

**Minutes
Transylvania County Board of Education
May 2, 2022**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS (including amendments and rescissions):

1. Approval of Agenda
2. Public Comment
3. Good News Report
4. Former Students in the Military
5. Consent Agenda:
 - A. Minutes
6. Technology Purchase
7. Federal Programs: Notice of Intent to Apply
8. 2022 Summer School Plans
9. CTE Plan 2022-2023
10. FY23 Budget
11. Capital Needs Update
12. Superintendent's Update
13. Important Dates
14. Timeline for Superintendent's Annual Evaluation
15. Other Items
16. Closed Session
17. Personnel Report

The Transylvania County Board of Education met in regular session on Monday, May 2, 2022 at 6:30 p.m. at the Morris Education Center. Ron Kiviniemi led in a moment of silence and Kimsey Jackson led the Pledge of Allegiance. Chairman McCoy called the meeting to order and welcomed everyone. In addition to eight guests, the individuals listed below were in attendance.

BOARD MEMBERS:

Tawny McCoy, Chair
Ron Kiviniemi, Vice Chair
Courtney Domokur
Marty Griffin
Kimsey Jackson

BOARD ATTORNEY:

Kris Caudle, Campbell Shatley

SCHOOL RESOURCE OFFICER:

Ray Owen

STAFF:

Dr. Jeff McDaris, Superintendent
Jenny Hunter, Administrative Assistant
Dr. Brian Weaver, Assistant Superintendent
Carrie Norris, Director K-8 Education
Missy Ellenberger, Director 9-12 Education
Audrey Reneau, Director, Federal Programs
Gabrielle Frost, Chief Finance Officer
Jen Heatherly, Public Information Officer
Kerry Putnam, Director, CTE / Exceptional Children
Alan Justice, Director, Facilities / Transportation
Chris Whitlock, Director, Technology Services

1. **Approval of Agenda**
ON A MOTION BY MRS. DOMOKUR, SECONDED BY MR. JACKSON, the meeting agenda for May 2, 2022 was unanimously approved as presented.
2. **Public Comment**
Chairman McCoy reviewed the guidelines for public comment. Excerpts from the speakers' comments are listed below.

Chris Wiener - Two weeks ago another student attempted suicide at BHS. I have spent the better part of a week trying to craft a message for the school board, parents, teachers, and others on how to deal with this issue. What I know is that additional administrative offices and rebuilding gyms and the other activities proposed in the school bond is not going to improve the mental health of our children. We owe them an apology for isolating them for the last two years with the masks and keeping them at home and away from their friends and for scaring they crap out them by telling them they are responsible for the deaths of their parents and grandparents. We must invest in additional resources for school counseling. We must be active interventionists. We must involve the parents and guardians. We must start group meetings that include both kids and parents. As a school system, if we are not 100% committed to the education of our children, not the indoctrination of our children, we will fail them. We have to teach them facts, not fantasies. We have to give them skills on how to discern propaganda and agendas and be sure they are not being subjected to them in our classrooms. We must develop policies that reject division. We must replace critical race theory with cultural respect training. We must eliminate without threat the manipulation of minors. We must reduce the complexity of forms that are sent for parental signature and be explicit and clear on the purpose of these forms and not reinterpret them after they have been signed. One of the things I learned in the military was the concept of burden of command. That means that as a commander I am responsible for the actions of my soldiers. It also means that I must bear the consequences of the choices that I make. The power of life and death was literally in my hands. The choices that were made directly contributed to their presence or non-presence in the universe any more. The choices that we make here must be made with due deliberation and without haste. And even in the face of uncertainty, we must make the choice that always insures the greatest liberty. Once you take liberty away you can never get it back. We are responsible for every life that goes through these doors. Regarding the latest attempt, I am not sure what information I can share that would not divulge what is considered confidential information. If you pray, please pray. If you pray today, pray tomorrow, and continue to pray every day until we address the issue at hand. The issue at hand is the mental health of our children as a direct result of the policies that not just this board, but school administrations around the country, have done to our children.

