

Camille Lowman Exhibit Table

#	Exhibit Number	Description of the exhibit	Dates:
1.	Exhibit 1 a	Email Tim Siess email to R Perkins (This is Exhibit #3 in Adam Aguilera's declaration and Danny Stevenson's declaration)	9/22/2023, Friday, 5:50 p.m.
2.	Exhibit 1 b	Email chain between Tony Miles, the ESD Board, and Gary Wilson. This contains the outline of Tony Miles offer on other information, and Gary Wilson asking for a back up copy. (This is Exhibit #8 in Adam Aguilera's declaration)	10 10 24 to 10 11 24
3.	Exhibit 2	Third Party investigator report pages 1,2, and 9, (This is Exhibit #7 in Adam Aguilera's declaration and Danny Stevenson's declaration) and part of subject matter of the ESD October 10, 2024, Appellate Proceeding. Exhibit 2 also includes the invoices submitted to the District by the Third-Party Investigator totaling \$29,790.00.	August 23, 2024
4.	Exhibit 3	Stevens Clay October 2024 invoice This document is evidence that Garrett Wilson billed the ESD for 10.50 hours to appear for the October 10, 2024, appellate proceeding where Adam Aguilar, and three other witnesses presented documents and information challenging the validity of the September 4, 2023, supplemental Contracts.	November 19, 2024
5.	Exhibit 4	Daniel Stevenson's document "Integrity. Honesty. Public Trust. Principled. Forthright. Sincere. Trustworthy. Honorable. These qualities were lacking at EPS in August-October 2023." On October 10, 2024, This document was provided to • The ESD Board • Interim Sup Moloney • Garrett Williams (This is Exhibit 9 in Adam Aguilera's Declaration and Danny Stevenson's Declaration)	10 10 24
6.	Exhibit 5	Attachment A, B, C, These are emails between Vancouver Police Det. Jay Alie and Garrett Williams, Jenae Gomes, Anna Klien, Rachel Rogers and Lori Strohl, ESD President Weatherspoon, ESD Superintendent Moloney This was provided to ESD Board member Gary Wilson.	September 8, 2025 to October 29, 2025

Camille Lowman Exhibit Table

7.	Exhibit 6	October 2025 Stevens Clay invoice with the following dates billed related to the defense of Jenae Gomes				November 17, 2025 (received by ESD HR) Payment authorized by Jenae Gomes through a purchase order
		10/14/2025	GJW	Multiple correspondence with investigative officer; work on accommodation requests and correspondence with opposing counsel	1.30	
		10/15/2025	GJW	Correspondence with police department and work on personnel matters; work on ULP materials; work on student discipline matter and correspondence with Cale Piland; work on parent matter and correspondence with Shane Gardner.	2.70	
		10/22/2025	GJW	Correspondence with opposing counsel and work on parent matter; further work on investigation and prepare correspondence	1.60	
		10/27/2025	GJW	Correspondence with investigator; correspondence with Jenae Gomes; work on information request	0.60	
		10/28/2025	GJW	Research PERC decisions and work on grievance and ULP; correspondence and phone call with HR re same; continue work on investigation	2.90	
		10/29/2025	GJW	Work on personnel matter for Danny Orrantia; follow-up work on ULP; correspondence with investigator; correspondence with opposing counsel and work on student matter	1.50	

Exhibit # 1A

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

From: Tim Siess [REDACTED]
Date: Fri, Sep 22, 2023 at 5:50 PM
Subject: Bonus for bargaining team
To: rob.perkins@evergreenps.org <rob.perkins@evergreenps.org>

Hi Rob,

I hope life has settled down after the strike -- I think I am about caught up!

I am writing because I heard some news today that you should know about if you don't. Word on the street, from a well-placed reliable source, is that Janae Gomes and the rest of the district bargaining team allocated themselves something in the neighborhood of a \$14,000 bonus for their time spent bargaining.

I am figuring that the board must know about this? If you don't know about it, can you do some investigating? And if you are aware, can you provide some justification?

I would think that when this gets out -- and things like this always do get out -- that teachers and other constituents might be a bit upset.

Any light you can shed is appreciated.

Thanks much,

Tim Siess

Union HS

Exhibit # 1B

From: Tony Miles [REDACTED]
 Date: Fri, Oct 11, 2024, 12:18 AM
 Subject: Re: EAA Testimony
 To: Gary Wilson <Gary.Wilson@evergreenps.org>

Mr. Wilson- Thank you for reaching out. I will do so before I leave work on Friday.
 Respectfully,
 Tony Miles

On Thu, Oct 10, 2024, 11:10 PM Gary Wilson <Gary.Wilson@evergreenps.org> wrote:
 Hi Tony,

Yes, please send me the other two documents you gave me at the meeting. I was told I had to turn those in to before I left.

Thank you,
 Gary Wilson

From: Tony Miles [REDACTED]
 Sent: Thursday, October 10, 2024 6:32 PM
 To: Rob Perkins <Rob.Perkins@evergreenps.org>; Jacqueline Weatherspoon <Jacqueline.Weatherspoon@evergreenps.org>; Ginny Gronwoldt <Ginny.Gronwoldt@evergreenps.org>; Gary Wilson <Gary.Wilson@evergreenps.org>; Julie Bocanegra <Julie.Bocanegra@evergreenps.org>
 Cc: Christine Moloney <Christine.Moloney@evergreenps.org>
 Subject: EAA Testimony

EXTERNAL MESSAGE: Do not click on any links or attachments unless you know the content is safe.

Greetings School Board Members- below is the electronic copy of what I read. If you would like to have electronic copies of the other documents I shared I can provide those as well.

I have been asked to serve as a witness for an appeal to a decision rendered by Interim Superintendent Moloney regarding a recent investigation brought forward regarding an alleged culture of fear and retaliation that has been fomented within our district. As part of that investigation, it is my understanding that a letter that I originally submitted to the Board in April 2021 was brought forth as evidence. The investigator for Clear Risk solutions dismissed that letter, asserting that it was "stale" evidence. As the President

Exhibit 1b

to the Declaration of Tony Miles

of the Evergreen Administrators Association at the time that letter was submitted and up until just a few months ago, I can attest that the concerns of that letter are certainly not stale.

For the benefit of the Board, especially the two Directors who were elected following the submission of said letter, please allow me to elaborate. Though it was discovered by district admin that the "author" of the letter was 1 individual, the letter was actually a collective voice drafted by the members of our board with 1 individual typing. It was then reviewed by an attorney and then submitted directly to then Superintendent Merlino. The letter was subsequently submitted to the School Board.

Shortly after, I received a phone call from WASA representative Gene Sementi. In short, he indicated that WASA had received 2 additional letters, and he explained that WASA was in the process of conducting an investigation at the request of the School Board. It was interpreted that the 2 additional letters were in alignment with the concerns we presented. He asked if the EAA would be willing to hold the letter in abeyance, and we agreed. In December of 2021, when the board terminated Superintendent Merlino, our board held an emergency meeting and voted to formally submit the letter, which I did via email to the board on December 17, 2021. The following Monday, December 20, I received a phone call in my office from then Board President Victoria Bradford. She asked me, "What took so long to submit the letter?" I reminded her that it had been submitted 6 months earlier and held in abeyance at the request of WASA. She then went on to explain that the letter was moot, as the School Board was already engaged in bringing in an interim superintendent from outside the district. She went so far as to label the individual as the "Healer In Chief" but stopped short of identifying the person she was speaking of. To be transparent, John Boyd's name had already made it to building leaders by the time she called me.

Prior to the termination of Superintendent Merlino, in the late fall of 2021, our board conducted a survey of our membership. The results of that survey indicated that there was a prevailing belief among our members that the administrative culture of our district continued to be one of fear and retaliation. Indeed, the fears had increased since we first submitted our letter. On behalf of our board, I shared the results of that survey with Interim Superintendent John Boyd in February 2022, shortly after he assumed duties. On April 4, 2022, he responded in writing, essentially dismissing our concerns raised in the letter and the concerns raised through the survey. Not once did he reach out to our board, or to our knowledge any of our members, to ask questions or seek clarification regarding the concerns.

I submit to you that the concerns expressed never diminished. Indeed, many members simply expressed to board members that they were intent on keeping their head down and doing as little as possible to be noticed by district leaders. With continued concerns being shared with our board, we conducted another survey in May 2023. The results of that survey were sent to Superintendent John Boyd on June 13, 2023, and then emailed to this board 10 days later on June 23. Again, there have never been any questions

Exhibit 1B

to the Declaration of Tony Miles

asked of our board, or to our knowledge our membership, regarding the concerns highlighted in that survey.

I submit to you that the concerns expressed in the second survey never diminished. As recently as September 25, 2024--just 2 weeks ago, now Interim Superintendent Moloney invited all building level administrators to a listening session. I was in attendance for all but the first 5-10 minutes of that meeting. While there were some brave individuals who spoke openly during that meeting, there were several other members who expressed to board members that they still do not trust district leadership to be seen on camera walking into that meeting for fear of retaliation. And, the concerns of trust, fear, and retaliation were elevated during that meeting as well.

Stepping back again, the original investigation, and subsequent report and suggestions presented by WASA in 2021 ignored the voice of building level administrators, the very administrators who carry out the mission and vision of Evergreen Public Schools at the ground level. Over the past 8 years building level administrators have been fearful of "being caught" for things they did not do. Some have been presented options of resignation or job reassignment in order to avoid investigations for which the charges to initiate said investigations have not been made known to the member. Some have had their pay reduced for delays created by OSPI regarding certification. Some have opted to resign from our school district to escape the unhealthy culture.

In summary, I submit to you that there still exists a culture of fear and retaliation in this district on the part of building level leaders. The concerns that our board brought forward, after a great deal of discussion, consternation, input from members, and legal counsel, are still hampering effective leadership throughout the district. Very rarely has a member stated that their fear is of the superintendent. Rather, they fear their employment, which is controlled through the Human Resources office. When our bargaining group went to mediation 4 years ago, one option we were presented with was to go public, both at the board level and with The Columbian. We very intentionally refused that option as it was, and is, the belief of the EAA Board that all administrators in EPS are charged with similar duties and expectations, but the location from which we do the work is different. We want to be a team with district level leaders. And we have strived to be collaborative. Sadly, the culture of fear and retaliation continues to hamper those efforts.

Respectfully Submitted,

Tony Miles
EAA Secretary (and Former President 2020-2024)

ATTORNEY AT LAW

Tel: 213-0993 Fax: 425-671-7100

August 23, 2024

PRIVATE AND CONFIDENTIAL

Dr. Christine Moloney
Superintendent
Evergreen School District
13413 NE LeRoy Haagen Drive
Vancouver, Washington 98684

Re: *Mr. Adam Aguilera, Certificated Staff Member, Evergreen School District*

Dear Dr. Moloney:

Your District retained me to investigate a complaint against various administrators in your District. In the complaint, a teacher named Mr. Adam Aguilera alleged that the administrators had engaged in an ongoing pattern of misconduct that included discriminatory acts and, generally, abuses of power.

This is my investigative report.

L Investigative Procedure-Persons Interviewed.

I formally interviewed the following people on the specified dates.

1. Mr. Adam Aguilera, Teacher, Shahala Middle School, Evergreen School District (6/20/24 and 7/31/24);

3. Mr. John Boyd, (Former) Superintendent, Evergreen School District (6/25/24);

5. Ms. Heather Fowler, Executive Director of Programs and School Performance, Evergreen School District (7/31/24);

7. Mr. [REDACTED] Pottman (Interviewed)

SCHOOL DISTRICT

Instruction and Leadership, Evergreen

School District (7/31/24);

August 23, 2024

Page2

9. Ms. Jenae Gomes, Chief Operations Officer and Executive Director of Human Resources, Human Resources Department, Evergreen School District (8/1/24);
10. Ms. Tracy Thompson, Director, Human Resources Department, Evergreen School District (8/1/24);

11.

