

Memorandum

PREPARED FOR: Senate Interim Committee on Rules
and Executive Appointments

DATE: October 31, 2025

BY: Leslie Porter, Legislative Analyst

RE: Legislative Review of Executive Appointments



LPRO
LEGISLATIVE POLICY
AND RESEARCH OFFICE

FAIR DISMISSAL APPEALS BOARD

The Governor has appointed the following individual to the Fair Dismissal Appeals Board subject to Senate confirmation.¹

New Appointment

Patrick Maguire of Hillsboro

Term

November 20, 2025 – June 30, 2029

Appointment/Confirmation Authority

[ORS 342.930 \(2023\)](#)

Statement of Economic Interest²

Not required.

Composition³

The board consists of 24 members, including:

- six administrators in common or union high school districts, one of whom may be retired prior to appointment (BROCKETT, NIERAETH, ROBERTS, SICA, SIPE, SPITZER);
- six contract teachers, one of whom may be retired prior to appointment (LATHAM, SCONCE, UNDERHILL, VACANT, VACANT, VACANT);
- six common or union high school district board members (AL-ABDRABBUH, HARTSOCK, **MAGUIRE**, McVAY, WETZEL, VACANT); and
- six members with no affiliation with any common or union high school district (KONG, MCKEON, SCOTT, WERNER, WESTRICK, VACANT).

At least one member from each category must be a resident of a school district so that each type of school district described below is represented:

- a school district with an average daily membership of less than 1,500 students (JOHNSON, NIERATH, SIPE, WETZEL);

¹ [Or. Const. art. III sect. 4](#), [ORS 171.562](#) and [171.565 \(2023\)](#).

² [ORS 244.050 \(2023\)](#).

³ [ORS 342.930 \(2023\)](#); [ORS 182.100 \(2023\)](#) for affirmative action policy; [ORS 236.115 \(2023\)](#) for diversity criteria.

- a school district with an average daily membership of 1,500 to 4,500 students (ROBERTS, SICA, WESTRICK, VACANT); and
- a school district with an average daily membership of greater than 4,500 students (BROCKETT, **MAGUIRE**, McVAY, SCONCE, SPITZER).

Members serve four-year terms and are eligible for reappointment. The board selects one of its members as chair and another as vice chair. A majority of the members of the board constitutes a quorum for the transaction of business. A member whose term has expired may continue to serve to:

- conduct a hearing and prepare a written decision; or
- reconsider a decision.

Duties⁴

The board hears appeals of teacher and administrator dismissals, nonextensions of contracts, and provides a uniform statewide system of pre- and post-determination due process. When an appeal is filed, the Superintendent of Public Instruction must appoint a panel of three board members to conduct a hearing, selected from members representing the average daily membership that most nearly coincides with that of the involved district. The panel must consist of:

- one member representing district school board members;
- one member not affiliated with common or union high school districts;
- if the appellant is a teacher, one member representing teachers; and/or
- if the appellant is an administrator, one member representing administrators.

The panel may not contain a member who is a resident of the district that is bringing the dismissal or nonextension. The Department of Education must provide appropriate professional and other special assistance reasonably required to conduct a hearing, and the Attorney General must assign an assistant to advise the board.

The board must:

- receive and adjudicate appeals;
- conduct a contested case hearing staffed by board members; and
- prepare and send a written decision to the appellant, district superintendent, district school board, and the Superintendent of Public Instruction.

⁴ [ORS 342.445 to 342.910 \(2023\)](#).



Fair Dismissal Appeals Board

Agency: **Education, Oregon Department of**

Authorization: **ORS 342.930**

Min Members: **24** Max Members: **24**

Term Length: **4** Term Limit: **None**

Senate Confirmation Required?: **Yes**

Policy Area: **Education**

Board Admin: **Emily Nazarov**

Address:

Public Service Bldg

Salem, OR 97310

503-947-5651

NazarovE@ode.oregon.gov

Current Appointments

Nieraeth, Krista

Term(s): **7/1/2024 - 6/30/2028**

Administrator (ADM under 1500)

Appointed By: Governor

Position Number: **1**

Sica, Brian

Term(s): **10/5/2023 - 6/30/2027**

Administrator (ADM 1500-4500)

Appointed By: Governor

Position Number: **2**

Brockett, Debbie

Term(s): **7/1/2024 - 6/30/2028**

Administrator (ADM over 4,500)

Appointed By: Governor

Position Number: **3**

Roberts, Gary

Term(s): **7/1/2024 - 6/30/2028**

Administrator (ADM 1,500-4,500)

Appointed By: Governor

Position Number: **4**

Spitzer, Dayle

Term(s): **7/1/2024 - 6/30/2028**

Administrator (ADM over 4,500)

Appointed By: Governor

Position Number: **5**

Mrs Sipe, Heidi A

Term(s): **7/1/2024 - 6/30/2028**

Administrator (ADM under 1,500)