Jami Reese - Today begins teacher appreciation week. I grew up in Pickens County Schools with only a brief yet negative experience in Transylvania County. My fond memories are not of anyone you would know, but I do remember them vividly. I have kept in touch with several and will be forever grateful to them for the impact they had on my life. School was my sanctuary. My teachers helped save me. I owe who I am today in part, especially my love for learning and my passion for understanding, to them. I have high expectations because I experienced the best. I have raised my children in Transylvania County Schools since 2004. Four children in 18 years. I have witnessed many excellent educators—kind, dedicated individuals who work more than they get paid. And seldom get the recognition that they deserve. I have also observed a lot of turnover in staff. I have met no less than a dozen different principals in elementary, middle, and high school, but I have also seen at least that many or more veteran teachers who may have changed classrooms, but are still working hard to change lives. In my opinion, teachers have one of the most important jobs in our country. Our children are our future. Teachers have a great responsibility. With great responsibility comes great reward. And should come with great support. Effective support looks different than empty words and cookies, although it's nice to hear compliments. Support looks like strong leadership with consistent policies and nonretaliation without nepotism. Support looks like a recruitment and retention program that attracts and keeps quality educators. It looks like fostering relationships in the community between parents, teachers, and organizations.

Support looks like transparency and open productive communication. It looks like being able to ask the hard questions, to stimulate conversations that create necessary changes and failing policies. Support means more than kudos or pat on back. Support sustains us and strengthens us and empowers us. March 2020 gave a lot of parents a greater respect for the profession. For some others who haven't been paying attention, it has opened their eyes to what has been happening in a broader sense to education in America over the past decade. Regardless of how you feel about that, it must be addressed. So I propose that we use this as an opportunity to collaborate between parents and the school system and different organizations to create the best future for all of our children. Thank you to each of you who have been educators and thank you to all of our teachers in Transylvania County.

3. **Good News Report**

Dr. McDaris recognized the student artwork from Rosman High School that was on display in the board room and thanked School Resource Officer Ray Owen for attending the meeting.

National Teacher Appreciation Week is May 1-7, 2022

Teacher Appreciation Week is celebrated each year in the first full week in May. Teachers shape the lives of millions of children every day and are among the hardest working people in the workforce. According to one study:

- The average work week for teachers is 53 hours.
- Ninety-seven percent of teachers say they are not in it for the money. Most say that good school leadership is the most important factor to them to stay in their role. Salary didn't even make the top ten.
- Teachers are second only to the U.S. Military as the occupation that most heavily contributes to the well-being of society.
- At some point, 94% of teachers go into their own pockets for classroom purchases.

As we approach the end of a challenging two years, we thank our teachers who go above and beyond to ensure that students have the tools to reach their full potential.

Educators of the Year 2022-2023

Transylvania County Schools celebrated the Educators of the Year for 2022-2023 at a reception held in the Rogow Room of the Transylvania County Library on April 26. Jennifer Worley, RES, was announced as the District Teacher of the Year and Nikki Breeden, RES, was named as the District Teacher Assistant of the Year. Thanks to Ms. Amber Webb and First Citizens Bank for sponsoring the Teacher of the Year awards. Thanks also to the members of the 2022-2023 interview committee. Awards were presented to each of the outstanding educators listed below who were selected as the "best of the best" for 2022-2023:

Teacher Assistants of the Year:

Sonya Morris (BES)
 Lyndon Clayton (BHS)
 Sierra Chase (BMS)
 Heather Strickler (PFES)
 Nikki Breeden (RES) - **District Teacher Assistant of the Year**
 Erika McCall (RHS)
 Vickie Ayers (TCH)

Teachers of the Year:

Kimberly Moore (BES)
 Shane Worley (BHS)
 Monica Shultz (BMS)
 Verna Jenkins (DRS)
 Jessica Ammons (PFES)
 Jennifer Worley (RES) - **District Teacher of the Year**
 Tammy Hall (RHS)
 Hazel Ketchum (RMS)
 Linda Underwood (TCH)

Student Services Person of the Year: Kayla Byrd (BHS)

Media/Technology Person of the Year: Nichole Cash (TCH)

Principal of the Year: Patrick Chapman (TCH)

Rookie of the Year: Carri Harris (BHS)

National School Principals Day - May 1, 2022

National School Principals Day is observed on May 1st each year as a time to thank the men and women whose leadership and dedication help provide the best education possible for students. Nearly all school principals started as teachers. When needed, they can step in to teach a class, drive a bus, or help a beginning teacher engage with students and make the learning process interesting. From supporting student achievement, meeting the expectations of parents, and managing students, teachers, and staff, the jobs of school principals are huge and often underestimated. Principals help lead young people to a prosperous future. Our thanks to the Transylvania County Schools leaders:

Mike Kirst - Brevard Elementary
 Bryan Abernethy - Brevard High
 Jeff Bailey - Brevard Middle
 Barbara Grimm - Davidson River
 Tonya Treadway - Pisgah Forest