Inclusio

12. Mr. Robert Perkins, President, Board of Directors, Evergreen School District (8/2/24).

II. Investigative Procedure-Evidence Reviewed.

I reviewed the following evidence.

- District Policy No. 5010 and Administrative Procedure No. 5010P (Nondiscrimination and Affirmative Action);
2. District Policy No. 5281 (Disciplinary Action and Discharge);
3. District Policy No. 4220 and Administrative Procedure No. 4220P (Public Complaint Resolution);
4. District Policy No. 5000 and Administrative Procedure No. 5000 (Recruitment and Selection of Staff);
5. Collective Bargaining Agreement between the District and the Evergreen Education Association (9/1/20-8/31/23);
6. Job Description: Chief Operations Officer;
7. Mr. Adam Aguilera's Personnel Records;
8. Ms. Jenae Gomes' Personnel Records;
9. [REDACTED] Personnel Records;
10. Ms. Tracy Thompson's Personnel Records;
11. The Complaint; and
12. Emails on District Accounts.

August 23, 2024

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6. The "Personal Nature" of the Discipline Process.

Mr. Aguilera alleged that the disciplinary process took on a "personal nature." I asked Mr. Aguilera to give me an example. Mr. Aguilera indicated that Ms. Gomes' response to his step 2 grievance was personalized. See Exhibit P (AA-District (Gomes)–Step 2 Positions). Mr. Aguilera stated, "The language was unfair ["what's good for the goose is good for the gander"; also indicating that Mr. Aguilera could take up his concerns with his union], and made false allegations that I would exploit students."

I questioned Ms. Gomes about this allegation. Ms. Gomes admitted to me that her response could have been more collaborative and restorative.

C. August 2023: The Alleged Unjust Enrichment of District Administrators.

Mr. Aguilera alleged that the District unjustly enriched Ms. Thompson and Ms. Gomes when it awarded them supplemental contracts for their work on the District's collective bargaining team. Mr. Aguilera noted that this was unprecedented and actually occurred during a strike.

District records indicate that it awarded the following members of the bargaining team the specified supplemental contracts.

Ms. Bobbi Hite	\$4,685
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Ms. Tracy Thompson	\$4,708
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Ms. Jennifer Jacobson	\$7,731
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Ms. Jenae Gomes	\$13,980
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Exhibit Q (Admin Supp Contracts).

I questioned Ms. Gomes about this allegation. Ms. Gomes indicated she discussed it with Mr. John Boyd, who was the superintendent of the District. According to Ms. Gomes, Mr. Boyd told her he did something similar when he worked at another school district.

I also questioned Mr. Boyd about this allegation. Mr. Boyd indicated that Ms. Gomes and the other administrators worked an excessive amount of time on weekends and after hours. Mr. Boyd related that Ms. Gomes requested these contracts and he approved them. Mr. Boyd added that they were appropriate.

Mr. Rob Perkins is the president of the District's board of directors. I also questioned Mr. Perkins about this allegation. Mr. Perkins indicated that he was concerned about the optics of these contracts because people would weaponize them. However, Mr. Perkins did not think that the contracts were evidence of any wrongdoing. Mr. Perkins related that Mr. Boyd told the

Exhibit # 2, continued



RECEIVED

JUL 02 2024

INVOICE

HUMAN RESOURCES DEPARTMENT
EVERGREEN PUBLIC SCHOOLS

BILL TO

Evergreen - Aguilera
Ms. Lori Strohl
Administrative Assistant -
Office of Superintendent and
Board of Directors
Evergreen Public Schools
13413 NE Leroy Haagen
Memorial Drive
Vancouver, WA 98684

INVOICE # 4759

DATE 06/26/2024

DUE DATE 07/29/2024

DATE	DESCRIPTION	HOURLY	RATE	AMOUNT
06/18/2024	Exchange emails with complainant.	0:06	450.00	45.00
06/19/2024	Exchange emails with complainant regarding interview	0:06	450.00	45.00
06/20/2024	Review documents and conduct interview.	9:42	450.00	4,365.00
06/23/2024	Review notes; draft witness list and documents for interviews of same.	0:42	450.00	315.00
06/24/2024	Exchange emails with Ms. Strohl regarding status of investigation.	0:06	450.00	45.00
06/25/2024	Review documents and conduct interviews	10:24	450.00	4,680.00

Running Total: \$9,495.00

SUBTOTAL	9,495.00
TAX	0.00
TOTAL	9,495.00
BALANCE DUE	\$9,495.00

Thank you!



THK@HCKNAES

INVOICE

BILL TO

Evergreen - Aguilera
Ms. Lori Strohl
Administrative Assistant -
Office of Superintendent and
Board of Directors
Evergreen Public Schools
13413 NE Leroy Haagen
Memorial Drive
Vancouver, WA 98684

RECEIVED

AUG 02 2024

HUMAN RESOURCES DEPARTMENT
EVERGREEN PUBLIC SCHOOLS

INVOICE # 4774

DATE 07/31/2024

DUE DATE 08/30/2024

DATE	DESCRIPTION	HOURLY	RATE	AMOUNT
07/29/2024	Review notes; create outlines and witness list for next interviews.	1:06	450.00	495.00
07/31/2024	Continue interviews.	11:24	450.00	5,130.00

Running Total: \$15,120.00

SUBTOTAL	5,625.00
TAX	0.00
TOTAL	5,625.00
BALANCE DUE	\$5,625.00

OPEN PURCHASE ORDER

P.O. No. _____ Line Item _____
Acct. Code _____
Authorized Signature _____

Thank you!



INVOICE

FINAL INVOICE

BILL TO

Evergreen - Aguilera
 Ms. Lori Strohl
 Administrative Assistant -
 Office of Superintendent and
 Board of Directors
 Evergreen Public Schools
 13413 NE Leroy Haagen
 Memorial Drive
 Vancouver, WA 98684

INVOICE # 4780

DATE 09/01/2024

DUE DATE 10/01/2024

DATE	DESCRIPTION	HOURLY	RATE	AMOUNT
08/01/2024	Prepare for interviews; continue same.	11:00	450.00	4,950.00
08/02/2024	Continue interviews; review notes and request additional documents from District; begin drafting report.	4:30	450.00	2,025.00
08/05/2024	Teleconference with Mr. Clay regarding status of investigation.	0:12	450.00	90.00
08/09/2024	Review CBA and research "white supremacy issue in Mr. Aguilera's allegations.	1:18	450.00	585.00
08/12/2024	Continue report.	2:30	450.00	1,125.00
08/18/2024	Continue report.	1:36	450.00	720.00
08/20/2024	Continue report.	10:24	450.00	4,680.00
08/21/2024	Final edits to report; identify and compile exhibits.	1:06	450.00	495.00

Running Total: \$29,790.00

SUBTOTAL	14,670.00
TAX	0.00
TOTAL	14,670.00
BALANCE DUE	\$14,670.00

FINAL INVOICE

Thank you!

STEVENS | CLAY PS

421 West Riverside, Suite 1575
Spokane, WA 99201

RECEIVED

NOV 19 2024

Invoice # 17450
Date: 11/07/2024
Due On: 12/07/2024

EVERGREEN - VANCOUVER S.D.
PO BOX 8910
VANCOUVER, WA 98668

ACCT/PURCH DEPT
EVERGREEN SCH DIST #114

RECEIVED

NOV 13 2024

ACCOUNTING/PURCHASING DEPT
EVERGREEN SCHOOL DIST NO. 114

Services

Date	Initials	Description	Quantity	Rate	Total
10/01/2024	PEC	Telephone discussion with Kyle regarding parent video request; Further work on arbitrator selection	1.60	\$345.00	\$552.00
10/01/2024	JKM	Work on arbitrator research re grievance; Correspondence with Jenae re same	1.30	\$295.00	\$383.50
10/01/2024	KFO	Meet with Ellen and Matt re student discipline issue.	0.50	\$295.00	\$147.50
10/01/2024	MMD	Continue research on arbitrators and discussion re same for teacher discipline issue.	0.70	\$195.00	\$136.50
10/02/2024	GJW	Phone call with Shane Gardner re student discipline matter; further work re same	0.30	\$275.00	\$82.50
10/02/2024	JKM	Further work on arbitrator selection re grievance; Correspondence with opposing counsel re same; Correspondence with Jenae re bargaining; Correspondence with Jenae re personnel matter	0.90	\$295.00	\$265.50
10/02/2024	GJW	Correspondence with Griffin Peyton re grading matter; review CBA and policies re same; prepare for phone call re same	0.80	\$275.00	\$220.00
10/02/2024	PEC	Correspondence regarding board appeal; Work on same; Correspondence regarding parent grade issue; Follow up with Griffin regarding same; Correspondence regarding bargaining; Work on same and follow up with Jenae regarding same	1.10	\$345.00	\$379.50
10/03/2024	GJW	Work on grade change matter; correspondence and phone call with Griffin Peyton re same	0.70	\$275.00	\$192.50
10/03/2024	PEC	Work on board appeal issues; Correspondence with Rob regarding same; Further correspondence with Christine re same; Work on same; Consult regarding parent behavior at bus stop	1.90	\$345.00	\$655.50
10/03/2024	GJW	Correspondence with Shane Gardner re parent matter; review materials; direct work re same	0.50	\$275.00	\$137.50
10/03/2024	LMW	Researching issue of parent talking to students at bus stop	1.30	\$195.00	\$253.50
10/04/2024	GJW	Correspondence with Griffin Peyton re parent complaint; further work on same	0.40	\$275.00	\$110.00
10/04/2024	PEC	Correspondence regarding employee appeal to board; Work on same	1.20	\$345.00	\$414.00

OPEN PURCHASE ORDER

P.O. No. 303241X0001 Line Item

Acct. Co.

