



Lynchburg City School Board

Regina T. Dolan-Sewell
School Board District 1

Mary Ann Hoss
School Board District 1

Michael J. Nilles
School Board District 3

Jennifer R. Poore
School Board District 2

Katie Snyder
School Board District 3

Treney L. Tweedy
School Board District 3

J. Marie Waller
School Board District 2

Thomas H. Webb
School Board District 2

Charles B. White
School Board District 1

School Administration

Scott S. Brabrand
Superintendent

William A. Coleman, Jr.
Assistant Superintendent of
Curriculum and Instruction

Ben W. Copeland
Assistant Superintendent of
Operations and Administration

Anthony E. Beckles, Sr.
Chief Financial Officer

Wendie L. Sullivan
Clerk

SCHOOL BOARD MEETING
May 20, 2014 5:00 p.m.
School Administration Building
Board Room

A. CLOSED MEETING

- 1. Notice of Closed Meeting
Scott S. Brabrand. Page 1
Discussion/Action
- 2. Certification of Closed Meeting
Scott S. Brabrand. Page 2
Discussion/Action

B. PUBLIC COMMENTS

- 1. Public Comments
Scott S. Brabrand. Page 3
Discussion/Action (30 Minutes)

C. SPECIAL PRESENTATION

- 1. Student Recognitions
Scott S. Brabrand. Page 4
Discussion
- 2. LCS: Why We Stand Out
Scott S. Brabrand. Page 5
Discussion

D. FINANCE REPORT

- 1. Finance Report
Anthony E. Beckles, Sr. Page 6
Discussion

E. CONSENT AGENDA

- 1. School Board Meeting Minutes: May 6, 2014 (Regular Meeting)

F. STUDENT REPRESENTATIVE COMMENTS

G. UNFINISHED BUSINESS

- 1. Carl Perkins Funds: 2014-15
William A. Coleman, Jr. Page 11
Discussion/Action

- 2. School Board Retreat
Scott S. Brabrand. Page 14
Discussion/Action

- 3. Update Extra-Curricular Supplements and Stipends
Ben W. Copeland.Page 15
Discussion

- 4. Request for Textbook Reserve Funds
William A. Coleman, Jr.Page 16
Discussion/Action

H. NEW BUSINESS

- 1. Housing Incentive for Professional Educators (HYPE)
Scott S. Brabrand.Page 24
Discussion

- 2. Annual Personnel Report
Marie F. Gee Page 25
Discussion/Action

I. SUPERINTENDENT’S COMMENTS

J. BOARD COMMENTS

K. INFORMATIONAL ITEMS

Next School Board Meeting: Tuesday, June 1, 2014, 5:30 p.m., Board Room,
School Administration Building

Graduations:

June 4, 2014

Fort Hill Community School – 12:00 noon

LAUREL Regional School – 7:00 p.m.

June 8, 2014

Heritage High School – Ralph Spencer Gymnasium – 8:30 a.m.

E. C. Glass High School – Civic – Auditorium – 3:00 p.m.

L. ADJOURNMENT

Agenda Report

Date: 05/20/14

Agenda Number: A-1

Attachments: No

From: Scott S. Brabrand, Superintendent

Subject: Notice of Closed Meeting

Summary/Description:

Pursuant to the Code of Virginia §2.2-3711 (A) (1), the school board needs to convene a closed meeting for the purpose of discussing the following specific matters:

Employee Appointment

Disposition: **Action**
 Information
 Action at Meeting on:

Recommendation:

The superintendent recommends that the school board approve a motion to enter into Closed Meeting in accordance with the Code of Virginia §2.2-3711 (A) (1) to discuss an employee appointment.

Agenda Report

Date: 05/20/14

Agenda Number: A-2

Attachments: No

From: Scott S. Brabrand, Superintendent

Subject: Certification of Closed Meeting

Summary/Description:

The Lynchburg City School Board certifies that, in the closed meeting just concluded, nothing was discussed except the matters specifically identified in the motion to convene in a closed meeting and lawfully permitted to be so discussed under the provisions of the Virginia Freedom of Information Act cited in that motion.

Disposition: **Action**
 Information
 Action at Meeting on:

Recommendation:

The superintendent recommends that the school board approve the Certification of Closed Meeting in accordance with the Code of Virginia §2.2-3712(D).

Agenda Report

Date: 05/20/14

Agenda Number: B-1

Attachments: No

From: Scott S. Brabrand, Superintendent

Subject: Public Comments

Summary/Description:

In accordance with School Board Policy 1-41: Public Participation, the school board welcomes requests and comments as established in the guidelines within that policy. Individuals who wish to speak before the school board shall have an opportunity to do so at this time.

Disposition: Action
 Information
 Action at Meeting on:

Recommendation:

The superintendent recommends that the school board receive this agenda report as an informational item.

Agenda Report

Date: 05/20/14

Agenda Number: C-1

Attachments: No

From: Scott S. Brabrand, Superintendent
William A. Coleman, Jr., Assistant Superintendent of Curriculum and Instruction

Subject: Student Recognitions

Summary/Description:

During this presentation, the school board and the school administration will recognize the accomplishments and achievements for the following students:

Heritage High School

Ashlyn W. Goolsby – Junior - Theatre
Evan B. Lindsay – Senior – BOMM
Carrington A. (Cassie) Smith – Junior – BOMM and Color Guard

E. C. Glass High School

Isabella D. Jackson – Senior – Music
Personal Finance Team: Devin A. Smith – Senior
Sam R. Hudnall - Junior
Timothy M. Quaintance - Sophomore

Disposition: Action
 Information
 Action at Meeting on:

Recommendation:

The superintendent recommends that the school board receive this agenda report as an informational item.

Agenda Report

Date: 05/20/14

Agenda Number: C-2

Attachments: No

From: Scott S. Brabrand, Superintendent

Subject: LCS: Why We Stand Out

Summary/Description:

Averie P. Goode, a junior at E. C. Glass High School and the Central Virginia Governor's School for Science and Technology, has been working as an intern in the Public Information Office as her second semester internship program for CVGS. She has compiled some highlights about why Lynchburg City Schools stands out as a school division, and she will share that information with the school board during this presentation.

Disposition: Action
 Information
 Action at Meeting on:

Recommendation:

The superintendent recommends that the school board receive this agenda report as an informational item.

Agenda Report

Date: 05/20/14

Agenda Number: D-1

Attachments:

From: Scott S. Brabrand, Superintendent
Anthony E. Beckles, Sr., Chief Financial Officer

Subject: Finance Report

Summary/Description:

The school administration, in accordance with the 2013-14 school's operating budget, authorized, approved, and processed the necessary payments through April 30, 2014. The school administration certifies that the amounts approved are within budgetary limits and revenue.

The operating fund expenditure report summarizes the payments made through April 30, 2014 for the operating fund.

Total Operating Fund Budget	\$84,249,418.00
Restricted Donations Received	\$ 100.00
Fund Balance Return	<u>\$ 507,487.00</u>
Adjusted Budget	\$84,757,005.00

Through April 30, 2014

Actual Revenue Received	\$ 57,516,390.86
Actual Expenditures	\$ 60,478,918.80
Actual Encumbered	\$ 20,541,541.79

Percent of Budget Received	67.86%
Percent of Budget Used, excluding encumbrances	71.36%

As of 04/30/14 – 10 months 83.33%

The revenue and expenditure reports detail the transactions recorded through April 30, 2014. All reports appear as attachments to the agenda report.

Disposition: Action
 Information
 Action at Meeting on:

Recommendation:

The superintendent recommends that the school board receive the agenda report as an informational item.

Lynchburg City Schools
 Operating Fund - Statement of Expenditures
 For the Month Ended April 30, 2014

	Fiscal Year 2013-14					
	BUDGET	TRANSACTIONS	BUDGET %		BUDGET AVAILABLE	BUDGET % USED
			USED	ENCUMBRANCES		
INSTRUCTION						
FUNCTION 1100 CLASSROOM INSTRUCTION						
Personnel	42,984,682.03	29,178,905.20	67.88%	13,648,913.75	156,863.08	99.64%
Other	3,454,774.72	2,452,474.96	70.99%	133,208.42	869,091.34	74.84%
FUNCTION 1200 INST SUPPORT-STUDENT						
Personnel	3,154,723.16	2,291,518.51	72.64%	726,514.98	136,689.67	95.67%
Other	169,644.00	94,223.25	55.54%	34,380.17	41,040.58	75.81%
FUNCTION 1300 INST SUPPORT-STAFF						
Personnel	4,205,989.43	3,248,974.15	77.25%	661,867.05	295,148.23	92.98%
Other	1,481,067.67	687,160.87	46.40%	95,053.15	698,853.65	52.81%
FUNCTION 1400 INST SUPPORT-SCHOOL ADMN						
Personnel	4,843,926.04	3,909,464.70	80.71%	923,190.09	11,271.25	99.77%
Other	109,975.00	76,663.05	69.71%	773.00	32,538.95	70.41%
TOTAL INSTRUCTION	60,404,782.05	41,939,384.69	69.43%	16,223,900.61	2,241,496.75	96.29%
ADMINISTRATION						
FUNCTION 2100 ADMINISTRATION						
Personnel	2,269,172.28	1,814,385.87	79.96%	311,910.63	142,875.78	93.70%
Other	1,193,393.05	778,759.13	65.26%	147,245.89	267,388.03	77.59%
FUNCTION 2200 ATTENDANCE & HEALTH SERV						
Personnel	2,346,994.52	1,556,312.40	66.31%	651,248.55	139,433.57	94.06%
Other	52,225.00	41,778.89	80.00%	1,590.70	8,855.41	83.04%
TOTAL ADMINISTRATION	5,861,784.85	4,191,236.29	71.50%	1,111,995.77	558,552.79	90.47%
PUPIL TRANSPORTATION						
FUNCTION 3100 MANAGEMENT & DIRECTION						
Personnel	327,210.06	272,541.01	83.29%	54,130.84	538.21	99.84%
Other	23,276.00	21,663.76	93.07%	1,474.01	138.23	99.41%
FUNCTION 3200 VEHICLE OPERATION SERVICE						
Personnel	2,388,426.01	1,739,007.42	72.81%	640,088.88	9,329.71	99.61%
Other	940,430.00	728,774.13	77.49%	52,328.82	159,327.05	83.06%
FUNCTION 3300 MONITORING SERVICE						
Personnel	355,177.16	227,680.56	64.10%	94,809.75	32,686.85	90.80%
Other	0.00	0.00	0.00%	0.00	0.00	0.00%
FUNCTION 3400 VEHICLE MAINT SERVICE						
Personnel	350,957.23	290,100.46	82.66%	55,401.44	5,455.33	98.45%
Other	381,750.00	246,087.15	64.46%	3,375.00	132,287.85	65.35%
FUNCTION 3500 BUS PURCHASE - REGULAR						
Other	0.00	0.00	0.00%	0.00	0.00	0.00%
FUNCTION 3600 BUS - LEASE PURCHASE						
Other	0.00	0.00	0.00%	0.00	0.00	0.00%
TOTAL PUPIL TRANSPORTATION	4,767,226.46	3,525,854.49	73.96%	901,608.74	339,763.23	92.87%
OPERATIONS & MAINTENANCE						
FUNCTION 4100 MANAGEMENT & DIRECTION						
Personnel	191,569.71	159,340.11	83.18%	31,895.56	334.04	99.83%
Other	124,300.00	100,919.43	81.19%	17,067.88	6,312.69	94.92%