Bob Dinsdale - Rosman Elementary
 Jason Ormsby - Rosman High
 Scott Strickler - Rosman Middle
 Patrick Chapman - T. C. Henderson

National School Nurse Day - May 11, 2022

Since 1972, National School Nurse Day has been observed to raise awareness of the important work of school nurses. Unaddressed health problems can make it difficult for children to learn. According to the National Survey of Children with Special Healthcare Needs, 11.2 million children in this country are at risk of developing persistent physical, cognitive, social or emotional problems. School nurses can help prepare students to learn by providing examinations, treatment, and follow-up. They are essential for healthy kids, healthy schools and healthy communities. Thank you to our school nurses April Owenby, Ashley Owen, Julie Hak, and Amy Parker for all they do.

School Lunch Hero Day

Friday, May 6, 2022 is the 10th Annual School Lunch Hero Day and a chance to celebrate the hardworking school nutrition workers who make a difference for every child that comes through the cafeteria line. Every day our cafeteria staff prepare and serve healthy meals, adhere to strict nutrition standards, and navigate food allergies. They feed kids at school and at home by providing meals during school breaks and summers. For many children at risk of food insecurity, school meals are their most dependable food source.

Davidson River is a 2022 FAFSA Challenge Winner

FAFSA (Free Application for Federal Student Aid) is an important component of the myFutureNC collaborative for a brighter future. North Carolina public high schools were recently invited to join the *NC First in FAFSA Challenge* and compete for a chance to win \$500 or more for their school. Participating high schools competed against schools of similar senior class size and location in two categories: FAFSA completions for 2022, and FAFSA completion growth compared to last year. Congratulations to Davidson River School for being named a winner in the growth category with FAFSA completions up by 35%.

CTE Hospitality Education Grant

Transylvania County Schools has been awarded a Hospitality Education Grant by the NC Department of Public Instruction. The grant provides funding for Career and Technical Education (CTE) programs designed to provide options for students outside the traditional classroom instruction with a focus on developing critical skills necessary to succeed in the hospitality sector. The grant funds will be used to expand the TCS Culinary Arts program.

Congratulations to Dr. Sorrells

We are pleased to report that Jenna Sorrells, Assistant Principal at Brevard High School, has successfully completed her doctorate degree and is now officially Dr. Jenna Sorrells. Congratulations!

Congratulations Morehead-Cain Scholarship Recipient - Emma Coye

Brevard High School Senior Emma Coye will begin her undergraduate career as a Morehead-Cain Scholar at the University of North Carolina-Chapel Hill. The Morehead-Cain is a four-year, fully funded educational experience for students of the highest caliber. As UNC-CH states, the scholarship is so much more than tuition and room and board: *"We set your potential free. We offer life-changing summer enrichment and Discovery Fund experiences. Immersion in a dynamic student body at a world-class university. And lifetime connection to an unparalleled community of Morehead-Cains scattered across the planet. Accepting the invitation to become a Morehead-Cain means accepting the lifelong challenge inherent in it. To impact--positively, profoundly, perpetually--the people and pursuits that define your life."*

Taste of Transylvania May 3-8, 2022

A reminder that the Transylvania County Educational Foundation (TCSEF) will host the annual *Taste of Transylvania* on May 3-8, 2022. The Foundation is partnering with local restaurants, bars and breweries, wine shops, food trucks and coffee shops to receive a portion of their sales during the week-long event. They also will host an online silent auction that will run the same dates as the dining options and offer a variety of items for bid. Proceeds from these events will go toward the TCSEF's Creative Classroom Grants for public schools. Donors may text "TCSEF" to 76278 to donate directly. For more information visit [TCSEF](#).

4. Former Students in the Military

The board recognized the list of former students from Brevard High School, Rosman High School, and Davidson River School who are currently serving or have previously served in the U.S. Military. There were no new names on the list.

5. **Consent Agenda**

ON A MOTION BY MR. JACKSON, SECONDED BY MRS. DOMOKUR, the minutes of the March 9, March 21, and March 22, 2022 meetings and the minutes of the March 21, 2022 closed session were unanimously approved.