Authorized Signature *Jenae Doms*

		and follow up regarding same; Telephone discussion with Jenae regarding certificated employee grievances; Follow up correspondence re same			
10/04/2024	LMW	Researching District's options to deal with parent talking to students at bus stop	1.00	\$195.00	\$195.00
10/04/2024	JKM	Correspondence with Jenae re personnel issue; Legal research and follow up re same	0.50	\$295.00	\$147.50
10/04/2024	HLH	Work on trademark registration and office action.	1.70	\$205.00	\$348.50
10/04/2024	IBD	Research re all-party consent and recording issue	1.90	\$195.00	\$370.50
10/07/2024	GJW	Review investigation materials and complaints to prepare for board meeting; outline notes re same; correspondence with Lori Strohl re additional materials; review same	3.10	\$275.00	\$852.50
10/07/2024	GJW	Correspondence with Griffin Peyton re parent complaint; research OSPI materials re grading for same	0.70	\$275.00	\$192.50
10/07/2024	LMW	Working on trademark renewal	0.20	\$195.00	\$39.00
10/07/2024	LMW	Researching how to handle a parent talking to students at bus stop	4.40	\$195.00	\$858.00
10/07/2024	JKM	Correspondence with opposing counsel re arbitrations	0.40	\$295.00	\$118.00
10/07/2024	PEC	Consult and work on board appeal issues	0.90	\$345.00	\$310.50
10/07/2024	HLH	Due diligence review for trademark registration with USPTO Washington State, unregistered marks.	4.00	\$205.00	\$820.00
10/07/2024	HLH	Create clearance chart for trademark registration following due diligence review.	3.20	\$205.00	\$656.00
10/08/2024	GJW	Correspondence with Lori Strohl re board review; phone conferences with Christine Moloney re same; further review of additional records, strategize re same; phone conference and correspondence with Jenae Gomes re personnel matter; review records re same; phone conference with Rob Perkins re board matter; further work and correspondence with Shane Gardner re student discipline matter	6.10	\$275.00	\$1,677.50
10/08/2024	LMW	Continue researching solutions to parent talking to kids at bus stop	0.40	\$195.00	\$78.00
10/08/2024	PEC	Work on board appeal by employee; Correspondence regarding employee insubordination; Follow up with Jenae re same; Review research regarding disruptive parent and possible no trespass	2.30	\$345.00	\$793.50
10/08/2024	KFO	Work on Legacy student issue; Review student records re same; Correspondences with Matt and Ellen re same.	1.50	\$295.00	\$442.50
10/08/2024	LMW	Researching how the district can handle a parent talking to students at the bus stop; compiling and reporting findings	4.20	\$195.00	\$819.00
10/08/2024	JKM	Correspondence with Jenae re personnel matter; Correspondence with opposing counsel re grievance; Phone conversation with Jenae re same	0.40	\$295.00	\$118.00
10/09/2024	PEC	Correspondence regarding employee insubordination; Work on same and follow up with Jenae regarding same; Brief consult regarding board hearing	1.30	\$345.00	\$448.50

10/09/2024	GJW	Discussion with Rob Perkins re board matter; follow-up re same	0.20	\$275.00	\$55.00
10/09/2024	JKM	Correspondence with arbitrator re grievance	0.10	\$295.00	\$29.50
10/09/2024	KFO	Continue to work on Legacy student issue; Review education records re same; Correspondence with Matt re same.	0.70	\$295.00	\$206.50
10/09/2024	KNR	Work on documents for appeal to school board	1.30	\$150.00	\$195.00
10/10/2024	PEC	Correspondence regarding employee discipline; Work on same and follow up with Jenae regarding same; Consult regarding board hearing	1.90	\$345.00	\$655.50
10/10/2024	GJW	Travel to District office and back for board hearing; prepare for and attend same; follow-up work re same	10.50	\$275.00	\$2,887.50
10/10/2024	JKM	Correspondence with Jenae re arbitration; Work on same; Correspondence with arbitrator re same; Phone conversation with Jenae re personnel matter	0.90	\$295.00	\$265.50
10/10/2024	LMW	Trademark clearance search	1.70	\$195.00	\$331.50
10/10/2024	KFO	Review evaluation of Legacy student; Correspondence with Matt re same.	0.50	\$295.00	\$147.50
10/11/2024	JKM	Correspondence with Jenae re leave issue; Work on same and follow up with Jenae re same	0.40	\$295.00	\$118.00
10/11/2024	LMW	Trademark clearance search	0.70	\$195.00	\$136.50
10/11/2024	HLH	Review trademark clearance search; Brief discussion re same.	0.40	\$205.00	\$82.00
10/13/2024	PEC	Correspondence regarding employee leave issues; Review same and review CBA regarding same	0.90	\$345.00	\$310.50
10/14/2024	PEC	Further work on employee leave issue; Review policy and CBA regarding same; Follow up with Jenae regarding same	1.20	\$345.00	\$414.00
10/14/2024	GJW	Phone conference with Michael Bennett and Cale Piland re student matter; follow-up work re same	0.50	\$275.00	\$137.50
10/14/2024	GJW	Correspondence with Lori Strohl re records for board matter; review same	0.50	\$275.00	\$137.50
10/14/2024	KFO	Continue to review records re Legacy student; Meet with Ellen and Matt re same; Correspondence with Matt re same.	1.20	\$295.00	\$354.00
10/14/2024	JKM	Correspondence with Jenae re personnel issues; Phone conversation with Jenae and Carol re same; Additional phone conversation with Jenae re same	1.00	\$295.00	\$295.00
10/14/2024	KFO	Consult re student placement and consent issue.	0.40	\$295.00	\$118.00
10/14/2024	MMD	Initial research re student services issue; discussion re same.	1.30	\$195.00	\$253.50
10/15/2024	GJW	Correspondence with Michael Bennett; work on SPED matter	0.40	\$275.00	\$110.00
10/15/2024	JKM	Correspondence with Jenae re personnel issue	0.20	\$295.00	\$59.00
10/15/2024	MMD	Review student records re student services issue; correspondence re same.	1.60	\$195.00	\$312.00

10/16/2024	PEC	Telephone discussion with Jenae regarding employee discipline; Correspondence regarding summons and complaint; Review same and work on same	1.70	\$345.00	\$586.50
10/16/2024	KFO	Review due process hearing request and scheduling order; Telephone discussion with Ellen and Matt re same; correspondences with Ellen and Matt re same; strategize re resolution meeting.	2.20	\$315.00	\$693.00
10/16/2024	KFO	Consult re Marrion student.	0.70	\$295.00	\$206.50
10/16/2024	GJW	Phone conference with Rob Perkins; work on board matter; work on SPED matter; work on student discipline matter	2.60	\$275.00	\$715.00
10/16/2024	KFO	Correspondence with Matt re Legacy student; Review file re same.	0.20	\$295.00	\$59.00
10/16/2024	MMD	Continue review student records re student services issue; strategy call re same.	1.70	\$195.00	\$331.50
10/17/2024	KFO	Telephone discussions with Matt re student discipline issue; Review federal and state law re same; draft revisions to Parent communication re same; Correspondences with Matt same.	2.60	\$295.00	\$767.00
10/17/2024	GJW	Correspondence with Shane Gardner re student access issue; direct work and research on same	0.30	\$275.00	\$82.50
10/17/2024	KFO	Work on District's response to due process complaint; prepare for resolution meeting; correspondence with Matt re same; Review IDEA regulations re same.	1.30	\$295.00	\$383.50
10/17/2024	IBD	Confer with senior counsel re Due Process Complaint; Review materials re same	1.30	\$195.00	\$253.50
10/17/2024	MMD	Research options re student services issue; strategy call re same; schedule phone conversation re same.	3.40	\$195.00	\$663.00
10/18/2024	GJW	Prepare for and conduct phone conference with Matt Bennett re SPED matter; review materials and work on same	1.00	\$275.00	\$275.00
10/18/2024	LMW	Searching trademark registration of WA school mascots for trademark clearance search	0.20	\$195.00	\$39.00
10/18/2024	LMW	Researching non-binary bathroom issue	0.70	\$195.00	\$136.50
10/18/2024	JKM	Phone conversation with Jenae re potential drug issue; Correspondence with Jenae re investigation; Review court order and follow up re same	0.70	\$295.00	\$206.50
10/18/2024	HLH	Follow up work on trademark clearance search; Correspondence with Daniel re same.	0.50	\$205.00	\$102.50
10/18/2024	IBD	Review correspondence re Due Process Hearing; Work on response re same	1.10	\$195.00	\$214.50
10/18/2024	JDB	Work on issue re public records case.	0.40	\$315.00	\$126.00
10/18/2024	JDB	Work on issue re personnel matter.	0.30	\$295.00	\$88.50
10/18/2024	KFO	Work on Illahee student issue; Telephone discussion with Ellen and Matt re same; work on communication to Parent re same; Review FERPA and IDEA regulations re access to information; Review file re same.	1.80	\$295.00	\$531.00

10/18/2024	KFO	Work on due process matter; multiple correspondences with opposing counsel re same; correspondences with Ellen and Matt re same; Review IDEA regulations and file re same; Review case law re compensatory services.	2.20	\$315.00	\$693.00
10/18/2024	KFO	Review draft IEP for Legacy student; correspondence with Matt re same.	0.50	\$295.00	\$147.50
10/18/2024	MMD	Prepare for conference call re student services issue; conference call re same.	0.80	\$195.00	\$156.00
10/18/2024	KNR	Prepare notice of appearance in due process matter; file and serve same	0.50	\$150.00	\$75.00
10/21/2024	GJW	Work on student access matter for Shane Gardner; phone conference with Shane re same; work on board materials	2.30	\$275.00	\$632.50
10/21/2024	PEC	Correspondence regarding employee exit interview; Review and revise same; Follow up with Jenae regarding same; Consult regarding pending student gender issues	1.90	\$345.00	\$655.50
10/21/2024	JBD	Work on a question regarding non-binary students. Consult regarding a trademark matter.	0.40	\$275.00	\$110.00
10/21/2024	LMW	Researching and drafting email and memo re nonbinary students and school facilities	8.50	\$195.00	\$1,657.50
10/21/2024	JDB	Research re public records lawsuit. Correspondence with Jenae re same. Correspondence with Daniel re same.	2.80	\$315.00	\$882.00
10/21/2024	HLH	Prepare USPTO trademark application; Correspondence with Daniel re same; Begin work on USPTO Office Action.	5.30	\$205.00	\$1,086.50
10/21/2024	KFO	Prepare for resolution meeting in due process matter; review education records re same; correspondence with Becky re same; correspondence with opposing counsel re same; correspondence with OAH re same; review file re same.	2.20	\$315.00	\$693.00
10/21/2024	KFO	Review Parent communication re Illahee student; correspondences with Matt re same.	0.30	\$295.00	\$88.50
10/22/2024	KFO	Meet with Ellen and Matt re Illahee student.	0.50	\$295.00	\$147.50
10/22/2024	KFO	Meet with Ellen, Matt, Bethany, and Lanni re Legacy student; debrief with Ellen and Matt re same.	0.80	\$295.00	\$236.00
10/22/2024	GJW	Finalize board materials; correspondence with Rob Perkins re same; discussion re same; follow-up work on student access and discipline matters	2.90	\$275.00	\$797.50
10/22/2024	PEC	Consult regarding board appeal; Work on board decision regarding same; Correspondence regarding union matter	1.60	\$345.00	\$552.00
10/22/2024	KFO	Review and draft revisions to PWN; correspondence with Matt re same; Review file re same.	0.70	\$295.00	\$206.50
10/22/2024	JKM	Correspondence with opposing counsel re grievance; Correspondence with arbitrator re same; Correspondence with Jenae re same	0.40	\$295.00	\$118.00
10/22/2024	KFO	Work on District's response to due process hearing request; Review file re same; correspondence from OAH re same; correspondence with	0.90	\$315.00	\$283.50