Lynchburg City Schools
Operating Fund - Statement of Expenditures
For the Month Ended April 30, 2014

FUNCTION 4200 BUILDING SERVICES							
	Personnel	4,097,604.02	3,341,049.16	81.54%	748,928.29	7,626.57	99.81%
	Other	4,659,850.61	3,884,835.05	83.37%	600,053.10	174,962.46	96.25%
FUNCTION 4300 GROUNDS SERVICES							
	Personnel	240,812.35	194,786.85	80.89%	43,312.47	2,713.03	98.87%
	Other	129,000.00	16,302.53	12.64%	0.00	112,697.47	12.64%
FUNCTION 4400 EQUIPMENT SERVICES							
	Personnel	0.00	0.00	0.00%	0.00	0.00	0.00%
	Other	70,000.00	42,347.31	60.50%	24,923.91	2,728.78	96.10%
FUNCTION 4500 VEHICLE SERVICES							
	Personnel	0.00	0.00	0.00%	0.00	0.00	0.00%
	Other	32,000.00	27,081.31	84.63%	0.00	4,918.69	84.63%
FUNCTION 4600 SECURITY SERVICES							
	Personnel	28,444.49	18,322.41	64.41%	3,639.00	6,483.08	77.21%
	Other	115,000.00	66,267.98	57.62%	28,590.52	20,141.50	82.49%
TOTAL OPERATIONS & MAINTENANCE		9,688,581.18	7,851,252.14	81.04%	1,498,410.73	338,918.31	96.50%
Other Non-Instructional Operations							
FUNCTION 5000 Non-Instructional Operations - Other		12,000.00	0.00	0.00%	0.00	12,000.00	0.00%
TOTAL Non-Instructional Operations		12,000.00	0.00	0.00%	0.00	12,000.00	0.00%
FACILITIES							
FUNCTION 6200 SITE IMPROVEMENTS		0	0	0.00%	0	0.00	0.00%
FUNCTION 6600 BLDG ADD & IMP SERVICES							
	Personnel	12,743.47	9,098.58	71.40%	0.00	3,644.89	71.40%
	Other	20,000.00	8,451.00	42.26%	0.00	11,549.00	42.26%
TOTAL FACILITIES		32,743.47	17,549.58	53.60%	0.00	15,193.89	53.60%
DEBT SERVICE							
FUNCTION 7100 DEBT SERVICE - Other		109,198.92	109,046.83	99.86%	0.00	152.09	99.86%
TOTAL DEBT SERVICE		109,198.92	109,046.83	99.86%	0.00	152.09	99.86%
TECHNOLOGY							
FUNCTION 8100 CLASSROOM INSTRUCTION							
	Personnel	1,409,997.56	1,144,638.70	81.18%	265,109.27	249.59	99.98%
	Other	1,021,615.49	935,237.78	91.54%	59,331.95	27,045.76	97.35%
FUNCTION 8200 INSTRUCTIONAL SUPPORT							
	Personnel	237,173.31	194,222.18	81.89%	40,650.07	2,301.06	99.03%
	Other	1,205,901.71	570,496.12	47.31%	440,534.65	194,870.94	83.84%
FUNCTION 8200 LEASE PURCHASE		0.00					
FUNCTION 8300 ADMINISTRATION		6,000.00	0.00	0.00%	0.00	6,000.00	0.00%
TOTAL TECHNOLOGY		3,880,688.07	2,844,594.78	73.30%	805,625.94	230,467.35	94.06%
CONTINGENCY RESERVES							
FUNCTION 9100 CLASSROOM INSTRUCTION		0.00	0.00	0.00%	0.00	0.00	0.00%
FUNCTION 9300 ADMINISTRATION		0.00	0.00	0.00%	0.00	0.00	0.00%
FUNCTION 9500 PUPIL TRANSPORTATION		0.00	0.00	0.00%	0.00	0.00	0.00%
FUNCTION 9600 OPERATIONS & MAINTENANCE		0.00	0.00	0.00%	0.00	0.00	0.00%
TOTAL CONTINGENCY RESERVES		0.00	0.00	0.00%	0.00	0.00	0.00%
TOTAL OPERATING BUDGET		84,757,005.00	60,478,918.80	71.36%	20,541,541.79	3,724,544.41	95.59%

FY2014-2015 REVISED REVENUE BUDGET
AS of April 30, 2014

ACCOUNT TITLE	ORIGINAL	REVISED	YTD TRANSACTIONS	BUDGET BALANCE	% RECEIVED	CHANGE BETWEEN ORG & REVISED REV BUDGET INCREASE (DECREASE)
	REVENUE BUDGET As of 7/1/2013	REVENUE BUDGET As of 4/30/2014				
COMMONWEALTH OF VA REVENUE						
240308 SALES TAX RECEIPTS	(9,771,846.00)	(9,478,108.00)	(6,993,371.40)	(2,484,736.60)	73.78%	(293,738.00)
240202 BASIC SCHOOL AID	(19,245,033.00)	(19,245,033.00)	(16,037,527.50)	(3,207,505.50)	83.33%	0.00
240207 GIFTED & TALENTED	(231,550.00)	(231,550.00)	(192,958.34)	(38,591.66)	83.33%	0.00
240208 REMEDIAL EDUCATION	(1,167,820.00)	(1,167,820.00)	(973,183.34)	(194,636.66)	83.33%	0.00
240208 REMEDIAL EDUCATION	(195,237.00)	(195,237.00)	(80,112.66)	(115,124.34)	41.03%	0.00
240212 SPECIAL ED SOQ	(2,250,067.00)	(2,250,067.00)	(1,875,055.82)	(375,011.18)	83.33%	0.00
240217 VOCATIONAL ED SOQ	(281,888.00)	(281,888.00)	(234,906.66)	(46,981.34)	83.33%	0.00
240221 SOC SEC-INSTR	(1,328,898.00)	(1,328,898.00)	(1,107,415.00)	(221,483.00)	83.33%	0.00
240223 VRS INSTRUCTIONAL	(2,214,831.00)	(2,214,831.00)	(1,845,692.50)	(369,138.50)	83.33%	0.00
240241 GROUP LIFE INST	(85,573.00)	(85,573.00)	(71,310.82)	(14,262.18)	83.33%	0.00
240228 READING INTERVENTN	(144,929.00)	(144,929.00)	(96,619.34)	(48,309.66)	66.67%	0.00
240205 CAT-REG FOSTER	(71,786.00)	(71,786.00)	(61,657.96)	(10,128.04)	85.89%	0.00
240246 CAT-HOMEBOUND	(214,961.00)	(214,961.00)	(149,922.12)	(65,038.88)	69.74%	0.00
240248 REGIONAL TUITION	(776,368.00)	(776,368.00)	(142,951.69)	(633,416.31)	18.41%	0.00
240265 AT RISK SOQ	(1,216,431.00)	(1,216,431.00)	(810,954.00)	(405,477.00)	66.67%	0.00
240309 ESL	(82,660.00)	(82,660.00)	(70,816.00)	(11,844.00)	5.82%	0.00
330213 SCHOOL LUNCH	0.00	0.00	0.00	0.00	0.00%	0.00
240281 AT RISK 4 YR OLDS	(1,215,707.00)	(1,215,707.00)	(810,471.34)	(405,235.66)	66.67%	0.00
240218 CTE - ADULT ED	(19,175.00)	(19,175.00)	0.00	(19,175.00)	0.00%	0.00
240252 CTE EQUIPMENT	0.00	0.00	(2,662.06)	2,662.06	0.00%	0.00
240253 CTE EDUCATION	(42,030.00)	(42,030.00)	0.00	(42,030.00)	0.00%	0.00
SUPPLEMENTAL SUPPORT						
ADDITIONAL STATE SUPPORT	(466,336.00)	(466,336.00)	(388,613.59)	(77,722.41)	83.33%	0.00
EARLY READIG SPECIALISTS INITIAT	(37,214.00)	(37,214.00)	0.00	(37,214.00)	0.00%	0.00
240275 PRIMARY CLASS SIZE	(1,570,158.00)	(1,570,158.00)	(1,077,430.66)	(492,727.34)	68.62%	0.00
240214 TEXTBOOKS	(451,674.00)	(451,674.00)	(376,395.00)	(75,279.00)	83.33%	0.00
SALARY SUPPLEMENT	(500,162.00)	(500,162.00)	(398,901.42)	(101,260.58)	79.75%	0.00
240203 GED/ISAEP	(23,576.00)	(23,576.00)	(15,717.34)	(7,858.66)	66.67%	0.00
240405 ALGEBRA READINESS	(124,221.00)	(124,221.00)	(82,814.00)	(41,407.00)	66.67%	0.00
COMMONWEALTH OF VA	(43,730,131.00)	(43,436,393.00)	(33,897,460.56)	(9,538,932.44)	78.04%	(293,738.00)
FEDERAL REVENUE						
330201 BASIC ADULT ED.	(50,000.00)	(55,000.00)	(54,431.22)	(568.78)	98.97%	5,000.00
330212 IMPACT AIDPL81-874	(6,000.00)	(7,700.00)	(7,616.99)	(83.01)	98.92%	1,700.00
180303 MEDICAID REIMBURSE	(300,000.00)	(300,000.00)	(170,557.15)	(129,442.85)	56.85%	0.00
JR ROTC	(120,000.00)	(120,000.00)	(86,877.72)	(33,122.28)	72.40%	0.00
FEDERAL	(476,000.00)	(482,700.00)	(319,483.08)	(163,216.92)	66.19%	6,700.00
CITY APPROPRIATIONS						
510500 CITY OPER APPR	(38,201,147.00)	(38,201,147.00)	(22,075,000.00)	(16,126,147.00)	57.79%	0.00
510500 FUND BALANCE RETURN	(507,487.00)	(507,487.00)	(507,487.00)	0.00	0.00%	0.00
510500 USE OF RESERVES	0.00	0.00	0.00	0.00	0.00%	0.00
510502 CITY DEBT SERV APP	0.00	0.00	0.00	0.00	0.00%	0.00
CITY	(38,708,634.00)	(38,708,634.00)	(22,582,487.00)	(16,126,147.00)	58.34%	0.00
MISCELLANEOUS REVENUE						
189912 MISC REV/OTH FUNDS	0.00	(10,000.00)	(10,214.93)	214.93	100.00%	10,000.00
180303 REBATES & REFUNDS	(30,000.00)	(30,000.00)	(19,076.90)	(10,923.10)	63.59%	0.00
189903 DONATIONS & SP GF	(100.00)	(100.00)	(100.00)	0.00	0.00%	0.00
189909 SALE OTHER EQUIP	0.00	(7,600.00)	(7,507.55)	(92.45)	0.00%	7,600.00
189910 INSURANCE ADJUST	(3,000.00)	(5,000.00)	(4,114.66)	(885.34)	82.29%	2,000.00
189912 OTHER FUNDS	0.00	0.00	0.00	0.00	0.00%	0.00
E RATE REIMBURSEMENT	(120,000.00)	(120,000.00)	(64,953.08)	(55,046.92)	54.13%	0.00
TRANSFER IN/OUT	0.00	0.00	0.00	0.00	0.00%	0.00
MISCELLANEOUS	(153,100.00)	(172,700.00)	(105,967.12)	(66,732.88)	61.36%	19,600.00

