

NOMINATION FORM

OSBA BOARD OF DIRECTORS

REGIONAL MEMBER

Date: 09/25/2025

TO: Dawn Watson, OSBA President-
Elect Oregon School Boards
Association 1201 Court St NE, #400
Salem, OR 97301
Fax: 503-588-2813
E-mail: elections@osba.org

**Nominations are due by 5 pm,
September 30, 2025**

Return this form and all candidate information
forms to the OSBA office by email at
elections@osba.org, or mail to Oregon
School Boards Association, 1201 Court
St. NE, #400, Salem, OR 97301

Dear Dawn Watson:

With this letter, our board nominates the candidate named below to a position on the OSBA Board of Directors for the
Washington Region, Position # 20.

BOARD CANDIDATE INFORMATION

Name: Nancy Thomas
District/ESD/Community College: Hillsboro School District 1J
Address: 3083 NE 49th Pl. City: Hillsboro Oregon ZIP: 97124
E-mail: thomasn@hsd.k12.or.us Phone: (503) 270-7596

This nomination was approved by official action of our board of directors at a duly called meeting on
September 23, 2025.
(date)



(Board Chair signature)

Board Chair name: Ivette Pantoja
District: Hillsboro School District 1J
Address: 3083 NE 49th Pl.
City, State, Zip: Hillsboro, OR 97124

OSBA Board of Directors

CANDIDATE QUESTIONNAIRE

Name: Nancy E Thomas

Date: 25 September 2025

Address: 3766 SE Mckenzie Ave

City/Zip: Hillsboro, ORR 97123

Business phone: 971.813.3189

Residence phone: not applicable

Cell phone: 03.270.7596

E-mail: thomasn@hsd.k12.or.us

District/ESD/CC: Hillsboro School District 1J

Term expires: 2029 Years on board: 4+

Region: Washington County

Insert your high-resolution digital photo (head shot):
1) Open this PDF in Adobe
2) Click on Tools tab
3) Click Edit PDF
4) Click on Add Image
5) Navigate to where photo is
6) Position photo in this frame

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

25 September 2025

Name

Date

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

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

The OSBA proudly supports, consults with, educates and empowers public school boards across the state of Oregon. OSBA provides vital resources to all public-school boards and affiliated charter institutions that otherwise may not be able to afford these services. This includes, financial, legal, governance, advocacy and education/training.

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

This will be my 2nd term on the OSBA board. I am proud to have just been elected Vice President of the board and look forward to leading and facilitating the legislative policy committee from that seat. I wish to continue strong advocacy for adequate and consistent public school funding.

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.

I am a strong servant leader who vacillates among transformational, authoritarian and democratic leadership styles. Background in teaching emotional intelligence guides on when and how I utilize all of these leadership styles. An example is my first board meeting with OSBA in 2023 where I had to speak up.

OSBA Board of Directors

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

Our greatest challenges are to (i) keeping the school boards abreast of the massive and swiftly coming changes to funding at state and national levels; and (ii) educating a large number of newly elected legislators regarding the funding needs of public schools.

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

I believe our most challenging concerns are declining population and the need to raise money locally to supplant gaps from inadequate state funding.

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

I plan to utilize the OSBA communication tools to communicate with my Washington County fellow colleagues as well as board meetings to communicate with my HSD colleagues and our community.

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):

First Term - Strategic Plan liaison for HSD board; Vice President for one year; OSBA Board of Doted as Board Vice President facilitating Legislative Policy Committee.

Other education board positions held/dates:

Occupation (Include at least the past five years):

Employers:

Dates:

Oregon Department of Human Services

Chief Operations Officer, District 2 - Multnomah County, June 2020 to present

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

High school: Parkway North High School, St Louis, MO

College: BA - Drake University, Des Moines, IA; JD - Salmon P Chase College of Law / Northern Kentucky University; MA - George Was

Degrees earned:

Education honors and/or awards:

Other applicable training or education:

Teach / Facilitate Emotional Intelligence training

Activities, other state and local community services:

Member, past board member of Wasabi Paddling Club, Portland, OR

Hobbies/special interests:

Dragon boat paddling

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

Additional comments:

Looking forward to serving Oregonians, OSBA and Hillsboro School District!

NANCY E THOMAS

nan.thomasinPDX@gmail.com * 503.270.7596

EDUCATION

Project Management Certification, August 2025

Lean Six Sigma, Green Belt, GE Aviation, 2011

Professional Certification, Commercial Contract Management, George Washington University, 2013

Jurisprudence Doctorate, Salmon P. Chase College of Law, Northern Kentucky University (1996)

Bachelor of Arts, Drake University (1988)

POST GRADUATE WORK HISTORY

5/2017 - CURRENT	OREGON DEPARTMENT OF HUMAN SERVICES 6/2020 – Chief Operations Officer, District 2 – Multnomah County 10/2020 - OR State Diversity Conference, Emotional Intelligence Presenter 6/2020 - Current, Chief Operations Officer, District 2 - Multnomah County 9/2019 - 6/2020, Sr. Internal Auditor, ODHS Internal Audit Dept 1/2019 - 9/2019, Child Welfare Contract Optimization Consultant, Child Welfare 2019 - Current, ODHS Leadership Academy, Emotional Intelligence Presenter 5/2017 - 1/2019, Sr. Internal Auditor, ODHS Internal Audit Dept
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 customer. 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—\$100M+. 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.
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)

PRE 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
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	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

PURPOSE DRIVEN ADVOCACY

2021 - CURRENT	Publicly Elected to Hillsboro School District ("HSD") Board of Directors 8/2021 Elected Vice Chair, HSD Board of Directors
2014—2015	Parents for Public Schools of Greater Cincinnati, Inc., BOARD PRESIDENT, leading 8 member Board and agency budget of \$350K GE ALO Diversity Council, CO-CHAIR, leading 17 members GE Aviation Sings! (Cincy Sings Competition), CHAIR, leading Class is in Session, Radio Co-host; Live Call-in talk show on education, WDBZ—AM1230
2014—2015	North Avondale Montessori School LSDMC Chair (12 members)
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 7-10 girls
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

DIVERSITY & INCLUSION CAREER HIGHLIGHTS

OREGON DEPARTMENT OF HUMAN SERVICES

- In COO Role, Executive Sponsor of PRIDE Employee Resource Group
- In COO Role, Member of African-American Managers Council
- Speaker (Emotional Intelligence) at OR State Diversity Conference, 2020
- ODHS Leadership Academy, Annual curriculum speaker on Emotional Intelligence

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

NON-PROFITS –

- 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

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