		Ellen and Matt re same.			
10/22/2024	IBD	Work on Due Process matter; Strategize with senior counsel re same	5.10	\$195.00	\$994.50
10/23/2024	PEC	Work on employee complaint regarding grievance; Follow up with Jenae re same	0.80	\$345.00	\$276.00
10/23/2024	GJW	Correspondence with Shane Gardner re radio matter; work on same	0.50	\$275.00	\$137.50
10/23/2024	LMW	Researching radio issue	0.40	\$195.00	\$78.00
10/23/2024	IBD	Further work re Due Process matter	3.80	\$195.00	\$741.00
10/23/2024	KFO	Continue to work on the District's response to due process complaint; Review special education records and file re same; correspondence with Matt re same; correspondence with OAH re same.	2.80	\$315.00	\$882.00
10/23/2024	MMD	Research and communication re radio use and FERPA.	2.30	\$195.00	\$448.50
10/23/2024	HLH	Research and consult radio matter for Shane Gardner; Review and edit draft correspondence.	1.40	\$205.00	\$287.00
10/24/2024	KFO	Finalize District's response to due process matter; review special education records re same; telephone discussion with Matt re same; multiple correspondences with Matt re same; multiple correspondences with opposing counsel re same.	3.60	\$315.00	\$1,134.00
10/24/2024	GJW	Further correspondence with Shane Gardner re radio matter; review research and work on same	1.00	\$275.00	\$275.00
10/24/2024	JKM	Correspondence with Jenae re grievance; Correspondence with Jenae re waiver issue; Brief legal research and follow up re same	0.90	\$295.00	\$265.50
10/24/2024	KFO	Review IDEA regulations and case law re related services; prepare for IEP meeting re Legacy student; draft questions to Matt, Lannie, and Bethany re same.	1.20	\$295.00	\$354.00
10/24/2024	JDB	Work on FERPA issue.	0.30	\$295.00	\$88.50
10/24/2024	IBD	Strategize re Due Process response; Work on same	1.20	\$195.00	\$234.00
10/24/2024	IBD	Work on chronology and talking points re resolution meeting	2.60	\$195.00	\$507.00
10/24/2024	KNR	Work on response to due process complaint; prepare certificate of service; file and serve same	0.50	\$150.00	\$75.00
10/25/2024	KFO	Attend resolution meeting in due process matter; review file, chronology, and questions in preparation for same; correspondence with opposing counsel re same.	2.80	\$315.00	\$882.00
10/25/2024	GJW	Discussion with Rob Perkins re board matter, follow-up work on same	1.00	\$275.00	\$275.00
10/25/2024	JDB	Correspondence with Jenae re public records lawsuit. Work on issue re same.	0.30	\$315.00	\$94.50
10/28/2024	PEC	Work on board issue regarding superintendent search; Telephone discussion with Shane regarding student discipline issue; Work on same	2.30	\$345.00	\$793.50
10/28/2024	GJW	Correspondence with Rob Perkins re board matter; work on same	0.20	\$275.00	\$55.00

10/28/2024	KFO	Work on settlement in due process matter; correspondence with opposing counsel re same; correspondence Matt and Ellen re same; Review file re same.	0.80	\$315.00	\$252.00
10/29/2024	JKM	Phone conversation with opposing counsel re grievance	0.30	\$295.00	\$88.50
10/29/2024	KFO	Work on due process matter; Review law re supports for students who elopement; Research stay-put issue; correspondence from Parent's counsel re same; correspondence with Ellen and Matt re same; Review file re same.	1.30	\$315.00	\$409.50
10/29/2024	KFO	Meet with Ellen and Matt re EHS special education student discipline issue; Review special education records and correspondence in preparation for same; correspondence with Matt re same.	1.80	\$295.00	\$531.00
10/29/2024	IBD	Strategize re due process complaint	0.60	\$195.00	\$117.00
10/30/2024	KFO	Prepare for IEP meeting re Legacy student; Review draft meeting agenda and updated IEP re same; correspondence with Matt re same; Review Parent correspondence and file re same.	0.80	\$295.00	\$236.00
10/30/2024	JKM	Phone conversation with Jenae re grievance	0.30	\$295.00	\$88.50
10/30/2024	KFO	Review student behavior data re Crestline due process matter; correspondence with Denise re same; Strategize re response to Parent's stay-put proposal; prepare for prehearing conference; review file re same.	1.40	\$315.00	\$441.00
10/31/2024	JBD	Consult regarding questions about a special education due process matter.	0.20	\$275.00	\$55.00
10/31/2024	KFO	Attend IEP meeting for Legacy student; attend pre-meet with Matt, Bethany, and Lanni re same.	2.40	\$295.00	\$708.00
10/31/2024	KFO	Strategize re placement issue for due process student; Review file and correspondence from Denise re same.	0.80	\$315.00	\$252.00
				Services Subtotal	\$48,560.50

Expenses

Type	Date	Description	Quantity	Rate	Total
Expense	10/03/2024	Photocopies (B/W) 333 @ 0.10	1.00	\$33.30	\$33.30
Expense	10/03/2024	Photocopies (Color) 505 @ 0.20	1.00	\$101.00	\$101.00
Expense	10/07/2024	Researching how to handle a parent talking to students at bus stop	1.00	\$250.00	\$250.00
Expense	10/21/2024	Researching rights of nonbinary students in using school facilities	1.00	\$600.00	\$600.00
Expense	10/31/2024	GJW - Travel re board meeting	1.00	\$611.49	\$611.49
				Expenses Subtotal	\$1,595.79

Subtotal **\$50,156.29**

Total **\$50,156.29**

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Exhibit # 4

Integrity. Honesty. Public Trust. Principled. Forthright. Sincere. Trustworthy. Honorable.
These qualities were lacking at EPS in August-October 2023.

When something doesn't feel right, it probably isn't.

- Timeline:
- Negotiations: 08/01/23 - 09/05/23
- Budget Cuts Announced
- EEA Strike Vote Passes
- Negotiating Continues
- Settlement: 09/05/23
- Payment to all 4 members: Work performed Aug 1- Sep 5. Lump sums paid on: 09/10/23. This means a "special payroll" was run for them.
 - This process is handled by management only and is typically used to pay people when we make an error in a previous pay period. This can easily be overlooked or go completely unnoticed by the payroll position employees as only management see it.
- End of month payroll. We run preliminary testing numbers (standard practice), bargaining members in the test run began returning high income flags.
- Alerts show us when payroll is too high for one individual for the month and several people (everyone on the bargaining team) were all flagged as high earners.
- Everyone else in our department got phone calls from our boss on the same day to push their now high-earner incomes through as well.
- We were told by payroll manager to "push through", or clear the red flags, for the bargaining team as extra high earners.
- Looked at other earners - all district negotiating team.
- Asked co-workers with more tenure if anyone ever got paid overtime for sitting on the bargaining team
- Pay appeared to be the individuals' hourly rates multiplied by overtime amount for hours worked.
- Appeared to be OT for sitting in bargaining - even though district was in budget cuts and the teachers were on strike, so no school was occurring in the district.
- Awareness rose in terms of inappropriate behavior when I realized the people who signed the document were all in one line of direct supervision:
 - My boss (Told me to push through for payroll), her boss (Madsen - approved document), her boss (Thompson - got paid), her boss (Gomes - got paid), her boss (Boyd - "signed" to pay).
- Last thought was to ask if any of the teachers who sat on the bargaining side got paid.
- I reached out to a trusted family member who taught in the district for more than a decade to ask if there is any way to find out if the teachers got paid OT for sitting on the bargaining team.
- When that clearly wasn't the case, my family member asked if they could reach out to a more tenured teacher to ask if it's ever happened.
- That was also a no, so they asked if I would be okay if they asked the schoolboard about it. - I approved.
- 09/22/23: E-mail went out to the board member.
- 09/26/23: Within 2 working days of the e-mail, I was put on leave while the district did a discovery of my computer. I was told I was put on leave for "discussing sensitive information".

- They presented me that I had "opened documents outside of my alphabet". This is hardly a terminable offense as we look at things together and all my coworkers opened all of them that day as we talked about why they might all being paid OT for bargaining.
- They told me they had discovered I had a family member within the district.
- Brought me back in and I was told that teachers couldn't trust me, schoolboard couldn't trust me, and everyone was very upset and angry that their payroll person would leak information.
- I apologized and let them know I had asked if anyone had ever been paid OT for bargaining.
- Jenae asked why it was my responsibility to find that out. I didn't answer her. But it sure seems like it should be someone's responsibility and no one else was asking.
- She then explained to me about how my integrity and character were both lacking and hers were above reproach and then told me I could resign with pay or be fired and owe them money for the time I was on admin leave.
- PSE Union Rep, Rochelle Amos, told me that I wasn't the first individual Jenae tried to defame and intimidate into resigning or firing. Rochelle let me know this wasn't the first time and likely wouldn't be the last time it happened.
- After speaking with multiple outside attorneys and holding several meetings with litigators in the PSE Union, I decided fighting a long, drawn out 18-month legal battle wasn't going to be worth it, personally.
- To provide for my family, I signed to be paid and resign.
- I found a new job within the timeframe they agreed to pay me and haven't lost sleep about it since.

I honestly believe in my heart I did all the right things and got told to leave a job for standing on principle and standing up to someone who got caught doing something wrong.

My purpose of sending this information in is not to incite a reaction or to reinstate a job. It's an attempt to prevent this from happening to another employee who might ask some questions.

When something doesn't feel right, it probably isn't.

A proud former district employee with 7 years' experience and not a single negative mark in their employee file. Started as a substitute bus driver and earned a spot in the district office working in Payroll. I only left employment due to a single incident and a conflict of interest with a supervisor who had control over my future and capitalized on it.

Exhibit# 5 (A,B,C)**Attachment A**

From: [Alie, Jay](#)
To: [Garrett Williams](#)
Subject: RE: Report #2025-017448
Date: Wednesday, October 29, 2025 7:52:00 AM
Attachments: [image001.png](#)

Thank you

From: [Garrett Williams](#)
To: [Alie, Jay](#)
Subject: Re: Report #2025-017448
Date: Tuesday, October 28, 2025 1:41:03 PM
Attachments: [image001.png](#)

Sergeant Alie,

I appreciate that you're required to conduct a thorough investigation. The District remains committed to ensuring that this process is fully vetted and concluded.

There was no investigation involving an employee named Clay Stevens. For context, the law firm I work for is Stevens Clay. This appears to be another instance of certain factions circulating fragments of information and attempting to string them together into a narrative.

In 2023, a payroll department employee voluntarily resigned after it was discovered they had breached confidentiality by photographing employee pay stubs and sharing them with a family relative. One of those pay stubs belonged to Jenae Gomes. However, no complaint was made regarding the validity of her contract (or those of the three other bargaining team members), nor was an investigator retained.

The suggestion that there was a separate investigation concerning these supplemental contracts is likewise incorrect. As mentioned, these contracts were issued under Board Policy 5050, which expressly authorizes the superintendent to issue supplemental contracts to any employee for additional duties.

If you haven't already, I recommend contacting former superintendent John Boyd. He was directly involved in issuing these contracts and can provide firsthand context.

And if you think it would be useful, I am available this afternoon and tomorrow for a phone call.

Thank you,
Garrett

From: Alie, Jay <jay.alie@cityofvancouver.us>
Sent: Monday, October 27, 2025 1:13 PM

To: Garrett Williams [REDACTED]
Subject: RE: Report #2025-017448

Garrett –

I don't want to drag this thing out any further than necessary, but I would like to get all the information necessary and available. I can tell by some conversations I've had that certain factions believe there is pertinent information I'm not being told about. I'm hearing about an investigation that may have been conducted by the district, through a paid investigator, that was brought to the board at or after the initial concerns were raised about these contracts and further consideration of these concerns was "denied". This would have been a complaint brought by persons in the HR/payroll department who brought up concerns at the time of these contracts about their validity. I'm hearing that one of these persons was eventually fired for bringing this up. (Possibly a Clay Stevens?)

Is there is a record of such an investigation that has already dug into this issue, and any subsequent hearing, testimony, or written decision by the board that specifically addresses any allegations about these contracts that I can have as documentation that this was brought up, looked into, and addressed? I recognize what you're saying about proving a negative, but this seems like a big enough question that there is likely to have been some collection of facts and decision making documentation at the time it was originally brought up.

Please let me know if you are aware of any such investigation and if there is documentation I can access.