6. **Technology Purchase**

Director Chris Whitlock presented a request to purchase 100 additional Newline interactive touch screen panels and mobile stands for classrooms. The purchase will be made through a federal TIPS contract and ESSER funds. Mr. Whitlock reported that this expansion purchase would increase the number of touch screen panels to cover two-thirds of our core classrooms. Mr. Kiviniemi requested a demonstration of the touch panels at a future meeting. ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. DOMOKUR, the board unanimously approved the purchase of 100 Newline interactive panels and mobile stands from Trafera in the amount of \$291,214.00, pending review and approval by the board attorney.

7. **Federal Programs: Notice of Intent to Apply**

Transylvania County Schools has given public notice of the following applications for federal grants that have been or will be submitted within the next 30 days. Federal Programs Director Audrey Reneau provided an overview of the grants and answered questions from the board.

- TITLE I - Basic Programs, Student Support, and Academic Enrichment
- TITLE II - Preparing, Training, and Recruiting High Quality Teachers and Principals
- TITLE III - Multilingual Learners
- TITLE IV - Well Rounded Education, Safe and Healthy Children, Effective Use of Technology
- ESSER II* - Summer School, OLP, Air Quality, PreK, and Principal Resources
- ESSER III* - People, Technology, Summer School, Bonuses, Education Corps Teachers
- CARL PERKINS - Career and Technical Education Program
- IDEA - Special Education Grants (ages 3-21)
- MCKINNEY-VENTO - Homeless Assistance Grant

*ESSER (Elementary and Secondary School Emergency Relief) grants are restricted to COVID-19 response and mitigating learning loss.

8. **2022 Summer School Plans**

Directors Carrie Norris, Missy Ellenberger, and Audrey Reneau gave a report on the 2022 summer learning programs. All North Carolina school districts must provide 72 hours of summer reading instruction for students in grades 2-3 under *Read to Achieve* law. Other remedial reading and math instruction will be offered for elementary and middle students, and certain high school courses will be available for remediation, retesting and core recovery. Elementary will also offer three two-week "themed camps" integrating reading, math, and science with field trips and hands-on learning. All learners in grades 3-5 are invited to apply to attend one of the theme camps. Rising ninth graders are invited to apply for a two-week Career Accelerator Camp. The summer camps are available through ESSER grant funds. Mrs. Norris reported that board approval is required due to EOG/EOC retesting. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the board unanimously approved the 2022 summer learning plans as presented.

9. **CTE Plan 2022-2023**

Director Kerry Putman presented the Career and Technical Education (CTE) plan for 2022-2023 as first-read information. He reviewed the components and significant changes and answered questions from the board. Mr. Putnam reported that NCDPI has changed from a one-year to a two-year renewal process, so this will be the plan for 2023-2024 as well. Approval of the plan will be requested at the next regular meeting on May 16.

10. **FY23 Budget**

Finance Officer Gabi Frost presented the latest versions of Fund 2 budget changes and the capital needs list for FY23. She reported that capital needs total just over \$3 million (not including bond-related items). Alan Justice gave updates on the capital projects and answered questions from the board. Board members recommended some revisions and clarifications to the capital needs list.

Vice Chairman Kiviniemi related that the commissioners reported an \$11 million capital reserve balance at their last meeting. That amount is expected to grow to \$18 million by the end of the year. He recommended that the board request the full \$3 million for needed repairs and renovations for the schools. Mr. Kiviniemi also shared a breakdown of what was requested each year versus what was funded over the last 18 years for a cumulative \$11.6 million in underfunded capital needs. Chairman McCoy stated that she does not think the board should request the full \$3 million right now. She thinks the board should show the county what its needs are so the commissioners can discuss them in their upcoming budget workshops. She added that if the bonds are not issued, the two most critical needs, the BHS cafeteria and BHS gym, should be included in the request. Mr. Griffin remarked that 60% of voters in this county realized the school system's needs.

Dr. McDaris presented his draft budget message for the board's review. He presented three options for the Local Current Expense appropriation request. Based on past actions, he recommended Option 3:

- \$554,660 if the request includes restoration of local supplies and materials, and increase in local supplement of veteran teachers of 10% (increase of 4.26%)
- \$455,424 if restoration of local supplies and materials is not included (increase of 3.49%)
- \$358,143 if restoration of local supplies and materials and increase in local supplement of veteran teachers to 10% is not included (increase of 2.51%).

Chairman McCoy called for a short recess at 8:04 p.m. The meeting resumed at approximately 8:16 p.m.

