

OSBA Board of Directors CANDIDATE QUESTIONNAIRE

Name: Nancy E Thomas

Date: 23 Sept 2024

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District/ESD/CC: Hillsboro School District

Term expires: 2025 Years on board: 4

Region: Washington County



Position #: 20

I certify that if elected I will faithfully serve as a member of the OSBA Board of Directors. My nomination form has been submitted to OSBA (or is attached to this document) as evidence.

Nancy E Thomas
Name

September 23, 2024
Date

Be brief; please limit your responses to 50 words per question.

1. Describe in your own words the mission and goals of OSBA.

OSBA provides multiple supports to local school boards and their directors including but not limited to Board of Director training, attorneys specializing in education, legislative lobbying efforts for matters that impact all school districts, contracted services, eg, insurance. These resources and others are INVALUABLE to all districts and especially our smaller and rural school districts.

2. What do you want to accomplish by serving on the OSBA board of directors?

I want to see continued progress as OSBA reviews itself, revamps itself and makes the turn toward a brighter and sustainable future for itself and our state school boards. I'd like to be a part of the OSBA change and the OSBA future. Looking forward to seeing a redraft of the strategic plan as well as stabilization and accountability of our finances. Hillsboro has taught me about partnership, collaboration and accountability and I bring these values to OSBA participation.

3. What leadership skills do you believe you bring to the board of directors? Give an example of a situation in which you demonstrated these skills.

There are two skills that I bring to the OSBA. One is the ability to say what needs to be said and know when to say it, and the other is authentic servant leadership. I prioritize the organization and its mission and direct my activities to support that mission. I respect the opinions of all and value the right to express them. As an elected official on behalf of our school districts and school boards, its imperative that I listen as intently as I speak and share my own thoughts.

OSBA Board of Directors

4. What do you see as the two most challenging issues faced by OSBA?

First, we need to stabilize our budget for now and protect the endowment that supports the organization. That includes a successful increase in dues for all members. Second, we must re-brand ourselves under our new leadership and provide transparency and accountability to our members as well as maximize our value add to them and their districts.

5. What do you see as the two most challenging issues faced by your region?

First, our most challenging issues is the completion of all collective bargaining agreements of which Hillsboro is last. We must conclude and without further negative impact on students and teacher lay offs. Second, we must navigate a deficit created by lack of CSL level funding. We now face hard decisions that will impact collect bargaining as well as services delivered to our students and community.

6. What is your plan for communicating with boards in your region?

I communicate either in writing or via report out to our board of directors after every OSBA event. The OSBA board itself has provided a wealth of opportunity to share and collaborate with districts in my region. I would like to do some type of newsletter to all boards in our region collaborated by regional members of the OSBA board.

Please continue to the next section.

OSBA Board of Directors

CANDIDATE PERSONAL/PROFESSIONAL RESUME

Work or service performed for OSBA or local district (include committee name and if you were chair):

OSBA Board of Directors, 23' - '24; Hillsboro School District Board Member

Other education board positions held/dates:

HSD Board Strategic Planning Liaison '21 - '23; HSD Board Vice Chair '21 - '23

Occupation (Include at least the past five years):

Employers:

Oregon Department of Human Services

Dates:

2017 - 2020 Sr Internal Auditor

Jun 2020 - Current; Chief Operations Officer, District 2 - Multnomah County

Schools attended (Include official name of school, where and when):

High school: Parkway North High School, St. Louis, MO; graduated 1984

College: Drake University, Des Moines, IA - graduated 1988; Salmon P Chase College of Law - graduated 1996; George Washington U

Degrees earned: Bachelors - International Relations (Drake); Juris Doctorate (Salmon P Chase College of Law - Northern KY Univ); Master's

Education honors and/or awards:

Other applicable training or education:

Activities, other state and local community services:

Hobbies/special interests:

- + Dragon boat Paddling
- + Teach / Present on Leadership, Emotional Intelligence

Business/professional/civic group memberships; offices held and dates:

Additional comments:

Looking forward to continuing service to this noble organization.