Thank you –

Jay Alie, VPD
360-772-2353

From: [Garrett Williams](#)
To: [Alie, Jay](#)
Subject: Re: Report #2025-017448
Date: Wednesday, October 22, 2025 12:59:23 PM
Attachments: [image001.png](#)
[BSR-4 Authority Of The Superintendent.pdf](#)
[5311 -Payroll Disbursement.pdf](#)
[Contracts Policy 5050.pdf](#)

Sergeant Alie,

Some of your questions are answerable at a District level. Others concern specific people's knowledge. To the latter, I would recommend reaching out to former superintendent John Boyd, who was involved in the issuance of these contracts. His email is littlejb24@gmail.com and his phone number is (509) 679-2078.

As for your specific questions:

We know that the auditor reviewed these four contracts because they did generate publicity and because District staff spoke with the SAO about them. However, we don't know what was included in the final report documents that the SAO produced. We would defer to their public records. That said, it was a clean audit.

Supplemental contracts are a common practice in school districts. They are governed by EPS Board Policy No. 5050, which states: "The district may issue supplemental contracts, which are not subject to the continuing contract statute, for services to be rendered in addition to a staff member's normal 'full-time' assignment. Supplemental contracts will not exceed one year and, if not renewed, will not constitute an adverse change in contract status." Supplemental contracts serve various purposes, such as ensuring bus drivers are available to transport students for special events, compensating coaches for teams and activities, or recognizing staff for work beyond their job descriptions. The District has millions of dollars of supplemental contract.

Policy 5050 granted the superintendent the authority to offer supplemental contracts to the district bargaining team, including Ms. Gomes. By way of further support, attached is Policy B/SR 4 – (Board/Superintendent Relationship) – Authority of the Superintendent. Number 3 specifically grants the Superintendent authority to 'develop any activities the Superintendent deems appropriate to achieve the Board's Results policies'.

Most supplemental contracts (including the one in question) are paid based on per diem (employee's hourly rate) times the number of extra hours worked. Regarding the account code used, the contract was paid out of the Districtwide (9700)- Human Resources (14)- Extra Hours Salary (3131) account.

At Board meetings, the Board approves a total estimated payroll amount monthly, not each individual supplemental contract.

Special payrolls are run almost every month and are not unusual. I've attached Policy 5311 that details Payroll Disbursement and Special Payroll policy.

As a final thought, part of the District's concern with these allegations is that it is being asked to, essentially, prove a negative. Supplemental contracts, like the ones issued to Ms. Gomes and other bargaining team members are common and specifically authorized by District

policy. For that reason, there isn't a "body of evidence" or "investigation records" to show how these weren't illegal as Ms. Bunda and other community members have demanded (including by way of this police report). Instead, we have documentation showing that they are legal—namely, the above-cited policies and procedures. Said otherwise, we don't have "any other kind of document that shows the board specifically looked at these particular contracts, had any issue with the manner in which they were produced, confronted any of the involveds for details, and collected statements and information that led to the board being satisfied with the response" because this wasn't a policy violation to begin with. It has only become a problem because some community members don't like that it occurred.

I hope this helps,
Garrett

From: Alie, Jay <jay.alie@cityofvancouver.us>

Sent: Wednesday, October 15, 2025 7:23 PM

To: Garrett Williams [REDACTED]

Subject: RE: Report #2025-017448

Garrett –

I have some additional questions, and I suspect those may raise more. To the extent that you are aware, and have any documentation thereof, can you address these?

I reviewed the auditor's report you sent me and went through their documents on their public facing web site. While they report they found nothing out of the norm, those reports are pretty general and they don't address any specific documents they reviewed. Is there any documentation that these four contracts were specifically reviewed, for what content and concerns, and any notes made specifically about those contracts?

It is alleged that John Boyd rubber stamped and pre-signed most, if not all, supplemental contracts.

Are you aware of this or have any response to that contention?

Do you know what the standard procedure would have been at that time?

Was anyone other than Boyd and the four persons who received the supp contracts aware that they were being paid in that manner?

Any record of agreement or authorization to that pay from anyone else?

On the contract to Gomes, how was that amount of pay determined and what account is

represented by that account code on the document?

One of the issues raised by the complaint is the timing of this pay, that the money was delivered not on a regularly scheduled pay date or check run, that it was done hastily to avoid a board meeting that was scheduled within days, and that could only have been accomplished by Gomes overriding protocol through her supervision of the payroll department.

What is the district's response to that assertion?

I'm hearing that there was an issue in which someone in payroll 'found' these contracts some time after they were transacted and brought up a question about them and there was some kind of internal investigation and that person was fired.

Is there any documentation of such an investigation and can I get those details?

Clearly this issue was brought up in March, 2024 and reported in the Columbian. Most of these questions were likely already raised and, I anticipate, were reviewed and addressed by the board. I can see the responses in the news article but are there any minutes, meeting notes, or any other kind of document that shows the board specifically looked at these particular contracts, had any issue with the manner in which they were produced, confronted any of the involveds for details, and collected statements and information that led to the board being satisfied with the response?

I'll be in training tomorrow from about 8-Noon but I'll be available in the afternoon at my cell, 360-772-2353. If we don't connect tomorrow, I'm back on Monday morning.

Thank you –

Sgt. Jay Alie
Vancouver PD
360-720-2353

From: Garrett Williams [REDACTED]
Sent: Wednesday, October 15, 2025 8:56 AM
To: Alie, Jay <jay.alie@cityofvancouver.us>
Subject: Re: Report #2025-017448

Good morning,

Attached is a copy of the SAO's audit report for fiscal year 2023-2024. On page 4, it specifies that the SAO examined, "Compliance with supplemental contracts for enrichment activities." The four supplemental contracts issued to administrators for the 2023 labor strike were included in the samples of supplemental contracts examined by the SAO.

The SAO found no issues, as reflected on page 4, "This report describes the overall results and conclusions for the areas we examined. In those selected areas, District operations complied, in all material respects, with applicable state laws, regulations, and its own policies, and provided adequate controls over the safeguarding of public resources."

Thank you,
Garrett



Garrett Williams
Attorney

421 W. RIVERSIDE, SUITE 1575
SPOKANE, WASHINGTON
99201-0402

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From: Alie, Jay <jay.alie@cityofvancouver.us>

Sent: Tuesday, October 14, 2025 11:47 AM

To: Garrett Williams

Subject: RE: Report #2025-017448

Thank you.

Would it be possible to get the auditors official ruling on this to have some kind of definitive answer? I can see the likely response to be that the school district/school board "is just covering for itself". I'd like to be able to have documentation that this was looked at 2 years ago and clearly resolved.

I do see and believe there is an intentional effort to try to legitimize these complaints by representing it as a "VPD investigation" and references to it being referred as a crime to the PA's office.

If there is any information available to show that this issue was brought up and publicly resolved previously (I did see the Columbian article from 2024), that might further allude that bringing it up again, at this particular time, has motivations beyond the original question of whether the extra duty contract was appropriate, I'll take any of that you might have. I appreciate it.

Sgt Jay Alie, VPD
360-772-2353

From: Garrett Williams [REDACTED]
Sent: Tuesday, October 14, 2025 9:29 AM
To: Alie, Jay <jay.alie@cityofvancouver.us>
Cc: Jenae N Gomes <jenae.gomes@evergreenps.org>
Subject: Re: Report #2025-017448
You don't often get email from gwilliams@stevensclay.org. [Learn why this is important](#)
Sergeant Alie,

Below is a copy of the email that I sent on September 8. I will also forward it to you.

Thank you,

Garrett

Sergeant Alie,

Our office represents Evergreen Public Schools and its COO, Jenae Gomes. We have been asked to respond to your request given the sensitivity of this matter for both the District and Ms. Gomes. The letter and police report at issue appear plainly designed to damage Ms.

Gomes' reputation and career, and to pressure the District to remove her from her role as bargaining lead during a contentious strike.

I would be happy to speak with you at your convenience, but some background may be useful in the meantime.

The District first became aware of the letter last week when PSE union president, Mindy Troffer-Cooper, began posting it online for public consumption. Shortly afterward, a public records request was submitted to VPD for the actual report. What is omitted from both the letter and report is that Ms. Gomes was not the only employee offered a bargaining stipend in 2023. Three other employees, including another classified (non-certificated) employee, also received stipends—yet only Ms. Gomes was singled out in this letter.

Each of these stipends was approved by the superintendent and school board. Following their issuance, several individuals—including Angie Bunda—submitted public records requests for copies of the contracts. The District released those contracts. Ms. Bunda and others alleged at that time that the stipends were unlawful. The District disagreed.

Shortly thereafter, in 2023, the state auditor assessed the District's financial

practices. The auditor did not find the bargaining stipends/contracts to be violations. Notably, Ms. Bunda is one of the individuals who signed a declaration supporting the recent submission to the Vancouver Police Department regarding the same stipend contracts.

In addition, the District has been made aware of posters—copies attached—being placed on and around campus that specifically target Ms. Gomes and other members of the District’s bargaining team. Our office has already filed several Unfair Labor Practice complaints concerning PSE’s conduct with the Public Employment Relations Commission. Please let me know if you would like to discuss any of this further.

Thank you,
Garrett

From: [Garrett Williams](#)
To: [Alie, Jay](#)
Subject: Fw: Jenae Gomes supplement contract questions
Date: Tuesday, October 14, 2025 9:33:07 AM
Attachments: [image.png](#)
[PSE Posters re Jenae and Danny.pdf](#)

You don't often get email from [REDACTED]. [Learn why this is important](#)

From: Garrett Williams [REDACTED]
Sent: Monday, September 8, 2025 2:49 PM
To: Jay.Alie@cityofvancouver.us <Jay.Alie@cityofvancouver.us>
Subject: Re: Jenae Gomes supplement contract questions

Sergeant Alie,

Our office represents Evergreen Public Schools and its COO, Jenae Gomes. We have been asked to respond to your request given the sensitivity of this matter for both the District and Ms. Gomes. The letter and police report at issue appear plainly designed to damage Ms. Gomes’ reputation and career, and to pressure the District to remove her from her role as bargaining lead during a contentious strike.

I would be happy to speak with you at your convenience, but some background may be useful in the meantime.

The District first became aware of the letter last week when PSE union president, Mindy Troffer-Cooper, began posting it online for public consumption. Shortly afterward, a public records request was submitted to VPD for the actual report. What is omitted from both the letter and report is that Ms. Gomes was not the only employee offered a bargaining stipend in 2023. Three other employees, including another classified (non-certificated) employee, also

received stipends—yet only Ms. Gomes was singled out in this letter.

Each of these stipends was approved by the superintendent and school board. Following their issuance, several individuals—including Angie Bunda—submitted public records requests for copies of the contracts. The District released those contracts. Ms. Bunda and others alleged at that time that the stipends were unlawful. The District disagreed.

Shortly thereafter, in 2023, the state auditor assessed the District's financial practices. The auditor did not find the bargaining stipends/contracts to be violations. Notably, Ms. Bunda is one of the individuals who signed a declaration supporting the recent submission to the Vancouver Police Department regarding the same stipend contracts.

In addition, the District has been made aware of posters—copies attached—being placed on and around campus that specifically target Ms. Gomes and other members of the District's bargaining team. Our office has already filed several Unfair Labor Practice complaints concerning PSE's conduct with the Public Employment Relations Commission. Please let me know if you would like to discuss any of this further.

Thank you,
Garrett

P.S. The VPD report notes that an officer called Ms. Gomes. She has no record of such a call.