CHARGES FOR SERVICES						
150201 RENTS	(98,000.00)	(123,000.00)	(123,000.00)	0.00	100.00%	25,000.00
161201 TUITION DAY SCHOOL	(110,000.00)	(110,000.00)	(65,100.55)	(44,899.45)	59.18%	0.00
161206 TUITION ADULT	(18,000.00)	(18,000.00)	(4,922.25)	(13,077.75)	27.35%	0.00
161207 TUITION SUMMER SCH	(40,000.00)	(40,000.00)	(12,371.50)	(27,628.50)	30.93%	0.00
161202 SPEC PUPIL FEES	(45,000.00)	(45,000.00)	(5,543.47)	(39,456.53)	12.32%	0.00
161205 BUS RENTAL	(400,000.00)	(400,000.00)	(220,217.67)	(179,782.33)	55.05%	0.00
190101 TUIT FM OTH CO/CY	(634,620.00)	(634,620.00)	0.00	(634,620.00)	0.00%	0.00
161201 DUAL ENROLLMENT	(85,000.00)	(85,000.00)	0.00	(85,000.00)	0.00%	0.00
PRINT SHOP	(100,000.00)	(100,000.00)	(57,787.34)	(42,212.66)	57.79%	0.00
SCHOOL NUT UTILITIES	(98,500.00)	(98,500.00)	(71,377.06)	(27,122.94)	72.46%	0.00
FACILITY RENTALS	(60,020.00)	(60,020.00)	(50,673.26)	(9,346.74)	84.43%	0.00
CHARGES FOR SERVICES	(1,689,140.00)	(1,714,140.00)	(610,993.10)	(1,103,146.90)	35.64%	25,000.00
150101 INTEREST-BNK DPST	0.00	0.00	0.00	0.00	100.00%	0.00
USE OF MONEY						
LEASE PURCHASE PROCEEDS	0.00	0.00	0.00	0.00	0.00%	0.00
DESIGNATION - ENCUMBRANCES	0.00	0.00	0.00	0.00	0.00%	0.00
TOTAL OPERATING FUND	(84,757,005.00)	(84,514,567.00)	(57,516,390.86)	(26,998,176.14)	68.06%	(242,438.00)
REVENUE OVER/(UNDER)						
ORIGINAL BUDGET	(242,438.00)					

Agenda Report

Date: 05/20/14

Agenda Number: G-1

Attachments: Yes

From: Scott S. Brabrand, Superintendent
William A. Coleman, Jr., Assistant Superintendent of Curriculum and Instruction

Subject: Carl Perkins Funds: 2014-15

Summary/Description:

The Lynchburg City Schools' application for Career-Technical Funds for the 2014 – 15 fiscal year has been prepared with an approved Carl Perkins Grant allocation of \$210,393.00. The budget, outlining proposed expenditures based on allocated funds, was developed following consultation with the General Career-Technical Education Advisory Committee, which is composed of a business/industry representative from each of the 15 career-technical programs.

The federal funding will allow for the purchase of equipment and instructional materials, along with professional development and student organizational activities in the Trade and Industrial, Technology Education, Marketing, Health Occupations, Family and Consumer Sciences, Career Connection, and Business and Information Technology programs.

The approval of the grant proposal by the school board is necessary prior to submitting the local application to the Virginia Department of Education. A summary of proposed expenditures for 2014 – 15 appears as an attachment to this agenda report.

Disposition: **Action**
 Information
 Action at Meeting on:

Recommendation:

The superintendent recommends that the school board approve the Carl Perkins budget for 2014-15.

Proposed 2014-15 Carl Perkins' Spending

Estimate Funding Available: \$210,393.00

Career Guidance **\$5,500.00**

- Provide funds to be used for “Career Assessment” reports to parents and students
- Provide transportation to local businesses and colleges for special workforce development programs for high school seniors (\$2000.00)
- Supply the career guidance counselor with a new laptop and network printer.
- Purchase Adobe Illustrator Software to create promotions for CTE (\$3500.00)

Building Trades **\$15,000.00**

- Upgrade Building Construction lab with the purchase of new “Saw Stop” table saws, band saws, drill press, sanders, and nail guns

Sports Medicine **\$5,000.00**

- Upgrade Athletic Training lab at E.C. Glass with the purchase of a total gym machine for athletic rehabilitation (\$2000.00)
- Purchase a new classroom set of Athletic Training textbooks (\$3000.00)

Technical Drawing/Engineering **\$27,000.00**

- Upgrade Engineering lab with the purchase of a 3-D printer enabling students to model their designs, create animation and learn how parts integrate (\$15,000.00)
- Upgrade Engineering and Nuclear courses software packages. (\$12,000.00)

Computer Systems Technology **\$17,000.00**

- Upgrade Computer Systems Tech lab with the purchase of 15 “Barebones” Computer Assembly kits for computer reconstruction and repair practice (\$11,000.00)
- Purchase 15 MMD “gaming” cases with internal parts for practice repair and sales (\$6,000.00)

Communication Systems/Graphic Design **\$18,000.00**

- Upgrade Communication System/Graphic Design lab at Heritage High School by replacing teacher’s central computer with a new MacBook Pro 15” Laptop loaded with Adobe Creative Suite and Suitcase Fusion 5 (\$4,000.00).
- Purchase an Epson U700 Photo Scanner (\$1,000.00)
- Purchase 5 27”iMac computers loaded with ToonBoom, Genesis and Adobe CS6 software packages (\$13,000.00) in order to introduce computer animation

<u>Business and Information Technology</u>	\$30,000.00
<ul style="list-style-type: none"> • Upgrade Computer Programming Lab at E.C. Glass with the purchase of 27 HP SB 450 laptops and an HP Notebook Charging Cart (\$26,000.00) • Purchase 10 Nikon Digital Cameras for Linkhorne Middle School web design course (\$4,000.00) 	
<u>Technology Education</u>	\$39,500.00
<ul style="list-style-type: none"> • Upgrade Technology lab at Linkhorne Middle School with the purchase of new AutoCAD and Design Kids technical drawing software (\$14,000.00) • Replace Sublimation printer at LMS (\$2,000.00) • Expand DMS Technology Education program with the addition of a Video Technology course by purchasing 20 new HP Computer stations with Adobe Software (\$20,000.00) • Plan to upgrade Heritage H.S. Video Technology lab with the purchase of a new JVC Compact Handheld Camcorder with accessories (\$2,800.00). • Purchase 2 Nikon Digital Cameras (\$700.00) 	
<u>Vocational Student Organizations</u>	\$16,000.00
<ul style="list-style-type: none"> • Assist Career-Technical student organizations with travel expenses for local, state, and national competitions. 	
<u>Professional Development</u>	\$15,000.00
<ul style="list-style-type: none"> • Use Perkins Funds for teachers to participate in local, state, and national training workshops and certification courses. 	
<u>Industry Certifications</u>	\$6,393.00
<ul style="list-style-type: none"> • Purchase Virginia Workforce Career Readiness/NOCTI certification exams for senior completers in various program areas. 	
<u>Criminology</u>	\$16,000.00
<ul style="list-style-type: none"> • Begin the first year of new Criminology program at E.C. Glass. • Purchase start-up equipment such as finger print kits, evidence collection kits, self defense equipment, mock firearms, and communication devices. • Purchase a classroom set of textbooks. 	
TOTAL	\$210,393.00

Agenda Report

Date: 05/20/14

Agenda Number: G-2

Attachments: No

From: Scott S. Brabrand, Superintendent

Subject: School Board Retreat

Summary/Description:

The Lynchburg City School Board will conduct its annual retreat on July 17-18, 2014. Several items have been identified for discussion during the retreat. They are as follows:

- Employee Salary Scales
- Online Courses
- Core Values
- Policy and Governance
- Department of Transportation Routing Process
- School Board Self-Assessment
- Department of Curriculum and Instruction: Entry Plan
- Contingency Funds for Specified Uses
- Instructional Technology Specialists
- Career-Technical Education: Personnel Trends
- Advanced Placement Tests: Review of Scores
- Employee Attendance
- College Bound v. Career Ready

The school board and the school administration will have an opportunity to identify additional topics during this presentation. Following this discussion, the school board will determine over the next few weeks which items will be placed on the agenda for the school board retreat.

Disposition: **Action**
 Information
 Action at Meeting on:

Recommendation:

The superintendent recommends that the school board receive this agenda report as an informational item.