NANCY E THOMAS, J.D.

nan.thomasinPDX@gmail.com * 503.270.7596

EDUCATION

Bachelor of Arts, Drake University

Jurisprudence Doctorate, Salmon P. Chase College of Law, Northern Kentucky University

Master's Certification, Commercial Contract Management, George Washington University

Lean Six Sigma, Green Belt, GE Aviation

STATE OF OREGON WORK HISTORY

OREGON DEPARTMENT OF HUMAN SERVICES (ODHS)

6/2020 - To date	Chief Operations Officer, District 2-Multnomah County <ul style="list-style-type: none">▪ First Priorities include Contracts, Facilities, Safety & Budget▪ Second Priorities include Personnel & Training▪ 1000+/- Employees▪ \$350M+/- average biennium budget for 2 programs▪ 8 branches throughout Multnomah County▪ Child Welfare & Self Sufficiency Programs▪ Leadership & Supervision of the following hybrid teams:<ul style="list-style-type: none">• District Administration & Facilities Team (1+8)<ul style="list-style-type: none">○ Business Expert & Integrity Manager○ (2) Facility Coordinators○ (1) District Office Manager○ (2) District Personnel Team○ (1) District Auditor• Contracts / Budget Team (1+6)<ul style="list-style-type: none">○ Contracts Manager○ (3) Contract Administrators○ (1) Invoice Specialist○ (2) Contract Support Specialists• Safety Specialists Team (3)<ul style="list-style-type: none">○ (2) Safety Specialists○ (1) Safety Specialist Vacancy• Continuous Quality Improvement Team (4)<ul style="list-style-type: none">○ MO○ KB○ JMK○ SN
9/2019 - 6/2020	Sr. Internal Auditor, Shared Services, ODHS Internal Audit Dept
1/2019 - 9/2019	Child Welfare Contract Optimization Consultant, Child Welfare
5/2017 - 1/2019	Sr. Internal Auditor, Shared Services, ODHS Internal Audit Dept

PRIOR WORK HISTORY

2/2017 - 5/2017 VIGOR INDUSTRIES, LEGAL CONSULTANT, Legal Department

11/2015 - 6/2016 QORVO, INC., CONTRACTS MANAGER, Legal Department

11/2008—11/2015 GE AVIATION LEGAL DEPARTMENT

COMMERCIAL ENGINE OPERATIONS LEGAL DEPARTMENT,

LEGAL SALES CONTRACT ANALYST (2012-2015)

Produced risk analysis and contract management for \$100M+ airframe contract. Oversaw legal

response for internal risk approval process for internal stakeholders. Implemented legal assistance in volatile claims settlement negotiations with strong rapport with large customers. Appointed to provide contract support to (7) site global business unit worth \$200M+.

UNISON DIVISION, LEGAL FOCAL (2010 - 2012)

GE AVIATION CONTRACT MANAGER, (2008 - 2010)

Authored and negotiated sales contracts and amendments for engine sales \$1M—\$800M+.

Established legal analysis for Sales in Executive approval matrix procedure. Formalized and drafted protocols for legal support and risk analysis to PM of 150+ engine services program. Negotiated \$850M services contract for large airline customer.

- 2004—2008 HARRIS CORPORATION BROADCAST COMMUNICATIONS DIVISION, LEGAL DEPARTMENT, CONTRACTS MANAGER
- 1999—2004 HAMILTON COUNTY FAMILY & CHILDREN FIRST COUNCIL, CONTRACTS MANAGER
- 1996—1999 HEALTHCARE LEGAL DEPARTMENTS
CHOICECARE, INC., ANCILLARY CONTRACTS SPECIALIST, (1996 - 1998)
MEDICA, INC., BUSINESS DEVELOPMENT SPECIALIST, (1998 -1999)

POST UNDERGRAD & GRADUATE WORK HISTORY

- 1993—1996 SALMON P. CHASE COLLEGE OF LAW, FULL TIME LAW STUDENT
- * Harmon, Davis & Associates, LAW CLERK
 - Personal Injury trial preparation and research
 - Federal criminal investigations and defense preparation
 - Criminal trial preparation
 - * Hamilton County Court of Common Pleas, LEGAL EXTERN, 6 months
 - Drafted initial opinions for judge
 - Conducted legal research for judge opinions
 - Assisted judge clerk in his absence
 - 6th Circuit Court of Appeals, LAW CLERK ASSOCIATE, 6 months
 - Authored Court of Appeals Guide to use and practice
 - Drafted initial court opinions for judge magistrate
- 1992—1993 HARRIS, BELLA & BURGIN, ASSOCIATES, WORKER'S COMPENSATION PARALEGAL
- * Legal research and evidence preparation and organization
 - * Litigation & Worker's Comp Board Hearing preparation for attorney
- 1990—1992 AEON CORPORATION, INTERNATIONAL HUMANITIES SPECIALIST
- * Lived and worked in Osaka, Japan
 - * Taught English to businessmen and relocating families
 - * Translated business documents and correspondence
 - * Achieved 4th grade level Kanji certification