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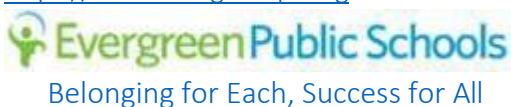
From: Board Directors <Board.Directors@evergreenps.org>
Sent: Monday, September 8, 2025 12:17 PM
To: Alie, Jay <Jay.Alie@cityofvancouver.us>; Board Directors <Board.Directors@evergreenps.org>
Cc: Jacqueline Weatherspoon <Jacqueline.Weatherspoon@evergreenps.org>; Christine Moloney <Christine.Moloney@evergreenps.org>
Subject: RE: Jenae Gomes supplement contract questions

Good afternoon,

I am including our Board President, Jackie Weatherspoon, and Superintendent/Board Secretary, Dr. Christine Moloney, who can provide information in response to your request.

Respectfully,

Lori Strohl
 Administrative Assistant
 Office of the Superintendent and Board of Directors
 Phone: (360) 604-4005
<https://www.evergreenps.org>



From: Alie, Jay <Jay.Alie@cityofvancouver.us>
Sent: Monday, September 8, 2025 11:56 AM
To: Board Directors <Board.Directors@evergreenps.org>
Subject: Jenae Gomes supplement contract questions

EXTERNAL MESSAGE: Do not click on any links or attachments unless you know the content is safe.

Evergreen School Board directors –

The Vancouver Police received a packet from a citizen regarding complaints about a supplemental contract and payments made to Jenae Gomes in 2023. The contract appears to involve approximately \$13,000 paid in 2023-2024 for Gomes' acting a bargaining lead. I can get into more detail if necessary, but the content and tone of this packet suggests that this is something the Board has likely heard about already from several citizens.

In just an initial review of the complaint, I get a sense of what is afoot here, but I'm wondering if you can provide me with any information regarding the Board's consideration of these complaints and how it was investigated (if necessary) and resolved on your end. There seems to be a curious motivation behind the complaint and I'm hoping to get some perspective on that, if available.

If there is documentation on how this was resolved, I'll take it. You can respond via email or call me at the information listed below.

Sgt. Jay Alie
 Vancouver PD

Jay.alie@cityofvancouver.us

From: "Alie, Jay" <jay.alie@cityofvancouver.us>
Date: October 13, 2025 at 7:34:40 AM PDT

To: [REDACTED]
Subject: RE: Report #2025-017448

No, I don't have that in my inbox. If you have an opportunity to talk to him, I'd like anything he has to offer.

Thank you – Jay

From: [REDACTED]
Sent: Friday, October 10, 2025 2:54 PM
To: Alie, Jay <jay.alie@cityofvancouver.us>
Subject: RE: Report #2025-017448

Good Afternoon Sgt. Alie,

Were you able to find the email sent to you from our District's legal counsel, Garrett Williams? He was responding to you on behalf of our School Board and Superintendent.

Thank you,

Jenae Gomes

On 10/08/2025 7:36 AM PDT Alie, Jay
<jay.alie@cityofvancouver.us> wrote:

I haven't seen that. I'll check for it.

Thank you

From: [REDACTED]
Sent: Tuesday, October 7, 2025 7:40 PM
To: Alie, Jay <jay.alie@cityofvancouver.us> **Subject:** Re: Report #2025-017448

Sgt. Alie,

Thank you for your response. My understanding is that our District's legal (Garrett Williams) counsel responded to you on behalf of the District.

Not sure if this helps you.

Thank you,

Jenae

On Oct 7, 2025, at 3:04 PM, Alie, Jay
<jay.alie@cityofvancouver.us> wrote:

Jenae Gomes –

I'm circling back to you on this. When this was first reported to us, I emailed the Evergreen School Board as there was an implication in the original documents that this had already been looked into. I was anticipating a call from the board President but we have yet to connect. I suspect the strike, resolution, and school year in general are very pressing on Evergreen's side and I have my own pile of work to deal with. I am hoping to talk with her (Weatherspoon) soon and bring this to a conclusion.

Just letting you know I haven't forgotten about you.
My impression is the issue being complained about was long ago reviewed and resolved so it's not a particular priority against my other cases but I'm sure you personally have an interest in the questions being resolved.

I'll reach out to you when I have all the information.

Thank you for your patience.

Sgt. Jay Alie, Vancouver PD

[REDACTED]

Attachment B

October 10, 2025 11:00 AM
Email from Jenae Gomes to Jay Alie

From: [REDACTED]
Sent: Wednesday, September 10, 2025 11:00 AM
To: Alie, Jay <jay.alie@cityofvancouver.us>
Subject: Report #2025-017448

You don't often get email from [REDACTED] [Learn why this is important](#)

AUTION: This email originated from outside of the City of
[REDACTED]ancouver. Do not click links or open attachments unless you

Sergeant Alie,

My name is Jenae Gomes, and I am the Chief Operations Officer and Lead Negotiator for Evergreen Public Schools.

As you have been made aware, there was a police report filed about me. Yesterday, I was able to speak to Officer Bauman, as she was the individual who took the initial report. I am trying to gain a better understanding of what all of this means and where it is in the process, as I have an impeccable record and am not familiar with any of this.

Officer Bauman was very kind and explained that you have been assigned, but you are currently in a different building than where she is, as she is on light duty. I am attaching an email that was sent to news stations and newspapers in an effort to draw attention to what I consider a falsified report during a contentious bargaining process. Officer Bauman mentioned that there were notes that there was nothing here, and it would not be moving forward. I asked when I would be receiving a closure to this, and she said that I would need to reach out to you. I also asked why the name of the individual who submitted the report has been redacted when I requested the report through the public records route, as I am the individual it is against. She stated she did not know the answer. Would you be able to help me with this?

Lastly, it is my understanding that our District's legal counsel reached out to you, so I believe you have additional information from him as well.

Attachment B

October 10, 2025 11:00 AM

Email from Jenae Gomes to Jay Alie

Please feel free to call me directly at or reply to this email.

Thank you in advance for your time and understanding of my sense of urgency around this very foreign area for me.

Thank you,
Jenae Gomes

Attachment C

From: Alie, Jay <Jay.Alie@cityofvancouver.us>
Sent: Thursday, October 9, 2025 6:49 PM
To: Rachael Rogers <Rachael.Rogers@clark.wa.gov>
Subject: Evergreen School Dist board questions

Hi,

Absolutely. Here are my available times for next week:

Monday morning.
Tuesday from 10am to 1pm Wednesday
afternoon Thursday morning.

Where would you like to meet? Rachael

From: Alie, Jay <Jay.Alie@cityofvancouver.us>
Sent: Thursday, October 9, 2025 6:49 PM
To: Rachael Rogers <Rachael.Rogers@clark.wa.gov>
Subject: Evergreen School Dist board questions

You don't often get email from jay.alie@cityofvancouver.us. [Learn why this is important](#)

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Rachael-

I'm working a situation in which some parents/self appointed watch dogs are making a complaint about an issue with Evergreen School Board from 2023. I'm hoping to get a few minutes of your time next week, 10/13-17, to get your perspective, if any.

Can you let me know when you could be

available? Jay Alie, Vancouver PD

██████████

From: Anna Klein
To: [Alie, Jay](#)
Subject: Re: VPD case 25-17448
Date: Thursday, October 16, 2025 8:40:02 AM

Hi Jay, I do have some info about this situation. I would prefer to talk about it on the phone. I can be

Get [Outlook for iOS](#)

From: Alie, Jay <Jay.Alie@cityofvancouver.us>
Sent: Wednesday, October 15, 2025 6:57:23 PM
To: Anna Klein <Anna.Klein@clark.wa.gov>
Subject: VPD case 25-17448

EXTERNAL: This email originated from outside of Clark County. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Anna –

I'm working the above noted case, VPD 25-17448, which came to us as a complaint by a citizen claiming Jenae Gomes, one of the chief negotiators for Evergreen Schools, "unlawfully" received money through a supplemental contract in 2023. This complaint was made on 9/4/25, in the middle of active negotiations. The subject who brought in the envelope with accusations didn't want to answer questions from Off. Bauman.

Associates of this subject then proceeded to make multiple online accusations that the Vancouver Police were investigating the negotiator for a "B felony" and that charges had been referred to the PA's office. The contentions about the contract are up for debate, certainly by someone more knowledgeable on that than I, but the timing and strategy of this complaint and the repeated implications made online are also curious.

As I understand the case in this moment, it looks to me that this comes down to an interpretation of the contract language, as it pertains to Gomes (and John Boyd), and, if there was an interest, potentially looking at the complainants with respect to their motivation for pursuing that complaint at this particular time. I can certainly see they have a right to question their school board, and there are valid questions to be asked, but the timing of the complaint and follow up statements have a flavor of trying to use references to VPD and the PA's office involvement to amplify the nature of a two year old incident at a time when the target of that complaint is in a politically charged

negotiation. There's a lot at play in this dynamic interpersonally and professionally for most of the involveds. I'd be happy to discuss how much you want or need me to get into that.

One of the accusers repeated to me today that she has been told by the PA's office that charges were referred and you are reviewing the case. This would be an amazing act of efficiency for both of our agencies, particularly since the original report is filed as a General Information report and I'm still working on the only substantive supplemental. I look in the ePros system today, where I often struggle to find real cases listed, and I see that there is an entry with this case number, Jenae Gomes listed as the Case Name, you listed as the prosecutor, and the disposition listed as Being Reviewed by Prosecutor for Charging. I do see that Bauman's report asked that the report be referred for review and it is labeled to the PA.

I'm hearing today from Alan Harvey that the PA's office is confirming they have this case. I anticipate you're likely to hear from him, as I spoke to him tonight.

Are you aware of this case and do you have any kind of report or investigation that you are considering in any manner beyond Off. Bauman's? I have an active supplemental going but if you don't need anything from me, I'll go back to investigating my normal cases.

Jay

Exhibit # 6

STEVENS | CLAY PS

421 West Riverside, Suite 1575
Spokane, WA 99201

RECEIVED

NOV 17 2025

HUMAN RESOURCES DEPARTMENT
EVERGREEN PUBLIC SCHOOLS

Invoice # 18995

Date: 11/12/2025

Due On: 12/14/2025

EVERGREEN S.D.
PO BOX 8910
VANCOUVER, WA 98668

RECEIVED

NOV 20 2025

Accounting/Purchasing Dept
Evergreen School Dist # 114

EVERGREEN S.D.