Agenda Report

Date: 05/20/14

Agenda Number: G-3

Attachments: No

From: Scott S. Brabrand, Superintendent
Ben W. Copeland, Assistant Superintendent of Operations and Administration

Subject: Update: Extra-Curricular and Position-Related Stipends and Supplements

Summary/Description:

On April 1, 2014, the school administration presented information regarding the stipends and supplements that employees received for duties associated with extra-curricular and position-related activities. A bracket system with subcategories within the brackets has been developed to help place employees within categories commensurate with their duties and the number years they have received the particular stipend/supplement. A salary scale for the brackets with increases of three percent, five percent, and seven percent was presented to the school board.

During this presentation, the school administration will review that information with the school board.

Disposition: Action
 Information
 Action at Meeting on:

Recommendation:

The superintendent recommends that the school board receive this agenda report as an informational item.

Agenda Report

Date: 05/20/14

Agenda Number: G-4

Attachments: Yes

From: Scott S. Brabrand, Superintendent
William A. Coleman, Jr., Assistant Superintendent of Curriculum and Instruction

Subject: Request for Textbook Reserve Funds

Summary/Description:

At the May 6, 2014, meeting, the school received information regarding the use of textbook reserve funds to support the first year of the LCS-One Initiative and the use of Chromebooks in secondary math and foreign language classrooms. Tonight's presentation will provide the school board with more detail about the funding and implementation of LCS-One. Mr. David Childress will present details regarding the funding of LCS-One and training and support for teachers.

The second portion of the presentation will outline a long-range plan for the use of textbook reserve funds. Included will be two brief presentations from teachers of how the Chromebooks can positively enhance instruction in math and foreign language classrooms.

Disposition: **Action**
 Information
 Action at Meeting on:

Recommendation:

The superintendent recommends that the school board approve the use of Textbook Reserve Funds for the purchase of Chromebooks for ninth grade students as the first phase of LCS-One and classroom sets of Chromebooks for secondary math teachers and high school foreign language teachers.

Textbook and Chromebooks Funding Review

Rounded Textbook Reserve Funding Available: \$1,000,000

Approximate State Textbook Reserve Allocation: \$450,000 per year

Need to include estimate of \$150,000 per year for replacements, additions, adjustments in textbooks

VA DOE bases its textbook review schedule on 7-year revision cycle for SOLs

If state's 7-year cycle continues, next local materials review and recommended purchase would be scheduled as follows:

- 2015: Foreign Language (No state adoption of Foreign Language SOL Curriculum Framework)
- 2017: Social Studies
- 2018: Mathematics
- 2019: English/Reading
- 2019: Science

Proposed Distribution of Chromebooks for 2014-2015 School Year

Grade Level	Subject Area	Notes
Grade 9	All subjects	All ninth grade students will receive a Chromebook through LCS-One.
Grades 6-12	Mathematics	All secondary math classrooms will be equipped with class sets of Chromebooks.
Grades 9-12	Foreign Language	All high school foreign language classrooms will be equipped with class sets of Chromebooks.

Long-Range Plan for Use of Textbook Funds

Year	Beginning Balance	Purchase	Estimated Cost	End Balance
2014-15	\$1,000,000	LCS-One for Grade 9	(\$240,500)	
2014-15		High School Math Chromes	(\$185,000)	
		LCS-One Total	(\$425,500)	+\$574,500
2014-15	\$574,500	Middle School Math Chromes	(\$222,000)	+ \$352,500
2014-15	\$352,500	High School Foreign Language Chromes	(\$129,500)	+ \$223,000
7/1/2014	\$223,000	Annual State Textbook Allocation	+ \$450,000	+ \$673,000
2014-15	\$673,000	Estimated Annual Textbook Expenditure	(\$150,000)	+ \$523,000
2014-15	\$523,000	Middle & High School Foreign Language Textbooks	(\$255,000)	+ \$268,000
7/1/2015	\$268,000	Annual State Textbook Allocation	+ \$450,000	+ \$718,000
2015-16	\$718,000	Estimated Annual Textbook Expenditure	(\$150,000)	+ \$568,000
2015-16	\$568,000	Elementary Math Materials	(\$195,000)	+ \$373,000
7/1/2016	\$373,000	Annual State Textbook Allocation	+ \$450,000	+ \$823,000
2016-17	\$823,000	Estimated Annual Textbook Expenditure	(\$150,000)	+ \$673,000
2016-17	\$673,000	Social Studies Middle School Materials	(\$243,750)	+ \$429,250
7/1/2017	\$429,250	Annual State Textbook Allocation	+ \$450,000	+ \$879,250
2017-18	\$879,250	Estimated Annual Textbook Expenditure	(\$150,000)	+ \$729,250
2017-18	\$729,250	July 2017 Social Studies High School Materials	(\$325,000)	+ \$404,250
7/1/2018	\$404,250	Annual State Textbook Allocation	+ \$450,000	+ \$854,250
2018-19	\$854,250	Estimated Annual Textbook Expenditure	(\$150,000)	+ \$704,250
7/1/2019	\$704,250	Annual State Textbook Allocation	+ \$450,000	+ \$1,154,250
2019-20	\$1,154,250	Estimated Annual Textbook Expenditure	(\$150,000)	+ \$1,004,250
2019-20	\$1,004,250	Secondary Science Materials	(\$568,750)	+ \$435,500
7/1/2020	\$435,500	Annual State Textbook Allocation	+ \$450,000	+ \$885,500
2020-21	\$885,500	Estimated Annual Textbook Expenditure	(\$150,000)	+ \$735,500

Year	Subject	Grade Level/Courses	Estimated Cost	Internal Notes for Directors
2014-15	High School Math	High School: Algebra 1, including PETAL Advanced Algebra 2/Geometry Algebra 2, including PETAL Geometry Advanced Geometry/Trig AFDA Math Analysis Trig Functions Calculus AB Calculus AB/BC AP Statistics	Textbook Costs: TOTAL: \$315,000	<ul style="list-style-type: none"> In meetings this year, high school representatives indicated a preference for class sets of Chromebooks as opposed to textbooks No formal review of textbook materials took place because of Chromebooks discussion Confirmed request for class sets of Chromebooks with high school representatives on 5/13/14 Summer Pacing Guide work scheduled for ALL math courses, including advanced junior/senior level courses LCS has on-line content available because of purchased rights to WHRO courses (Algebra 1, Algebra 2, and Geometry) For 2014-15, 20 math teachers x 25 Chromebooks x \$370 per Chromebook = \$185,000
2014-15	Middle School Math	Middle School Average and Advanced Levels	Based on 24 middle school math teachers x 25 Chromes per teacher x \$370 per Chrome \$222,000	<ul style="list-style-type: none"> In meetings this year, middle school representatives requested class sets of Chromebooks Confirmed request for class sets of Chromebooks with middle school representatives on 5/13/14 Funding set aside for middle school teacher representatives to work on enhancing Pacing Guides this summer

Year	Subject	Grade Level/Courses	Estimated Cost	Internal Notes for Directors
2014-15	Foreign Language	Middle School: French 1 German 1 Latin 1 Spanish 1 High School: French 1-5 German 1-5 Latin 1-5 Spanish 1-5	\$142 per textbook and on-line access (high end estimate) 1,800 students enrolled in foreign language \$255,000 for textbooks and on-line access	<ul style="list-style-type: none"> • Formal review process has taken place this year, including approval of committee by the school board and meetings with publishers • Break-out meetings by language • Recommended adoptions will be by language. Publishers could be different for different languages • Teachers of each language requesting sets of Chromebooks for on-line access as well as textbooks. • Reason for textbooks and not just on-line access is because of no on-line access in some homes and the need not to create a divide among students in terms of home access • Little difference in textbook purchase and on-line access cost vs. only either one separately. • Middle school teachers understand they will not receive Chromebooks in 2014-15 because of access point infrastructure in middle schools • AP textbook materials in all languages updated in 2013-14. No need for AP updating as part of this discussion, but AP students need on-line access
2014-15	Foreign Language	High School	14 high school teachers X 25 Chromes X \$370 per Chrome \$129,500 for class sets of Chromes for high school foreign language teachers	<ul style="list-style-type: none"> • Purchase could be made as soon as 7/1/14 when State allocation is made available • 350 Chromebooks • Once high school LCS-One completed, these 350 Chromebooks will be re-distributed in different grade levels. • Total allocation for middle school: \$384,500 for textbooks and Chromes

Year	Subject	Grade Level/Courses	Estimated Cost	Internal Notes for Directors
2015-16	Elementary Math	K-5	<p>Currently, \$90,000 for K-2 consumable texts</p> <p>Estimated amount for grades 3-5:</p> <p>700 students per grade</p> <p>X 3 grades</p> <p>X \$50 per student</p> <p>Total for grades 3 – 5 \$105,000</p> <p>TOTAL: \$195,000</p>	<ul style="list-style-type: none"> • Currently spending about \$90,000 per year for purchase of K-2 consumable math books through last adoption • Majority (though not all) teachers participating in math textbook discussion favored all-inclusive Pacing Guides and technology vs. textbooks • Discussion tabled until 2014-15 in order to review all available materials • Chromebook roll-out in elementary schools limited to grades 4-5
2015-16	K-12 Social Studies Review			<ul style="list-style-type: none"> • Assess available resources in light of all high school students possessing Chromebooks • Delay in purchase pending state SOL review • Evaluation of K-12 Social Studies in preparation for adoption cycle in 2016-17. <p>Considerations for Social Studies:</p> <ul style="list-style-type: none"> • Assess status of alternative assessments to SOLs and needed resources/materials • Assess elementary subject sequence: Currently split Virginia Studies into 2 grade levels (4 & 5) • Elementary subject sequence: If split is eliminated, do we teach U.S. History I (currently taught in Grade 6) in Grade 5? • If 6th grade course is switched to 5th grade, do we teach high school credit World History I in 8th? (6th = U.S. History 2; 7th = Civics & Econ.; 8th = World History I) • World History 1 in grade 8 gives students the opportunity to earn high school credit