PROFESSIONAL LEADERSHIP & PUBLIC SPEAKING

OREGON DEPARTMENT OF HUMAN SERVICES

- WELD Guest Speaker on Emotional Intelligence for Women Leaders Spring 2023
- In COO Role...
 - Executive Sponsor of District Employee Resource Groups
 - Member of African-American Managers Council
 - Multiple Mentor-Mentee relationships annually
- Speaker (Emotional Intelligence) at OR State Diversity Conference, 2020
- ODHS Leadership Academy, Annual curriculum speaker on Emotional Intelligence 2018 - 2019

GE AVIATION -

- Co-Chaired GE AVIATION Legal Operations ("ALO") Diversity Council;

- Orchestrated Global Diversity & Inclusion Programs at 5 global sites for Diversity Day Celebration featuring New York Times Bestselling author Dr. Mahzarin Banaji, author of Blind Spot
- Facilitated Diversity Summit for Women Engineer students being recruited to GE Aviation;
- Chaired GE Sings (internal competition for winner participation in Cincinnati Sings competition);
- Appointed to Steering Committee for GE People With Disabilities Network guiding efforts to organize and achieve 'affinity' status and corporate recognition;
- Participating member of AAF, Hispanic Forums and Women's & Veteran's Networks;
- Taught Junior Achievement to at-risk urban high school students providing personal finance awareness and career exposure
 - GE Aviation SWEL (Summer Work Experience in Law), MENTOR
 - GE Aviation AAF Coop & Leadership Program, MENTOR
 - GE Aviation People With Disabilities Network, STEERING COMMITTEE

NON-PROFIT ADVOCACY –

- Parents For Public Schools of Greater Cincinnati; Advancing board leadership roles to President, advocating strong public schools for all students and empowering parents to engagement;
- Girls On The Run of Ohio, Inc.; Advocating for girl power, self-confidence and success in life
- Greater Cincinnati Stroke Association; "HERO AWARD" recipient advocating stroke awareness

PURPOSE DRIVEN ADVOCACY

2021 - CURRENT	Publicly Elected to Hillsboro School District ("HSD") Board of Directors 7/2023 – current Board Member 8/21 – 7/23 – Board Vice Chair
2014—2015	Parents for Public Schools of Greater Cincinnati, Inc., BOARD PRESIDENT, leading 8 member Board and agency budget of \$350K CLASS IS IN SESSION, Radio Co-host; Live Call-in talk show on education, WDBZ—AM1230
2014—2015	North Avondale Montessori School, Local School Decision Making Committee (LSDMC) Chair (12 member committee)
2013—2015	The Vineyard Cincinnati, PRAYER TEAM VOLUNTEER
2012—2014	Parents for Public Schools of Greater Cincinnati, Inc., BOARD SECRETARY North Avondale Montessori School, LSDMC PARENT REPRESENTATIVE North Avondale Montessori School, Field Day Chair, leading 125+ volunteers WCET TV, Town Hall on Education, PARENT REPRESENTATIVE participant GE Aviation Junior Achievement, VOLUNTEER teaching 9-12 urban high school
2010 - 2011	GE Aviation SWEL (Summer Work Experience in Law), MENTOR GE Aviation AAF Coop & Leadership Program, MENTOR GE Aviation People With Disabilities Network, STEERING COMMITTEE
2002—2007	Girls On The Run of Ohio, Inc., BOARD MEMBER

PUBLICATIONS -

MAGAZINE—

National Contract Management Magazine, *"The Value Proposition for Diversity vs. the 'Do Nothing' Cost & Impact", August 2015 edition*

BOOKS—

Thriving In Denial: The MS Manifesto

A Shot In the Ass!

The Other 90%: Success In & After Law School When You're Not At the Top of the Class