the District's Ethics Officer, Andrew Medina, to disclose any additional items that arise during the year.
(206-252-0138 or ajmedina@seattleschools.org)



Board Director and Senior Staff
Statement of Financial Interest
and Potential Conflicts of Interest

(for the year ending December 31, 2019)

Disclosure for Wyeth Jense
(Board Director or Senior Staff Name)

As a best practice, and to help ensure compliance with Board Policy 5251 on Ethics, I am disclosing the following information for the year ending December 31, 2019:

1. Employment: (Please list all employment that you or your spouse or domestic partner held during the last 12 months.)

Chief of Student Support Services until July 1, 2019
Chief of Schools & Continuous Improvement from July 1, 2019
to present

Not Applicable

2. Family Members Employed by the District: (Please list the name of any family member employed by the school district in the last 12 months and the position(s) held. The term "family member" means spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in law, brother- or sister-in law or first cousin.)

Not Applicable

3. Non-Salaried Officer Positions: (Please list all positions as a non-salaried officer of a nonprofit corporation held by you or your spouse. Officer positions include those of president, vice-president, secretary, treasurer, or other managerial position.)

Not Applicable

4. Board Positions: (Please list any positions you or your spouse hold on a for-profit or non-profit corporation's board of directors.)

Not Applicable

5. Financial Interest in Contracts and Potential Appearance of Conflict(s): (Under Board Policy 5251-Ethics, a District officer or employee may not hold or acquire a financial or beneficial interest, direct or indirect, personally or through a family member, in any contract which, in whole or in part, is made by, through, or under the supervision of the District officer or employee, or which is made by or through a person supervised, directly or indirectly, by the District officer or employee; or accept, directly or indirectly, any compensation, gratuity, or reward in connection with such contract from any other person or entity beneficially interested in the contract. The policy also requires disclosure of items that could create the appearance of a conflict of interest. Please list any financial interest, direct or indirect, held personally or through any family member, in any contract to which the District may be or is reasonably likely to become a party. Include any financial interests that could appear to a reasonable person, with knowledge of the relevant circumstances, as having an impact on your judgement. This would include, but is not limited to, any financial interest in contracts with other education-related organizations that may award grants and/or pass through funds to the Seattle Public School District, e.g., City of Seattle, Puget Sound Educational District No. 121, Office of the Superintendent of Public Instruction, or any local, state, or federal or non-profit entities..)

Not Applicable

6. Other: (Please list any gifts or additional relationships that a reasonable person, having knowledge of the relevant circumstances, may deem to impair your judgment regarding your responsibilities as a District officer or employee. See Ethics Policy 5251, Sections 4 and 6 for additional guidance.) This shall include, but not be limited to: Any travel, expenses, or honorariums you have accepted during the past year over the sum of \$100.00 and for each item list the dates, sponsor or contracting authority, name of entity and conference, and totals paid.

OSPI paid for part of my travel to present at a conference on Blended Funding of Programmatic Dollars in Louisville, KY from Oct 26th to Oct 28th, 2019

Not Applicable

These answers are complete to the best of my knowledge as of the date of my signing this disclosure statement.

Wyeth Jesse

Signature

Chief of Schools and Community Improvement

Name and Title

12/23/19

Date

Note: Board Policy 5251 on Ethics requires District officers and employees to disclose financial interests prior to the formation of a contract, and to disclose any potential conflicts of interest prior to participating in any District action involving the potential conflict. Please contact the District's Ethics Officer, Andrew Medina, to disclose any additional items that arise during the year.
(206-252-0138 or ajmedina@seattleschools.org)



Board Director and Senior Staff
Statement of Financial Interest
and Potential Conflicts of Interest

(for the year ending December 31, 2019)

Disclosure for Dr. Keisha Scarlett
(Board Director or Senior Staff Name)

As a best practice, and to help ensure compliance with Board Policy 5251 on Ethics, I am disclosing the following information for the year ending December 31, 2019:

1. Employment: (Please list all employment that you or your spouse or domestic partner held during the last 12 months.)

Employed at Seattle Public Schools
Spouse - N/A

Not Applicable

2. Family Members Employed by the District: (Please list the name of any family member employed by the school district in the last 12 months and the position(s) held. The term "family member" means spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in law, brother- or sister-in law or first cousin.)

Imani Dunn was hired by Dr. Concie Pedroza as a summer hourly for the Dept. of Racial Equity Advancement from June - August 31, 2019

Not Applicable

3. Non-Salaried Officer Positions: (Please list all positions as a non-salaried officer of a nonprofit corporation held by you or your spouse. Officer positions include those of president, vice-president, secretary, treasurer, or other managerial position.)

Board President, eMODE Foundation.
Term, organization and Board ended
12.31.19

Not Applicable

4. Board Positions: (Please list any positions you or your spouse hold on a for-profit or non-profit corporation's board of directors.)

Not Applicable

5. Financial Interest in Contracts and Potential Appearance of Conflict(s): (Under Board Policy 5251-Ethics, a District officer or employee may not hold or acquire a financial or beneficial interest, direct or indirect, personally or through a family member, in any contract which, in whole or in part, is made by, through, or under the supervision of the District officer or employee, or which is made by or through a person supervised, directly or indirectly, by the District officer or employee; or accept, directly or indirectly, any compensation, gratuity, or reward in connection with such contract from any other person or entity beneficially interested in the contract. The policy also requires disclosure of items that could create the appearance of a conflict of interest. Please list any financial interest, direct or indirect, held personally or through any family member, in any contract to which the District may be or is reasonably likely to become a party. Include any financial interests that could appear to a reasonable person, with knowledge of the relevant circumstances, as having an impact on your judgement. This would include, but is not limited to, any financial interest in contracts with other education-related organizations that may award grants and/or pass through funds to the Seattle Public School District, e.g., City of Seattle, Puget Sound Educational District No. 121, Office of the Superintendent of Public Instruction, or any local, state, or federal or non-profit entities..)

Not Applicable

6. Other: (Please list any gifts or additional relationships that a reasonable person, having knowledge of the relevant circumstances, may deem to impair your judgment regarding your responsibilities as a District officer or employee. See Ethics Policy 5251, Sections 4 and 6 for additional guidance.) This shall include, but not be limited to: Any travel, expenses, or honorariums you have accepted during the past year over the sum of \$100.00 and for each item list the dates, sponsor or contracting authority, name of entity and conference, and totals paid.

Not Applicable

These answers are complete to the best of my knowledge as of the date of my signing this disclosure statement.

Keisha Scarlett
Signature
Keisha Scarlett
Name and Title
Chief of Equity, Partnerships & Engagement
1/14/20
Date

Note: Board Policy S251 on Ethics requires District officers and employees to disclose financial interests prior to the formation of a contract, and to disclose any potential conflicts of interest prior to participating in any District action involving the potential conflict. Please contact the District's Ethics Officer, Andrew Medina, to disclose any additional items that arise during the year. (206-252-0138 or ajmedina@seattleschools.org)