Year	Subject	Grade Level/Courses	Estimated Cost	Internal Notes for Directors
2016-17	Social Studies		Secondary: 650 students per grade 7 grade levels \$125 per text Middle School: \$243,750 High School: \$325,000 TOTAL SECONDARY: \$568,750 Elementary: Workbook for grades 4-5 \$60,000 TOTAL: \$628,750	<ul style="list-style-type: none"> • All high school students will have a Chromebook through LCS-One. • Social studies teachers conducted a full adoption process in 2011-12, but adoption was delayed • Only AP Government has had access to tablets as textbooks • AP Government teachers and students prefer laptops to i-Pads • Currently, textbook for students in grades 4-5 is a workbook • Cost of workbook = \$60,000 per year • Current secondary sequence has Regular and Advanced levels at each grade. • Regular and Advanced use different texts • AP course options available in grades 10-12 with only a few 9th grade students in either AP World or AP Human Geography
2017-18	Social Studies		Secondary: 650 students per grade level 7 grade levels \$150 per text \$682,500 Elementary: Workbook for grades 4-5 \$60,000 TOTAL: \$742,500	<ul style="list-style-type: none"> • All high school students will have a Chromebook through LCS-One. • Social studies teachers conducted a textbook review process in 2011-12. Adoption was delayed. • AP Government has access to tablets as textbooks • Current secondary sequence has Regular and Advanced levels at each grade. • Regular and Advanced use different texts • AP course options available in grades 10-12 with only a few 9th grade students in either AP World or AP Human Geography

Year	Subject	Grade Level/Courses	Estimated Cost	Internal Notes for Directors
2018-19	K-12 Science		Elementary materials built around science kits	Review and assess available resources in light of all middle school and high school students possessing Chromebooks Science texts/materials needed for following: <ul style="list-style-type: none"> • 6th: Regular & Advanced • 7th: Regular & Advanced • 8th: Regular & Advanced Earth Science • 9th: Advanced Biology & Regular Earth Science • 10th: Advanced Chemistry & Regular Biology • 11th: Advanced Physics & Regular Chemistry 11 th & 12 th Grade Courses:: <ul style="list-style-type: none"> • Bio 2: Anatomy • Bio 2: Ecology • AP Chem • AP Bio • AP Physics • Dual Enroll Bio
2018-19	K-12 Reading/English		Grades K-5 began new series in 2013-14. Cost of 2013-14 adoption \$7000,000 Grades 6-12: Currently, 2 texts per student (grammar/writing and literature) \$200 per student 7 grade levels 650 students per grade \$910,000	Review and assess available resources in light of all middle school and high school students possessing Chromebooks <ul style="list-style-type: none"> • Assume current adoption of K-5 Reading still aligned to SOLs • If elementary adoption is needed, then additional allocation needed • If texts needed in grades 6-12 for both literature and grammar, then costs could require several years of savings

Agenda Report

Date: 05/20/14

Agenda Number: H-1

Attachments: No

From: Scott S. Brabrand, Superintendent

Subject: Housing Incentive for Professional Educators (HYPE)

Summary/Description:

The Lynchburg City Schools has identified a significant need for recruitment assistance for highly qualified teachers in the areas of math and science in grades 6-12. These two subject areas have been identified in the Virginia Department of Education's 2013-14 list of Commonwealth of Virginia Critical Shortage Teaching Endorsement Areas. The Lynchburg Economic Development Authority is committed to workforce development and has established a housing incentive program designed to advance this objective by awarding a housing stipend to highly qualified LCS candidates during the recruitment process to maximize the LCS STEM faculty.

During this presentation, Mrs. Jodie K. Gillette, executive director of the Lynchburg City Schools Education Foundation, Inc., and Mrs. Marie F. Gee, director of personnel, will provide additional information about this housing stipend project to the school board.

Disposition: Action
 Information
 Action at Meeting on:

Recommendation:

The superintendent recommends that the school board receive this agenda report as an informational item.

Agenda Report

Date: 05/20/14

Agenda Number: H-2

Attachments: Yes

From: Scott Brabrand, Superintendent

Subject: Annual Personnel Report

Summary/Description:

1. Recommendation for continuing contracts for personnel completing fifth year or completing one year after attaining continuing contract status in another Virginia system.
2. Recommendation for renewal of annual contracts for third year personnel.
3. Recommendation for renewal of annual contracts for second year personnel.
4. Recommendation for renewal of annual contracts for first year personnel.
5. Recommendation for renewal of annual contracts for personnel completing less than 160 days.
6. Recommendation for continuing contracts to remain in force for part-time personnel.
7. Recommendation for renewal of annual contracts for part-time personnel and/or full-time personnel with a part-time administrative assignment.
8. Recommendation for Title/Grant funded personnel.
 - A. Recommendation for continuing contracts, Title/Grant funded personnel completing third year or completing one year after attaining continuing contract status in another Virginia system.
 - B. Recommendation for renewal of annual contracts, Title/Grant funded personnel completing second year.
 - C. Recommendation for renewal of annual contracts, Title/Grant funded personnel completing first year.
 - D. Recommendation for continuing contracts to remain in force for part-time and/or partially funded Title/Grant personnel.

Agenda Report

Date: 05/20/14

Agenda Number: H-2

Attachments: Yes

- E. Recommendation for renewal of annual contracts for part-time and/or partially funded Title/Grant personnel.
- F. Recommendation for continuing contracts to remain in force for Title/Grant funded personnel.
- 9. Recommendation for non-renewal of contracts.
- 10. Recommendation for continuing contracts to remain in force for 2014-15.
 - A. Personnel earning continuing contract status under School Board Policy 5-7.
 - B. Other administrative and instructional personnel.
- 11. Recommendation for renewal of contracts for non-mandatory licensed administrative personnel.
- 12. Reduction in force in accordance with School Board Policy 5-18.
- 13. Recommendation for renewal of annual contracts, locations and/or assignment to be determined.

Disposition: **Action**
 Information
 Action at Meeting on:

Recommendation:

The superintendent recommends that the school board approve the Annual Personnel Report.

All of the following elections are contingent upon and may be adjusted to comply with the provisions of the approved school operating budget for the 2014-15 school year.

1

Recommendation for renewal of continuing contracts for fifth year personnel or one year for personnel after attaining continuing contract status in another Virginia system.

ELEMENTARY

Dewitt, Glenn	Teacher
Dillon, Sarah	Teacher
Hoffman, Sarah	Teacher
Hoffman, Van	Teacher
Krufka, Mary Jo	Librarian
Sudec, Joan	Teacher
Testerman, Sarah	Teacher

SECONDARY

Arbaugh, Lynne	Teacher
Boyd, Joshua	Teacher
Clifford-Wilson, Rachel	Teacher
Jordan, Pansy	Teacher
Kelso, Andrew	Teacher
Markham, Mitzi	Teacher
May, Shannon	Teacher
O'Hara, Terri	Teacher
Roberts, Bonita	Teacher
Sheldrake, Andrew	Teacher
Yarbrough, Charles	Teacher

**ADMINISTRATIVE
NONE**

2

Recommendation for renewal of annual contracts for third year personnel.

ELEMENTARY

Blankenship, Melanie	Teacher
Burnett, Laura	Teacher
Burrows, Kenneth	Teacher
Davis, Bethany	Teacher
Dunaway, Michael	Teacher
Evans, Tanya	Teacher
Gatzke, Emily	Teacher
Hester, Melissa	Teacher
Holloway, Daniel	Teacher
Mabry, Anne	Teacher
Mantipty, Lindsey	Teacher
Sievers, Alyson	Teacher
Simone, Tami	Teacher
Southam, Deborah	Teacher
White, Rebecca	Teacher
Wilson, Victoria	Teacher

SECONDARY

Bowling, Warren	Teacher
Brown, Diane	Teacher
Hackman, Allen	Teacher
McDonald, David	Teacher
Morgan, Duane	Teacher

Richendollar, Diane	Teacher
Sitton, Sarah	Teacher
Smith, Brian	Teacher
Townsend, Alexandra	Teacher
Wolk, Amy	Teacher

ADMINISTRATIVE

Fowler, Kenya	Assistant Principal
Hendricks, Monica	Assistant Principal
Lee, Lisa	Assistant Principal
Womack, Derrick	Principal

3 Recommendation for renewal of annual contracts for second year personnel.

ELEMENTARY

Benyo, Adam	Teacher
Betz, Cheryl	Teacher
Brown, Bailey	Teacher
Camden, Courtney	Teacher
Carwile, Leah	Teacher
Cole, Beverly	Teacher
Dechant, Joel	School Counselor
Evans, Anna	Teacher
Frankfort, Kerry	Teacher
Gonzales, Rachel	Teacher
Harp, Christine	Teacher
Hutchens, Mary	Teacher
Mabes, Kelsey	Teacher
Mattocks, April	Teacher
McCorkle, Susan	Teacher
Murphy, Rachel	Teacher
Rees, Crystal	Teacher
Tussi, Catherine	Teacher

SECONDARY

Baldwin, Leila Lou	Teacher
Beall, Dana	Teacher
Bellman, Henry	Teacher
Bradley, Bradford	Teacher
Burns, Judy	Teacher
Earich, John	Teacher
Frankfort, Patrick	Teacher
Gray, Audrey	Teacher
Hester, Sarada	Guidance Counselor
Hill, Dara	Teacher
Layne, Savannah	Teacher
Lundgren, Deborah	Teacher
Masencup, Elizabeth	Teacher
Payne, Demetra	Teacher
Poindexter, Amy	Teacher
Pratt, Leslie	Teacher
Willis, Mark	Teacher

ADMINISTRATIVE

Beatty, Timothy	Principal
Daniels-Bosher, Janenne	Coordinator of SPED Instruction

Copeland, Benjamin	Assistant Superintendent of Operations
Gee, Marie	Director of Personnel
Knight Jr., C. Dennis	Associate Principal
Quel, Robert	Associate Principal
Richardson, Tracy	Principal