Services

Date	Initials	Description	Quantity	Rate	Total
10/01/2025	GJW	Review PERC determination; discussion and work re same; correspondence with Jenae Gomes and Christine Moloney	1.10	\$295.00	\$324.50
10/01/2025	JKM	Prepare for arbitration; Correspondence with Jenae re same	1.10	\$315.00	\$346.50
10/01/2025	JKM	Phone conversation with Jenae re personnel issue; Review agreement re same; Correspondence with mediator and opposing counsel re labor issue; Correspondence with Dr. Moloney and Jenae re same	0.90	\$295.00	\$265.50
10/01/2025	LMW	Correspondence re labor matter	0.20	\$195.00	\$39.00
10/01/2025	MMD	Continue research re discipline arbitration; work on outlines re same.	6.30	\$195.00	\$1,228.50
10/01/2025	KFO	Brief work on student transfer appeal.	0.30	\$315.00	\$94.50
10/02/2025	PEC	Consult regarding ULP; Work on same	1.10	\$345.00	\$379.50
10/02/2025	GJW	Work on ULP filings and strategy for same; review PERC decisions	1.60	\$295.00	\$472.00
10/02/2025	KFO	Brief work on special education eligibility and evaluation issue; Correspondences with Matt re same.	0.40	\$295.00	\$118.00
10/02/2025	MMD	Communication re discipline arbitration; work on witness prep re same; work on witness outlines re same.	3.20	\$195.00	\$624.00
10/02/2025	JKM	Continue preparing for arbitration; Phone conversation with Jenae re same; Correspondence with opposing counsel re same	1.60	\$315.00	\$504.00
10/02/2025	JKM	Phone conversation with Jenae re labor issue; Correspondence with mediator and opposing counsel re same; Correspondence with Jenae re same; Work on labor actions	1.30	\$295.00	\$383.50
10/02/2025	MMD	Review ULP materials; review research re same.	0.40	\$195.00	\$78.00

OPEN PURCHASE ORDER

P.O. No. 3032510000 Line Item 91/2182
Auth. By [Redacted]
Auth. Date [Redacted] *Jenae Gomes*

10/02/2025	LMW	Strategize labor matter	0.80	\$195.00	\$156.00
10/02/2025	MEH	Work on arbitration materials for HR matter.	1.00	\$195.00	\$195.00
10/02/2025	HLH	Begin work on special education evaluation issue; Research re same.	0.40	\$205.00	\$82.00
10/03/2025	JKM	Further work on arbitration; Correspondence with Jenae re same; Correspondence with opposing counsel re same	1.30	\$315.00	\$409.50
10/03/2025	MMD	Communication re discipline arbitration; further work on witness outlines re same; work on exhibits re same; research re same.	5.70	\$195.00	\$1,111.50
10/03/2025	HLH	Continue work on special education evaluation issue; Continue research re same; Begin drafting memorandum re same.	1.60	\$205.00	\$328.00
10/03/2025	PEC	Further work on pending arbitration and witness testimony	2.90	\$345.00	\$1,000.50
10/05/2025	GJW	Correspondence with Cale Piland and Matt Bennett; work on student matter	0.40	\$295.00	\$118.00
10/05/2025	KFO	Prepare for Prehearing Conference re nonresident appeal; Correspondence with Amie and Aaron re same; Review file re same.	0.50	\$315.00	\$157.50
10/06/2025	KFO	Attend Prehearing Conference in Cause No. 2025-ST-0129; Correspondence with Amie re same; Review file re same.	0.40	\$315.00	\$126.00
10/06/2025	GJW	Correspondence with Cale Piland and Matt Bennett; work on correspondence to opposing counsel; work on ULP materials	2.20	\$295.00	\$649.00
10/06/2025	KAH	Question about employee attendance dates in Bargaining training.	0.25	\$150.00	\$37.50
10/06/2025	LMW	Strategize and work on labor matter; Correspondence re same	3.50	\$195.00	\$682.50
10/06/2025	KFO	Work on special transportation issue; Review IDEA regulations and case law re same; Correspondence with Matt re same.	1.20	\$295.00	\$354.00
10/06/2025	JKM	Correspondence with Jenae re arbitration	0.20	\$315.00	\$63.00
10/06/2025	JKM	Correspondence with Jenae re labor issue; Correspondence with mediator and opposing counsel re same	0.40	\$295.00	\$118.00
10/06/2025	MMD	Additional work on witness outlines re discipline arbitration; further work on exhibits re same.	4.70	\$195.00	\$916.50
10/06/2025	HLH	Further research re special education evaluation issue; Draft correspondence re same.	1.90	\$205.00	\$389.50
10/06/2025	MMD	Review records re ULPs; begin research re same.	1.20	\$195.00	\$234.00
10/07/2025	JBD	Consult regarding an question regarding a resignation.	1.00	\$295.00	\$295.00
10/07/2025	MMD	Check in re discipline arbitration; continue research re same; work on case prep re same.	4.70	\$195.00	\$916.50
10/07/2025	GJW	Phone call to Cale Piland and work on student matter; continue work on SPED matter; further work on personnel matters and phone call with Christine Moloney	1.30	\$295.00	\$383.50

10/07/2025	JKM	Correspondence with opposing counsel re arbitration; Correspondence with Jenae re same; Work on same	0.60	\$315.00	\$189.00
10/07/2025	JKM	Correspondence with Jenae re grievance; Work on same and follow up re same; Correspondence with Dr. Moloney and Jenae re labor issue; Correspondence with mediator and opposing counsel re same	0.90	\$295.00	\$265.50
10/07/2025	IBD	Review accommodation request letter; review student file; strategize regarding response	1.30	\$195.00	\$253.50
10/07/2025	PEC	Consult and work on arbitration prep for classified employee matter	3.60	\$345.00	\$1,242.00
10/07/2025	MEH	Research for labor issue.	2.00	\$195.00	\$390.00
10/08/2025	SMF	Review District documents re student accommodation request; Strategize re same	0.90	\$250.00	\$225.00
10/08/2025	KFO	Work on issue re Cascade MS student; Review IEP re same; Multiple correspondences with Matt re same.	0.80	\$295.00	\$236.00
10/08/2025	IBD	Work on District response to accommodation request letter; strategize regarding same	4.10	\$195.00	\$799.50
10/08/2025	GJW	Correspondence with Jenae Gomes and work on personnel matter	0.20	\$295.00	\$59.00
10/08/2025	PEC	Further work on arbitration prep and witness testimony regarding same	4.90	\$345.00	\$1,690.50
10/08/2025	MMD	Further work on outlines re discipline arbitration; continue research re same.	6.70	\$195.00	\$1,306.50
10/09/2025	SMF	Review district records re student accommodations; Revise correspondence re same	2.80	\$250.00	\$700.00
10/09/2025	MMD	Work on witness outlines re discipline arbitration; work on exhibits re same; research re same; strategy meeting re same.	2.80	\$195.00	\$546.00
10/09/2025	GJW	Phone call with Cale Piland and work on student matter; revise and amend letter to counsel re accommodations request	1.10	\$295.00	\$324.50
10/09/2025	LMW	Strategize and work on labor matter	2.60	\$195.00	\$507.00
10/09/2025	IBD	Brief work on student accommodation issue	0.40	\$195.00	\$78.00
10/09/2025	JKM	Prepare for hearing re arbitration	0.80	\$315.00	\$252.00
10/09/2025	MEH	Research for labor issue.	2.80	\$195.00	\$546.00
10/09/2025	LMW	Research labor matter	4.70	\$195.00	\$916.50
10/09/2025	PEC	Further work on witness testimony consultation for pending arbitration	2.60	\$345.00	\$897.00
10/10/2025	KFO	Work on Cascade MS student issue; Review IEP re same; Meet with Matt, Jill, and Brittany re same; Review updated communication to Parent re same.	0.60	\$295.00	\$177.00

10/10/2025	KFO	Brief work on OHI eligibility and evaluation issue; Correspondence with Matt re same.	0.40	\$295.00	\$118.00
10/10/2025	GJW	Correspondence with Cale Piland and work on parent correspondence	0.80	\$295.00	\$236.00
10/10/2025	LMW	Work on labor matter	4.60	\$195.00	\$897.00
10/10/2025	JKM	Work on witness outlines and prepare for hearing re arbitration	3.10	\$315.00	\$976.50
10/10/2025	PEC	Review and revise witness testimony outline; Consultation re same; Work on PSE ULP amended complaint	4.20	\$345.00	\$1,449.00
10/10/2025	MMD	Strategy meeting on outlines re discipline arbitration; further research re same; adjust outlines re same.	4.80	\$195.00	\$936.00
10/10/2025	MMD	Continue research re ULPs; review case summaries re same; communication re same.	3.20	\$195.00	\$624.00
10/11/2025	PEC	Further work on deficiency notice and amended complaint	1.70	\$345.00	\$586.50
10/12/2025	PEC	Consult regarding amended complaint; Review and revise same	1.90	\$345.00	\$655.50
10/12/2025	JKM	Prepare for hearing re arbitration	0.70	\$315.00	\$220.50
10/13/2025	JKM	Correspondence with opposing counsel re arbitration; Work on witness outlines re same; Review exhibits and strategize re same; Prepare re same	3.10	\$315.00	\$976.50
10/13/2025	MMD	Case work and preparation for meetings re discipline arbitration.	2.40	\$195.00	\$468.00
10/13/2025	LMW	Work on labor matter	1.30	\$195.00	\$253.50
10/14/2025	GJW	Multiple correspondence with investigative officer; work on accommodation request and correspondence with opposing counsel	1.30	\$295.00	\$383.50
10/14/2025	JKM	Continue working on witness outlines re arbitration; Correspondence with Jenae re same; Work on opening statement re same	2.50	\$315.00	\$787.50
10/14/2025	KFO	Work on Covington MS student issue; Correspondences with Matt re same.	0.40	\$295.00	\$118.00
10/14/2025	LMW	Work on ULP matter	0.90	\$195.00	\$175.50
10/15/2025	GJW	Correspondence with police department and work on personnel matters; work on ULP materials; work on student discipline matter and correspondence with Cale Piland; work on parent matter and correspondence with Shane Gardner	2.70	\$295.00	\$796.50
10/15/2025	MMD	Prep for meetings re discipline arbitration; attend meetings re same; follow up work re same.	7.30	\$195.00	\$1,423.50
10/15/2025	JKM	Prepare for witness prep re arbitration; Meet with witnesses to prepare re same; Work on same	6.60	\$315.00	\$2,079.00
10/15/2025	JKM	Phone conversation with Jenae and Alex re personnel matter; Correspondence with Jenae re labor issue	0.60	\$295.00	\$177.00

10/15/2025	KFO	Prepare for Prehearing Conference in Cause No. 2025-ST-0129; Review file re same; Attend Prehearing Conference re same; Debrief with Heather re same; Review Order of Default Dismissal; Correspondence with Heather re same.	0.80	\$315.00	\$252.00
10/15/2025	KFO	Meet with Matt, Talia, and Denise re student matter; Review file in preparation for same.	0.60	\$295.00	\$177.00
10/16/2025	GJW	Correspondence with Shane Gardner and work on parent matter; correspondence with Jenae Gomes and work on labor matter; correspondence with Cale Piland and work on student matter	2.80	\$295.00	\$826.00
10/16/2025	JKM	Correspondence with Jenae re personnel matter	0.20	\$295.00	\$59.00
10/16/2025	JKM	Correspondence with Jenae re arbitration; Brief work on same	0.40	\$315.00	\$126.00
10/16/2025	JKM	Correspondence with Jenae re labor issue	0.30	\$295.00	\$88.50
10/16/2025	MMD	Work on outline revisions re discipline arbitration; schedule meetings re same; communication re same.	2.70	\$195.00	\$526.50
10/17/2025	GJW	Further work on labor matter; work on materials for same; correspondence with Matt Bennett and work on SPED matter; correspondence with Cale Piland and work on student matter	3.10	\$295.00	\$914.50
10/17/2025	KFO	Correspondence with Matt re student issue.	0.10	\$295.00	\$29.50
10/18/2025	GJW	Correspondence with Matt Bennett and work on student matter	0.20	\$295.00	\$59.00
10/19/2025	JKM	Prepare for hearing re arbitration	0.90	\$315.00	\$283.50
10/19/2025	LMW	Work on labor matter	1.30	\$195.00	\$253.50
10/20/2025	JKM	Continue preparing for hearing re arbitration; Work on opening statement re same	1.60	\$315.00	\$504.00
10/20/2025	GJW	Correspondence with Cale Piland and work on student matter; work on ULP filing; work on correspondence to investigator	2.20	\$295.00	\$649.00
10/20/2025	KFO	Consult re IEP meeting; Review correspondence from Matt re same.	0.20	\$295.00	\$59.00
10/20/2025	IBD	Prepare for IEP meeting; draft multiple correspondence re same	0.60	\$195.00	\$117.00
10/20/2025	MMD	Continue work on outline revisions re discipline arbitration; work on cross outline re same.	1.30	\$195.00	\$253.50
10/20/2025	SMF	Correspond re student accommodations	0.40	\$250.00	\$100.00
10/21/2025	GJW	Phone call with Christine Moloney and work on investigation; correspondence with opposing counsel and work on ULP	2.10	\$315.00	\$661.50
10/21/2025	JKM	Correspondence with opposing counsel re arbitration; Correspondence with Jenae re same; Continue preparing for hearing re same	0.70	\$315.00	\$220.50
10/21/2025	KNR	Prepare notices of appearance for ULP matters; file and serve same. Work on amended complaint; file and serve same.	1.20	\$150.00	\$180.00
10/21/2025	IBD	Review student file in preparation for IEP meeting; draft	1.50	\$195.00	\$292.50