Appointed By: Governor

Position Number: **6**

Mr Sconce, Robert W Jr	Term(s):	7/1/2020 - 6/30/2024
Teacher (ADM over 4500)		12/13/2016 - 12/12/2020
Appointed By: Governor		12/13/2012 - 12/12/2016
Position Number: 7		
Latham, Laura	Term(s):	7/1/2024 - 6/30/2028
Teacher		7/1/2023 - 6/30/2024
Appointed By: Governor		
Position Number: 8		
Underhill, Jennifer	Term(s):	7/1/2025 - 6/30/2029
Contract Teacher		
Appointed By: Governor		
Position Number: 12		
Mr Hartsock, John N	Term(s):	7/1/2020 - 6/30/2024
Non-affiliated (ADM over 4500)		12/19/2016 - 6/30/2020
Appointed By: Governor		
Position Number: 20		
Mr McVay, Mitchel "Tory" T	Term(s):	7/1/2024 - 6/30/2028
School Board Member (ADM over 4500)		3/1/2021 - 6/30/2024
Appointed By: Governor		
Position Number: 13		
Al-Abradbbuh, Sami	Term(s):	7/1/2024 - 6/30/2028
School Board; (6775 students)		3/1/2021 - 6/30/2024
Appointed By: Governor		
Position Number: 14		
Mr Westrick, James "Jim" G	Term(s):	7/1/2024 - 6/30/2028
Non-affiliated		3/1/2021 - 6/30/2024
Appointed By: Governor		
Position Number: 19		
Maguire, Patrick	Term(s):	11/20/2025 - 6/30/2029
School Board Member; ADM over 4500		
Appointed By: Governor		
Position Number: 15		
Mr Wetzel, Joshua "Josh" W	Term(s):	7/1/2024 - 6/30/2028
School Board Member (ADM less than 1500)		3/1/2021 - 6/30/2024
Appointed By: Governor		
Position Number: 18		

Scott, Brita	Term(s):	7/1/2025 - 6/30/2029
Non-Affiliated		
Appointed By: Governor		
Position Number: 21		
Werner, Peter	Term(s):	7/1/2025 - 6/30/2029
Non-Affiliated		
Appointed By: Governor		
Position Number: 22		
McKeon, Sascha	Term(s):	7/1/2023 - 6/30/2027
Non-affiliated		
Appointed By: Governor		
Position Number: 23		
Kong, Connie	Term(s):	7/1/2024 - 6/30/2028
Non-affiliated		
Appointed By: Governor		
Position Number: 24		

Vacant Positions				
Pos	Former Member	Appointed By	Term Begin	Term End
9	Ms Stratton, Karen E	Governor	7/1/2016	6/30/2020
9	Ms Stratton, Karen E	Governor	9/18/2013	6/30/2016
9	Ms Ramey, Carolyn L	Governor	7/1/2009	6/30/2013
9	Ms Ramey, Carolyn L	Governor	7/1/2005	6/30/2009
9	Ms Ramey, Carolyn L	Governor	2/1/2002	6/30/2005
9	Mr Fisher, Mike	Governor	7/1/1997	6/30/2001
Pos	Former Member	Appointed By	Term Begin	Term End
10	Mr Pope, Camron E	Governor	7/1/2024	6/30/2028
10	Mr Pope, Camron E	Governor	3/1/2021	6/30/2024
10	Mr Humphries, Gary L	Governor	7/1/2016	6/30/2020
10	Mr Humphries, Gary L	Governor	9/18/2013	6/30/2016
10	Mrs Nicholson, Lisa D	Governor	3/1/2010	6/30/2013

Pos	Former Member	Appointed By	Term Begin	Term End
11	Mr Nelson, Douglas M	Governor	9/18/2013	6/30/2016
11	Mr Krumbein, David H	Governor	7/1/2009	6/30/2013
11	Mr Krumbein, David H	Governor	11/1/2005	6/30/2009
11	Mr Fox, Michael F	Governor	7/1/2001	6/30/2005
11	Mr Fox, Michael F	Governor	7/1/1997	6/30/2001
11	Mr Fox, Michael F	Governor	4/12/1996	6/30/1997
Pos	Former Member	Appointed By	Term Begin	Term End
16	Dr Placido, Edith "Elaine" E DPA	Governor	3/1/2021	6/30/2024
16	Mr. Ross, Dennis D	Governor	7/1/2013	6/30/2017
16	Mr. Ross, Dennis D	Governor	10/1/2010	6/30/2013
16	Mr Brawner, Frank E	Governor	7/1/2003	6/30/2007
16	Mr Brawner, Frank E	Governor	10/8/1999	6/30/2003
Pos	Former Member	Appointed By	Term Begin	Term End
17	Mr McVay, Mitchel "Tory" T	Governor	3/1/2021	6/30/2024
17	Mr Crow, Doug M	Governor	7/1/2013	6/30/2017
17	Mr Crow, Doug M	Governor	3/1/2010	6/30/2013
17	Mr Lopez-Vasquez, Alfonso	Governor	7/1/2005	6/30/2009
17	Mr Lopez-Vasquez, Alfonso	Governor	7/1/2001	6/30/2005
17	Mr Lopez-Vasquez, Alfonso	Governor	1/30/1998	6/30/2001