4 Recommendation for renewal of annual contracts for first year personnel.

ELEMENTARY

Anderson, Cameron	Teacher
Bandy, Kristin	Teacher
Barger, Julie	Teacher
Barrett, Jennifer	Teacher
Becker, Megan	Teacher
Bishop, Hannah	Teacher
Blackburn, Sarah	Teacher
Booker, Angela	Teacher
Botzenhart, Karin	Teacher
Braband, Jodi	Teacher
Burns, Tara	Teacher
Campbell, Ashley	Teacher
Conway, Kevin	Teacher
Craighill, Susan	Teacher
Crie, Greylyn	Teacher
Davis, Joshua	Teacher
Dawson, Jennifer	Teacher
Ferrick, Melanie	Teacher
Foley, Lindsay	Teacher
Freeman, Marisa	Teacher
Gornick, Michelle	Teacher
Gothers, Michelle	Teacher
Greene, Trachide	Teacher
Guerin, Jeffrey	Teacher
Hehir, Danielle	Teacher
LaFon, Angela	Teacher
Lagesse, Leah	Teacher
Lucas, Joan	Teacher
Maddox, Lauren	Teacher
Maxwell, Lauren	Teacher
McNaughton, Robert	Teacher
Mehari, Kathleen	Teacher
Miller, Keisha	Teacher
Molstre, Meredith	Teacher
Morgan, Michelle	Teacher
Owen, Melissa	Teacher
Phelps, Blair	Teacher
Poole, Sarah	Teacher
Rachael, Alyssa	Teacher
Rich, Rachel	Teacher
Richardson, Shannon	Media Specialist
Rockwell, Kasey	Speech Therapist
Schools, Melissa	Teacher
Sites, Brittany	Teacher
Smith, Lisa Ann	Teacher
Snyder, Kelly	Teacher
Squier, Laura	Teacher
Staton, Kalea	Guidance Counselor
Stone, Amy	Teacher
Strubhar, Heather	Teacher
Surawski, Kaitlin	Teacher
Tallman, Brianne	Teacher
Travis, Lisa	School Social Worker

Watson, Adrienne	Speech Therapist
Wilson, Kirsten	Teacher

SECONDARY

Barrett, Megan	Teacher
Beeson, Shante	Teacher
Berman, Deena	Teacher
Blundell, Brandon	Teacher
Bolt, April	Guidance Counselor
Brasher, Sarah	Teacher
Carlton, Karen	Guidance Counselor
Clark-Slaughter, Brittany	Teacher
Cyphert, Katherine	Teacher
Day, Deanna	Teacher
Faircloth, Megan	Teacher
Filiberto, Kevin	Teacher
Friedman, Michael	Teacher
Galeone, Maria	Teacher
Grandstaff, Stephanie	Teacher
Gray, Elizabeth	Teacher
Harris, Melissa	Teacher
Hoff, Dylan	Teacher
Hunt, Jessica	Guidance Counselor
Kacinski, David	Teacher
Kavanaugh, Marie	Teacher
Lavender, Blythe	Teacher
Lesniak, Lauren	Teacher
Lewis, Jamie	Guidance Counselor
Marny, Elizabeth	Teacher
McCarthy, Daniel	Teacher
Moddle, Shayna	Teacher
Napierkowski, Andrew	Teacher
Payne, Samantha	Teacher
Ranuska, Edward	Teacher
Reese, Robert	Teacher
Riley, Patrick	Teacher
Sandvig, Travis	Teacher
Tyree, Brielle	Teacher
Webb, Michael	Teacher
Wommack, Jamie	Teacher
Yates, Karen	Teacher

ADMINISTRATIVE

Bennett-Bradley, Kimberly	Assistant Principal
Claudio, Nancy	Assistant Principal
Crabbe, Kasey	Principal
James, Faye	Principal
Leigh, Annitra	Assistant Principal
Lipscomb, Traci	Assistant Principal
Rule, Daniel	Principal
Scarborough, Derrick	Principal
Smith, Polly	Principal
Viar, Cathy	Supervisor of Alt. Ed.
Wray, Brian	Director of Instruction

5 Recommendation for renewal of annual contracts for personnel completing less than 160 days .

ELEMENTARY

Brown, Alexander	Teacher
Bourque, Joanna	Teacher
Gokey, Miranda	Teacher
Hancock, Twanna	Teacher
Hyppolite, Tania	Social Worker
Meade, Taylor	Teacher

NONE

SECONDARY

Carmichael II, Clifton	Teacher
Hallberg, Christopher	Teacher
Marshall, Mary	Teacher
O'Hara, Patrick	Teacher
Peterson, Jeremy	Teacher
Reese, Angela	Teacher
Smith, Karyn	Teacher
Tyree, Jennifer	Teacher

ADMINISTRATIVE

Jaeger, Maria	Supervisor of Math and Science
McClain, John	Assistant Superintendent of Curriculum and Instruction

6

Recommendation for continuing contracts to remain in force for part-time personnel.

ELEMENTARY

NONE

SECONDARY

Blanchard, Deliece	Teacher
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ADMINISTRATIVE

NONE

7

Recommendation for renewal of annual contracts for part-time personnel and/or full-time personnel with a part-time administrative assignment.

ELEMENTARY

Arrington, Stephanie	Teacher (.4)
Fedeler, Carla	Teacher (.5)
Layer, Brenda	Teacher (.6)
Senger, Anna	Teacher (.5)
Wyatt, Maria	Teacher (.8)

SECONDARY

McGuire, Darla	Teacher (.6)
Norman, Vanessa	Teacher (.6)
Rowlson-Hall, Ellen	Teacher (.6)

ADMINISTRATIVE

NONE

8

Recommendation for Title/Grant Funded personnel

A. Recommendation for continuing contracts, Title/Grant funded personnel completing fifth year or completing one year after attaining continuing contract status in another Virginia system

ELEMENTARY

Davis, Jacqueline Title I Math Teacher

**SECONDARY
NONE**

**ADMINISTRATIVE
NONE**

B. Recommendation for renewal of annual contracts, Title/Grant funded personnel completing third year.

ELEMENTARY

Raitter, Samantha Title I Reading Specialist
Bargabos, Cynthia Title I Reading Specialist

**SECONDARY
NONE**

**ADMINISTRATIVE
NONE**

C. Recommendation for renewal of annual contracts, Title/Grant funded personnel completing first year.

PREKINDERGARTEN

Saville, Melissa Teacher

**ELEMENTARY
NONE**

**SECONDARY
NONE**

**ADMINISTRATIVE
NONE**

**LESS THAN 160 DAYS
NONE**

D. Recommendation for continuing contracts to remain in force for part-time and/or partially funded Title/Grant personnel.

ELEMENTARY

Berry, Anne Instructional Specialist (.533333)
Ellis, Tiffany Title I Reading Specialist (.5)

SECONDARY

None

ADMINISTRATIVE

Compton, Christy Coordinator of Grant Programs (.6)

E. Recommendation for renewal of annual contracts for part-time and/or partially

funded Title/Grant personnel.

**ELEMENTARY
NONE**

**SECONDARY
NONE**

**ADMINISTRATIVE
NONE**

F. Recommendation for continuing contracts to remain in force for Title/Grant funded personnel.

PREKINDERGARTEN

Childress, Rebecca	Teacher
Donigan, Sheron	Teacher
Eubank, Kristin	Teacher
Forrest-Marshall, Lloliza	Teacher
Geoghegan, Donna	Teacher
Levinson, Pamela	Teacher
Madison, Doreatha	Teacher
Oertle, Ruth Ann	Teacher
Owen, Dana	Teacher
Porterfield, Kristin	Teacher
Romine, Dawn	Teacher
Rowland, Tabitha	Teacher
Ruehle, Jane	Teacher
Seipp, Lori	Teacher
Tucker, Scarlett	Teacher
Wilson, Deborah	Teacher

ELEMENTARY

Abbott Katherine	Title I Reading Specialist
Britton, Sheree	Title I Reading Specialist
Carson, Janet	Title I Reading Teacher
Cross, Anne	Title I Reading Teacher
Good, Kelly	Title I Reading Specialist
Gowen, Anne	Title I Reading Specialist
Johnston, Gretchen	Title I Reading Specialist
Knight, Santina	Title I Reading Specialist
Kohuth, Karen	Title I Reading Specialist
Lovett, Jennifer	Title I Reading Specialist
Mayberry, Courtney	Title I Reading Teacher
Nolan, Susan	Title I Reading Specialist
Rudder, Sheila	Title I Reading Specialist
Schaack, Sandra	Title I Reading Specialist
Scott, Rebecca	Title I Reading Specialist
Sheedy-Morris, Maureen	Title I Reading Specialist
Treadway, Staci	Title I Reading Specialist
Whitaker, Brittany	Title I Reading Specialist

**SECONDARY
NONE**

**ADMINISTRATIVE
NONE**

ELEMENTARY

Cooley, Tina	Teacher
Cooper, Ann-Randel	Teacher
Easterly, Susan	Teacher
Frederich, Rorie	Teacher
Hamilton, Carla	Teacher
Light, Lisa	Teacher
Mitchell, Jennifer	Teacher
Phillips, Anita	Teacher
Sterne, Denise	Teacher

SECONDARY

Brown, Howard	Teacher
Haga, Nannette	Teacher
Hagans, Milton	Teacher
Hand Jr., Michael	Teacher
Heying, Cynthia	Special Education Teacher
McClurg, Thomas	Teacher
Rodriguez, Aisha	Assessment Specialist
Sloman, Donna	Teacher
Stanley, Niven	Teacher
Strickland, Amanda	Teacher
Tucker, Charles	Teacher
Willis, Mark	Special Education Teacher

ADMINISTRATIVE

Bruce, April	Director of Testing
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10 Recommendation for continuing contracts to remain in force for 2013-14

- A. Personnel earning continuing contract status under School Board Policy 5-7.**
- B. Other administrative and instructional personnel.**

ASSISTANT SUPERINTENDENTS

NONE

DIRECTORS

Preston, Gloria	Director of Student Services
Rudder, Michael	Director of School Improvement
VanDerwerker, Wyllys D	Director of Special Education

ASSISTANT DIRECTORS

NONE

SUPERVISORS

Dellinger, Ed	Supervisor of Career Tech
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COORDINATORS

Coles, Ethel	Coordinator of Equity and Accountability
Compton, Christy J.	Coordinator of Grant Programs (.4)

Ferington, Patricia C.

Admin. Designee for Special Education

SCHOOL PSYCHOLOGISTS

Deckard, Mary E.
 Dragan, Eric D.
 Shelor, Belva J.
 Wallin, Matthew H.

SCHOOL SOCIAL WORKER

Leadem, Mark

SPECIAL EDUCATION AND RESOURCE TEACHERS

Crawford, Lisa
 Lipscomb, Shawn

Art
 Art

Bagwell, Virginia B.
 Kirby, Ruth
 Shelton, Glen D.
 Trent, Richard C.