		correspondence regarding same			
10/21/2025	MMD	Further work on outline revisions re discipline arbitration; work on exhibits re same; communication re same.	6.80	\$195.00	\$1,326.00
10/21/2025	LMW	Correspondence re labor matter	0.20	\$195.00	\$39.00
10/22/2025	GJW	Correspondence with opposing counsel and work on parent matter; further work on investigation and prepare correspondence	1.60	\$295.00	\$472.00
10/22/2025	JKM	Phone conversation with Jenae re arbitration; Correspondence with opposing counsel re same; Work on witness outlines and opening statement re same	3.60	\$315.00	\$1,134.00
10/22/2025	JKM	Correspondence with Jenae re personnel issue; Work on same and follow up re same	0.40	\$295.00	\$118.00
10/22/2025	MMD	Further work on exhibits re discipline arbitration; work on cross outline re same.	1.40	\$195.00	\$273.00
10/22/2025	IBD	Prepare for and attend IEP meeting	2.60	\$195.00	\$507.00
10/22/2025	KFO	Consult re IEP meeting; Review meeting agenda and IEP documents re same.	0.40	\$295.00	\$118.00
10/23/2025	GJW	Prepare for and conduct meeting with Danny Orrantia; work on personnel matters	0.90	\$295.00	\$265.50
10/23/2025	JKM	Correspondence with Jenae re arbitration; Correspondence with opposing counsel re same; Continue working on witness outlines and cross examination re same	2.70	\$315.00	\$850.50
10/23/2025	MEH	Research on personnel matters.	2.30	\$195.00	\$448.50
10/23/2025	MMD	Continue work on cross outlines re discipline arbitration; communication on prep meetings re same.	7.60	\$195.00	\$1,482.00
10/24/2025	GJW	Phone call with Cale Piland and Heather Fowler; work on student matter; correspondence with opposing counsel	0.80	\$295.00	\$236.00
10/24/2025	MMD	Further work on cross outlines re discipline arbitration; arbitration prep re same.	0.70	\$195.00	\$136.50
10/24/2025	JKM	Work on witness outlines and follow up with witnesses re same; Correspondence with opposing counsel re same; Correspondence with Jenae re same; Work on opening statement and strategize for hearing re same	1.90	\$315.00	\$598.50
10/24/2025	MMD	Research on personnel issue; communication re same.	1.80	\$195.00	\$351.00
10/24/2025	MEH	Research regarding personnel matter.	4.50	\$195.00	\$877.50
10/24/2025	PEC	Consult and work on witness cross examination for grievance	2.20	\$395.00	\$869.00
10/26/2025	JKM	Strategize and prepare for hearing re arbitration; Work on opening statement re same	2.80	\$315.00	\$882.00
10/26/2025	PEC	Further work on cross examination	1.90	\$395.00	\$750.50
10/27/2025	PEC	Finalize cross examination review; Consult regarding same	1.80	\$395.00	\$711.00

10/27/2025	MMD	Revise cross outlines re discipline arbitration; meeting re same; arbitration prep re same.	3.30	\$195.00	\$643.50
10/27/2025	JKM	Prepare for witness prep meeting re arbitration; Meet with witnesses to prepare re same; Continue preparing for hearing re same	3.10	\$315.00	\$976.50
10/27/2025	MMD	Continue research on personnel issue; strategy discussion re same.	1.20	\$195.00	\$234.00
10/27/2025	GJW	Correspondence with investigator; correspondence with Jenae Gomes; work on information request	0.60	\$295.00	\$177.00
10/27/2025	IBD	Work on personnel issue; strategize regarding same	5.90	\$195.00	\$1,150.50
10/27/2025	HLH	Research personnel issues; Draft memorandum re same.	5.60	\$205.00	\$1,148.00
10/28/2025	GJW	Research PERC decisions and work on grievance and ULP; correspondence and phone call with HR re same; continue work on investigation	2.90	\$295.00	\$855.50
10/28/2025	MEH	Prepare arbitration documents.	0.40	\$195.00	\$78.00
10/28/2025	LMW	Work on labor matter	0.80	\$195.00	\$156.00
10/28/2025	MMD	Prep meeting re discipline arbitration; follow up work re same; work on exhibits re same.	4.30	\$195.00	\$838.50
10/28/2025	IBD	Work on personnel issue; strategize regarding same	2.10	\$195.00	\$409.50
10/28/2025	MMD	Finalize research on personnel issue; review resources re same.	1.30	\$195.00	\$253.50
10/28/2025	MMD	Review court pleading re PRA lawsuit; strategy meeting re same.	0.40	\$195.00	\$78.00
10/28/2025	JKM	Continue preparing for hearing re arbitration; Meet with witness re same; Work on witness outlines re same; Correspondence with opposing counsel re same; Work on exhibits re same	5.20	\$315.00	\$1,638.00
10/28/2025	JKM	Correspondence with opposing counsel and mediator re labor issue; Correspondence with team re same; Work on same	0.90	\$295.00	\$265.50
10/28/2025	HLH	Consult re personnel issue	0.40	\$205.00	\$82.00
10/29/2025	GJW	Work on personnel matter for Danny Orrantia; follow-up work on ULP; correspondence with investigator; correspondence with opposing counsel and work on student matter	1.40	\$295.00	\$413.00
10/29/2025	JBD	Research an issue regarding sex-based discrimination.	3.00	\$295.00	\$885.00
10/29/2025	JKM	Work on witness outlines re arbitration; Correspondence with opposing counsel and arbitrator re same; Correspondence with Jenae re same; Work on same	2.70	\$315.00	\$850.50
10/29/2025	JKM	Correspondence with mediator and opposing counsel re labor issue; Work on same and follow up with Jenae re same; Phone conversation with Jenae re leave issue	1.70	\$295.00	\$501.50
10/29/2025	MMD	Follow up work from prep meeting re discipline arbitration; continue work on scripts re same.	6.30	\$195.00	\$1,228.50

10/29/2025	IBD	Research regarding employee expression and whistleblower reporting policy for presentation	3.90	\$195.00	\$760.50
10/29/2025	SMF	Correspondence re communication plan	0.30	\$250.00	\$75.00
10/30/2025	JBD	Continue working on questions regarding transgender employees.	2.10	\$295.00	\$619.50
10/30/2025	LMW	Correspondence re labor matter	0.10	\$195.00	\$19.50
10/30/2025	JKM	Prepare for mediation re labor issue; Phone conversation with Jenae re same; Participate in mediation re same	3.10	\$295.00	\$914.50
10/30/2025	JKM	Continue preparing for arbitration; Work on witness outlines re same; Correspondence with arbitrator re same	2.40	\$315.00	\$756.00
10/30/2025	MMD	Further work on outlines re discipline arbitration; update exhibits re same.	6.60	\$195.00	\$1,287.00
10/30/2025	GJW	Review PERC decision on cause of action and follow-up work re same	0.20	\$295.00	\$59.00
10/30/2025	SMF	Begin work re guardian communication plan	0.80	\$250.00	\$200.00
10/31/2025	GJW	Discussion and work on personnel matter for Danny Orrantia; review case research re same; correspondence with Cale Piland and work on student matter	1.40	\$295.00	\$413.00
10/31/2025	JBD	Consult regarding questions about transgender employees.	0.30	\$295.00	\$88.50
10/31/2025	LMW	Work on labor matter	2.30	\$195.00	\$448.50
10/31/2025	SMF	Draft and revise agreement re communication plan; Correspondence re same; Assist with USPTO office action; Correspondence with USPTO re same	1.80	\$250.00	\$450.00
10/31/2025	JKM	Work on witness outlines and exhibits re arbitration; Meet with witnesses to prepare re same; Strategize re same	4.20	\$315.00	\$1,323.00
10/31/2025	MMD	Prep re discipline arbitration; update exhibits re same; further work on outlines re same.	3.80	\$195.00	\$741.00
10/31/2025	IBD	Work on mandatory reporting presentation	2.40	\$195.00	\$468.00
10/31/2025	HLH	Work on trademark application Office Action; Review file re same; Call with USPTO Examiner re same; Review USPTO Official Notice re same.	3.80	\$205.00	\$779.00
				Services Subtotal	\$80,860.50

Expenses

Type	Date	Description	Quantity	Rate	Total
Expense	10/01/2025	Photocopies (Color) 136 @ 0.20	1.00	\$27.20	\$27.20
Expense	10/01/2025	Photocopies (B/W) 61 @ 0.10	1.00	\$6.10	\$6.10
Expense	10/03/2025		1.00	\$488.00	\$488.00

Expense	10/27/2025	Legal research re personnel issues	1.00	\$250.00	\$250.00
				Expenses Subtotal	\$771.30

Subtotal **\$81,631.80**

Total **\$81,631.80**

P NPP
1099.

Please pay within 32 days. Unpaid accounts will be imposed 1% per month interest (annual rate of 12%)

Tax ID#91-1272832

STEVENS | CLAY PS

421 West Riverside, Suite 1575
Spokane, WA 99201

RECEIVED

NOV 17 2025

HUMAN RESOURCES DEPARTMENT
EVERGREEN PUBLIC SCHOOLS

Invoice # 18996

Date: 11/12/2025

Due On: 12/14/2025

EVERGREEN S.D.
PO BOX 8910
VANCOUVER, WA 98668

RECEIVED

NOV 20 2025

Accounting/Purchasing Dept
Evergreen School Dist #114

EVERGREEN S.D. - PRA

Date	Initials	Description	Quantity	Rate	Total
10/06/2025	JDB	Brief work re PRA request.	0.20	\$295.00	\$59.00
10/20/2025	JDB	Correspondence with Tammy re PRA request.	0.30	\$295.00	\$88.50
10/22/2025	JDB	Discussion with Tammy re PRA request. Work on requestor response re different PRA request.	0.50	\$295.00	\$147.50
10/23/2025	JDB	Further work on requestor correspondence re PRA request.	0.50	\$295.00	\$147.50
10/24/2025	JDB	Finalize draft requestor communication re PRA request; correspondence with Tammy re same.	0.50	\$295.00	\$147.50
10/27/2025	JDB	Review court notice re PRA case; work re same.	0.50	\$315.00	\$157.50
10/28/2025	JDB	Work on issue re PRA case.	0.30	\$315.00	\$94.50

Subtotal \$842.00

Total \$842.00P NPP
1099

Please pay within 32 days. Unpaid accounts will be imposed 1% per month interest (annual rate of 12%)

Tax ID#91-1272832

OPEN PURCHASE ORDER

P.O. No. 3032510000 Line Item Bu2-

Acct. Co.

Authorized Signature