Movement Education
 Movement Education
 Movement Education
 Movement Education

Gaston, Alison S.
 Mearkle, Troy
 Oboth, Kea H.
 Salerno, Angela
 Sydnor, Lalla

Music-Vocal
 Music-Vocal
 Music-Vocal
 Music-Vocal
 Music-Vocal

Claytor, William T.
 Paris, Ginger

Music-Strings
 Music-Strings

Andrews, Raymond W. III
 Driskill, Vivian J.
 Ickes, Claire R
 Roark, Lori L.
 Rucker, Tracy
 Ward, Kelly
 Wassum, Susan
 Wilson, Courtney
 Wymer, Ruth E.

Speech Pathologist
 Speech Pathologist

Allen, Sheryl
 Bennet, Donna
 Bennett, Michael
 Bolden, Javera
 Carson, Sallie
 Chambers, Mazzie
 Cooke, Dennis
 Crist, Mildred
 Dalton, Janet
 Davis, Sandra
 Dawson, Dorothy
 Decker, Dawn
 Dillard, Kathy
 Eure, Bryan
 Falls, Julia
 Finke, Mary
 Foldesi Jr, Jeffrey
 Gardner, Christopher
 Gaston, Elaine
 Godsey, Susan
 Guarino-Murphy, Dana

Special Education Teacher
 SPED Lead Teacher

Harwood, Lauri	Special Education Teacher
Holmes, Kirsten	Special Education Teacher
Houchins, Jo	Special Education Teacher
Hurt, George	Special Education Teacher
Jablonski, Brian	Special Education Teacher
Jackson, Micah	Special Education Teacher
Jacobs, Kelley	Special Education Teacher
Johnson, Dana	Special Education Teacher
Jones, Tanya	Special Education Teacher
Kessler, Karen	Special Education Teacher
King, Malia	Special Education Teacher
Latham, Kathy	Special Education Teacher
Layman, Karen	Special Education Teacher
Long, Michael	Special Education Teacher
MacDougall, Brian	Special Education Teacher
Mack, Paula	Special Education Teacher
Martin, Gerin	Special Education Teacher
Martin, Melissa	Special Education Teacher
Mason, Karen	Special Education Teacher
Mattox Gary	Special Education Teacher
McHenry, Stephanie	Special Education Teacher
Meeks, Justin	Special Education Teacher
Megginson, Janice	Special Education Teacher
Miller, Patricia	Special Education Teacher
Page, Amy	Special Education Teacher
Patsell, Kimberly	Special Education Teacher
Penn, Yolanda	Special Education Teacher
Phillips, Eileen	Special Education Teacher
Ramirez, Amanda	Special Education Teacher
Reffner, Jennifer	Special Education Teacher
Rinckel, Elizabeth	Special Education Teacher
Shelton, Jane	Special Education Teacher
Smitherman, Mallory	Special Education Teacher
Snyder, Jane	Special Education Teacher
Stephens, Rhonda	Special Education Teacher
Strong, Clarence	Special Education Teacher
Trent, Judy	SPED Lead Teacher
Walters, Lila	Special Education Teacher
Weis Marta	Special Education Teacher
Worsham, Judy	Special Education Teacher
Yeager, Shannon	Special Education Teacher

REGULAR EDUCATION STAFF

ELEMENTARY

William Marvin Bass Elementary

Marshall, Leverage L.	Principal
Babcock, John	Librarian
Brown, Thomas	Teacher
Dalton, Kate	Teacher
Erb, Heather	Teacher
James, Adrienne	Teacher
Lowes, Lisa	School Counselor
Maxwell, Kimberly	Teacher
Nash, Evelyn	Teacher
Ramsey, Christen	Teacher
Read, Dawn	Teacher
Reynolds, Patricia	Teacher
Robinson, Gwendolyn K	Teacher
Schmincke, Traci L.	Teacher
Senger, Anna	Teacher

Tkacik, Tracie	Teacher
Wayne, Veronica	Teacher
Womack, Monica	Teacher

Bedford Hills Elementary School

Bates, Janet	Teacher
Brubaker, Melinda	Teacher
Collins, Keena	Teacher
Culbreth, Allison T.	Teacher
Daniels, Mary	Teacher
Day, Sarah	Teacher
Deddens, Chantelle	Teacher
Dews, Chelsey	Teacher
Dixon, Michelle C	Teacher
Eutsler, Joy H	Teacher
Kipp, Deborah	School Counselor
McKinney, Soraya	Teacher
Pickering, Lucinda	Teacher
Reichert, Gilda	Teacher
Reynolds, Catherine A.	Teacher
Rinker, Donna	Assistant Principal
Sargeant, April A.	Teacher
Secrest, Belinda J	Teacher
Taylor, Elizabeth Z.	Teacher
Tosi, Deborah	Teacher
West, Emilie	Teacher
Wolk, Susan	Librarian

Dearington Elementary School for Innovation

Addesa, Jamie	Teacher
Johnson, Tawanda	Teacher
Mariner, Jennifer B.	Teacher
Mathews, Jacquelyn C	Librarian
Miller, Annette	School Counselor
Phelps, Donna	Teacher

Heritage Elementary School

Anderson, Sharon J.S.	Principal
Abbott, Cynthia S.	Teacher
Campbell, Sarah	Assistant Principal
Costan, Ellen	Teacher
Donckers-Roseveare, Kathryn	Librarian
Harvey, Vernessa	Teacher
Heaphy, Karen	School Counselor
Irvin, Stacy M.	Teacher
Lees, Susan E.	Teacher
Madigan, Rachel	Teacher
Ozmar, Wendy	Teacher
Self, Dorrie	Teacher
Speck, Julie	Teacher
Young, Gail	Teacher

Hutcherson Early Learning Center

Alexander, Pamela	Teacher
Campbell, Michelle	Occupational Therapist
Coalson, Melissa	Teacher
Enzinna, Carol	Teacher
Hudson, Mary	Teacher
Mueller, Bert	Teacher
Wiley, Janice	Teacher

Linkhorne Elementary School

Sawyer, Kathleen	Principal
Bell, Brianne	Teacher

Buschmann, Laura	Teacher
Espinosa, Rachel	Teacher
Finney, Carrie	Teacher
Finney, Theodore	Teacher
Genung, Kristy L.	Teacher
McAlexander, Tina	Teacher
Parker, Andrea	Teacher
Reid, Barbara	Teacher
Thomas, Judy	Teacher
Zuniga, Jennifer	Teacher

Thomas C. Miller Elementary School for Innovation

Huskin, Amy	Principal
Anderson, Renee	Teacher
Bivens, Kelly	Teacher
Bright, Ashley	Teacher
Crawford, Christina	Teacher
Ferrell, Laura H.	Teacher
Hudson, Courtney	School Counselor
Hudson, Katherine R.	Teacher
Johnson, Tamara	Teacher
Mack, Teresa V.	Librarian
Patterson, Melissa E.	Teacher
Smith, Kristin M.	Teacher
Wade, Mary R.	Teacher
Webb, Cathy	Teacher

Paul Munro Elementary School

Baer, Donna	Principal
Adams, Patricia	Teacher
Campbell, Jacqueline	Teacher
Cook, Elizabeth	Teacher
Ellis, Karen	Teacher
English, Kimberley	Teacher
Haskins, Patricia R	Teacher
Hawks, Barbara	Teacher
Little, Tony	Teacher
Lowery, Letitia	Teacher
McCarthy, Ruth Anne	Librarian
Oliver, Heidi M	Teacher
Ryan, Paula	Teacher
Wall, Katherine K.	Teacher
Winterfeldt, Robin B.	Teacher

Robert S. Payne Elementary School

Blakely, John	Principal
Beuerle, Kimberley S.	Teacher
Chenault, Katherine B.	School Counselor
Eure, Natalie	Teacher
Heddings, Tammy	Teacher
Johnson, Heather	Teacher
Lewis, Nicole W.	Teacher
Proffitt, Tracy J.	Teacher
Pugh, Caitlin	Teacher
Revely, Angela	Teacher
Roberts, Kira	Teacher
Seay, Abby S.	Teacher
Sellers, Patricia P.	Teacher
Smith, Lori A.	Teacher
Smulik, Addie N	Teacher
Stevenson, Michelle	Teacher
Wood, Robin P.	Teacher

Perrymont Elementary School

Nelson, Karen S.	Principal
Miller, Vivian C.	Assistant Principal
Barnwell, Hugh S	School Counselor
Braun, Barbara J.	Teacher
Clark, Martha	Teacher
Clingenpeel, Annemarie	Teacher
East, Kathryn P.	Teacher
Fox, Melissa	Teacher
Midkiff, Ashby	Teacher
Miller, Page	Teacher
Morris, Emily	Teacher
Pugh, Wendy	Teacher
Wyndham, Linda C	Teacher

Sandusky Elementary School

Allen, Katherine	Teacher
Bowen, Cindi	Teacher
Breeding, Laurie	Teacher
Brown, Carolyn S.	Teacher
Callhan, Jeryl H.	Teacher
Doremus, Kerri	Teacher
Fanning, Anne M.	Teacher
Hagan, Georgia	Teacher
Lamb, Verna	Teacher
Lokar, Amanda	School Counselor
Makepeace, Lynn	Librarian
McCarron, Carolyn	Teacher
Morgan, Malinda	Teacher
Rowland, Sarah B.	Teacher
Stewart, Lisa	Teacher
Straw, Catherine L	Teacher
Tucker, Catherine	Teacher

Sheffield Elementary School

Swain, Diane	Principal
Brooks, Kathy G.	Teacher
Carroll, Jordan	Teacher
Chafin, Rebecca S.	Teacher
Crouse, Carin	Teacher
Daniels, Elizabeth C.	Teacher
Dolenti, Suzanne K	Teacher
Falls, Melissa	Teacher
Farley, Theresa	School Counselor
Ferguson, Melissa	Teacher
Gettinger, Barbara J	Teacher
Haden, Sheila	Teacher
Jackson, Sheletta	Teacher
Knight, Catherine	Teacher
Mason, Kathryn	Librarian
Mickles, Delphine	Teacher
Mull, Roberta	Teacher
Myers, Amy	Teacher
Perkins, Tamera C	Teacher
Shackleford, Dawn	Teacher
Tiller, Kirsten	Teacher
Wheeler, Melinda Q.	Teacher
Yeoman, Natasha	Teacher

SECONDARY

Paul Laurence Dunbar Middle School

Grant, Valerie M.	Assistant Principal
Burrell, Tracy H.	Teacher

Calloway, Germaine	Director of School Counseling
Carter, Jr., Albert L	Teacher
Dodge, Carrie	Librarian
Dolan, James	Teacher
Dorman, Christine	Teacher
Foster, Thomas S.	Teacher
Howell, Jennie	Teacher
Jennings, Amy E.	Teacher
Johnson, Contessa S.	Teacher
Kavanuagh, Marie	Teacher
King, Charles	Teacher
Lee, Johnay	Teacher
Loos, Karl W.	Teacher
Lowdermilk, William V.	Teacher
McClure, Linda	Teacher
Miller, Jerry A.	Teacher
Moore, Ian L.	Teacher
Moore, Rita P	Teacher
Morgan, Romero	Teacher
Petrie, Mildred	Teacher
Pinn, Jacqueline C.	Teacher
Planiczka, Rebecca	Teacher
Potts, Michael J.	Teacher
Scruggs, Jeffrey G.	Teacher
Shaw, Rachel E.	Teacher
Tarkenton, Kenna R.	Teacher
Thompson, Diana	Teacher
Tyree, Jason B.	Teacher
Waller, Peggy G	Teacher
Williams, Robert	Teacher
Wray, Erika	Teacher

Linkhorne Middle School

Tankersley, Verleria M.	Assistant Principal
Allen, Ayanna	Teacher
Alvis, William H.	Teacher
Bosta, Sheri L.	Teacher
Boyers, Daniel	Teacher
Brown, Douglas	Teacher
Bryant, Sharon	Teacher
Carwile, Marsha	Teacher
Casler, Laura	School Counselor
Dalton, Catherine C.	Teacher
Donaldson, Linda L.	Teacher
Fitzgerald, Debra E.	Director of School Counseling
Franklin, Christina G	Teacher
Giles, Terry L	Teacher
Hubble, Stephanie	Teacher
Kluender, Nora C.	Teacher
Loos, Maria	Teacher
Mathus, Judy	Teacher
Miller, Rhonda	Teacher
Morgan, Gretchen M	Teacher
Mullen, Beth E.	Teacher
Murphy, Brenda G.	Teacher
Pawlas, Laura V.	Teacher
Selzler, Catherine	Teacher
Sharp, James A.	Teacher
Skinner, Jeanne D.	Teacher
Sweeney, Garnette G.	Teacher
Templeton, Gail J.	Teacher
Waddell, Theresa M.	Teacher
Webb, Patricia K.	Teacher
Wheeler, Kimberly D.	Teacher

Sandusky Middle School

Kerns, Robert	Assistant Principal
Anderson, Evette H.	Teacher
Brebner, Josephine	Teacher
Bremer, Michael	Teacher
Bright, Terry V.	Teacher
Buck, Calvin A.	Teacher
Camden, Karen	Teacher
Coan, Dennis R.	Teacher
Ellison, Connie C.	Teacher
Farris, Luttrell M.	Teacher
Gardner, Meredith	Teacher
Hall, Rose E.	Librarian
Hensley, Theresa W.	Teacher
Hostutler, Patricia A.	Teacher
Johnson, Nancy M.	Teacher
Jones, Georgia L.	Teacher
Martin, Lantz R.	Teacher
Mason, Tamara P.	Teacher
Mays, Shamra	Teacher
Mikkelson, Eleanor	School Counselor
Patillo, Vanessa C.W.	Teacher
Perez, Kathleen M.	Teacher
Phelps, Gaynell A.H.	Teacher
Pierce, David L.	Teacher
Przybycien, Robert W.	Teacher
Purvis, April C.	Teacher
Purvis, Leah N.	Teacher
Vance, Terra N.	Teacher
Watson, Lewis	Teacher
Williams, Susan P.	Teacher
Wright, Gessica M.	Teacher

E.C. Glass High School

Flaucher, Rose E.	Assistant Principal
Alvis, Mary Jane	Teacher
Anthony, Michael R.	Teacher
Armstrong, Jennifer L.	Teacher
Barra, Karyn J.	Teacher
Berry, Charles W.	Athletic Director
Brown, Kevin D.	Teacher
Burton, Elizabeth A.	Teacher
Calloway, Felecia A.	School Counselor
Cardwell, David	Teacher
Clark, Andrew G.	Teacher
Cook, Brandon J.	Teacher
Cook, Robert A.	School Counselor
Dougherty, Donald G	Teacher
Elmore, Derek S.	Teacher
Gabathuler, Michaela M.	Teacher
Gardner, Sarah	Teacher
Gibson-McDonald, Kimberly Q.	Teacher
Hansen, Kimberley F.	Teacher
Harding, Charles D.	Teacher
Harding, Linda L.	Teacher
Harris, Edgar T.	Teacher
Hoade Lonnie F.	School Counselor
Hodges, Lisa M.	Teacher
Howard, Marcell T.	Teacher
Joyner, Nancy	Teacher
Liggon, Cotrena D.	Teacher
Mabery, James Aaron	Teacher
Mabery, Sarah	Librarian

Martin, Benjamin	Teacher
Matthews, Timothy J.	Teacher
Mayhew, Julie L.	Teacher
McCormick, Heather M.	Teacher
Nye, John F.	Teacher
Pawlas, Russell W.	Teacher
Peterson, Timothy	Teacher
Phillips, Catherine A.	Teacher
Rawls-Fanning, Krista	Teacher
Reams, Kellie	Assessment Specialist
Reid, Aaron	Teacher
Reynolds, Janet	Director of School Counseling
Rivers, Malinda M.	Teacher
Salmon, Gerard E.	Teacher
Scruggs, Margaret S.	Teacher
Stallings, John D.	Teacher
Stephens, Janet R.	Teacher
Templeton, David E.	Teacher
Volk-Stalcup, Nancy L.	Teacher
Whitacre Allen J.	Teacher
White, Andrew R.	Teacher
Wise, Laura W	Librarian
Wood, William Casey	Teacher
Worsham, Patricia S.	Teacher

Heritage High School

Beckles, Bernette	School Counselor
Berger, Machel A.	Teacher
Bryant, Kelly	Teacher
Camm Jr., Leslie M	Teacher
Campbell, Stephanie M	Teacher
Coleman, Elizabeth L.	Teacher
Concannon, Thomas J.	Teacher
Croft, Laurie	Teacher
Davis, Talya	Teacher
Day, Matthew J.	Teacher
Drumheller Jr. Alexander M	Teacher
Dudley, Jerry M	Teacher
Duperior, Richard	Teacher
Edwards, Kelly	Teacher
Elliott, Barbara S.	Teacher
Gafford, Kimberly	Teacher
George, Laurie D.	Teacher
Glover, Richard L.	Teacher
Hailey, Laurence Lanaux	Teacher
Hart, Larry D.	Teacher
Hartless, Kimberly D.	Teacher
Hofmann, Gregory J.	Teacher
Hundt, Travis L.	Teacher
Jamerson, Jason T.	Director of School Counseling
Johnson, Paul D.	Attendance Coordinator
Knowles, Joseph D.	Teacher
Lewis, Collin	Teacher
Mabry, Cynthia C.	Teacher
Markovinovic, Magdalena	Teacher
Meadows, Jr., Tommy L.	Librarian
Moodie, Bette-Jeanne J.	Teacher
Pultz, Jeffrey S.	Teacher
Roark, Jon S.	Teacher
Rosser, Lauren N.	Teacher
Runion, Catherine	Teacher
Smith, Margaret	Teacher
Stalcup, Scott R.	Teacher
Stephens, Daniel	Teacher

Storm, Mark R.	Athletic Director
Tomlin, Jeffrey D.	Teacher
Wisskirchen, Michele G.	Teacher
Wood, Robin	Teacher
Wright, Sharon C.	Teacher
Yates, Wendy J.	Teacher

Alternative Sites

Bell, Karen W.	Data Analysis Resource Teacher
Belotte, Stephanie	Academic Lead Teacher
Boling, Mark	Teacher
Bolling, Heather	Gifted Teacher
Brown, Latonya	Principal
Burchfield, Amanda	Teacher
Burke, Page	Academic Lead Teacher
Bush, David	Teacher
Chamberlain, Anne	Academic Lead Teacher
Edwards, Juliann S.	Teacher
Fahrman Jr., John	Teacher
Forrest, Rodney	Teacher
Graham, Vicki	Coordinator of Alt. Ed.
Hagan, Georgette	Teacher
Hasinger, Aimee E.	Data Analysis Resource Teacher
Hayes, Tracie L.	Teacher
Humphrey, Ellen	Teacher
Hunt, Nancy R.	Data Analysis Resource Teacher
Hunter-Booker, Cynthia	Special Program Coordinator/Blue Ridge Jail
Hutchinson, Lisa	Teacher
Jones, Charles	Teacher
Jones, Rhonda S.	Teacher
Kappler, Allison	Data Analysis Resource Teacher
Latham, Kevin	Teacher
Lee, Tracy	Teacher
Lewis, Carrie	Gifted Teacher
Moore, Brandi A.	Teacher
Napper, Lucille	Teacher
Paris, Marika	Teacher
Moorman, Sandra W	Data Analysis Resource Teacher
Proffitt, Jr., John	Data Analysis Resource Teacher
Sears, Dixie	Academic Lead Teacher
Suddith, Janice	Academic Lead Teacher
Tatum, Gwyneth	Gifted Teacher
Triplett, Brian K.	Teacher
Webb, Evelyn	Teacher
Wickham, Douglas	Supervisor of Instructional Technology
Williams, Linda	Academic Lead Teacher
Withrow, Mary Jane	Data Analysis Resource Teacher

11 Recommendation for renewal of contracts for non-mandatory licensed administrative personnel.

Abercrombie, Scott	Supervisor-Maintenance Services
Beckles, Anthony	Chief Financial Officer
Bond-Gentry, Anne	Coordinator of Student Services
Childress, David	Director of IT
Collins, John	Supervisor of Support Technology
Ferguson, Jason	Director of Transportation
Floyd, Donald	Assistant Director of Facilities
Gatzke, Steven	Director of Maintenance/Facilities
Lukanich, Kimberly	Assistant Director of Finance
McKinney, Jan	Supervisor of Data Processing
Smith, Meryl	Director of School Nutrition
Thompson, Richard	Project Manager

12 **Reduction in force in accordance with School Board Policy 5-18.**

NONE

13 **Recommendation for renewal of annual contracts, location and/or assignment to be determined.**

NONE