Vice Chairman Kiviniemi stated that his preference would be Option 1. He recommended having another board meeting before the budget request is submitted to the county. Dr. McDaris offered possible dates, and there was consensus to schedule a special meeting on May 10 at 5:00 p.m. for the purpose of approving the FY23 budget request. Chairman McCoy requested that the administration prepare dollar figures for the gym and cafeteria projects at BHS and make the recommended revisions to the capital needs list. Dr. McDaris requested clarification of the board's meaning of "veteran teacher" (i.e., 25 or more years working in Transylvania County Schools, 25 or more years working in North Carolina, or 25 or more years working in any state). There was

consensus that veteran teacher refers to a teacher with 25 or more years of teaching experience in any school district.

11. Capital Needs Update

Dr. McDaris stated that no update was needed as the capital needs list discussed during the budget update (see item 10 above).

12. Superintendent's Update

Dr. McDaris read the following statement: "Our county is at a critical juncture. There are very real and identified needs on infrastructure that are only going to get worse with delay. There are critical needs for the school system, Blue Ridge Community College, and the courthouse. It is not as easy as choosing one over the others. They all need to be addressed. We have reached the point at which all the boats in the harbor need to be raised. How far they are raised should involve crucial knowledge at the table for brainstorming and conversation. If this does not take place, vital information and insight is lost. As a school leader, as a citizen, as a community member, as a taxpayer, and as a longtime resident who also happens to be a native, I know our county has some rough choices to make. The worst thing we can do as a legacy is to do nothing. We have to do something. I hope key voices are included."

13. Important Dates

- May 3-8 "Taste of Transylvania" Fundraiser, Local Eateries, and Silent Auction
- May 16 REGULAR MEETING, 6:30 p.m., MEC
- May 17 NC 2022 Primary Elections
- May 19 TC Scholars Recognition Evening, 5:00 p.m., BHS
- May 26 DRS Graduation, 10:00 am., Brevard Music Center
- May 27 Last student day (noon dismissal)
- May 27 BHS Graduation, 6:00 p.m., Brevard Music Center
- May 28 RHS Graduation, 10:00 a.m., Brevard Music Center
- May 30 Memorial Day holiday
- May 31-Jun 2 Teacher workdays
- Jun 6 Four-day summer schedule begins
- Jun 6 REGULAR MEETING, 6:30 p.m., MEC
- Jun 20 REGULAR MEETING, 6:30 p.m., MEC
- July 4 Independence Day holiday
- July 4 NO MEETING
- July 18 REGULAR MEETING, 6:30 p.m., MEC

14. Timeline for Superintendent's Annual Evaluation

Policy 7805, Superintendent Evaluation, requires the board to perform a performance evaluation of the superintendent each year. Dr. McDaris recommended the following timeline for the 2021-2022 evaluation process:

- June 20..... Superintendent provides self-assessment to the board.
- Before July 18..... Board chair and vice chair meet with superintendent to discuss self-assessment. Board members complete individual evaluations and return to board chair or vice chair.
- July 18..... Board members meet in closed session to prepare consensus evaluation.
- August 1 Board meets with superintendent in closed session to discuss the consensus evaluation and agree upon performance goals and recommendations for the next school year.

15. Other Items

Since the bond projects are being held up, Mr. Jackson recommended that teachers at BHS, RHS and RMS be notified that they do not need to box up their classrooms this summer.

Chairman McCoy requested an update on small school funding at the next meeting.

16. Closed Session

ON A MOTION BY MRS. MCCOY, SECONDED BY MR. GRIFFIN, the board voted unanimously to go into closed session pursuant to N.C.G.S. § 143-318.11 for the following purpose(s): under subsection (a)(1) to prevent the disclosure of privileged or confidential personnel information pursuant to G.S. § 115C-319-321 and confidential student information protected by 20 U.S.C. 1232g; and subsection (a)(3) to consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the board and to receive legal advice in the matter of *John Doe v. the Transylvania County Board of Education*. Following a short recess, the closed session convened at approximately 8:40 p.m. The following members were present: Tawny McCoy, Chair; Ron Kiviniemi, Vice Chair; Courtney Domokur, Marty Griffin, and Kimsey Jackson. Also present were Dr. Jeff McDaris, Superintendent; Dr. Brian Weaver, Assistant Superintendent; and Kris Caudle, Board Attorney. No action was taken in the closed session. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the board voted unanimously to adjourn the closed session and return to open session at approximately 9:11 p.m.

17. Personnel Report

ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. DOMOKUR, the personnel report for May 2, 2022 was unanimously approved.

There was no further business, and ON A MOTION BY MRS. MCCOY, SECONDED BY MR. GRIFFIN, the meeting was adjourned at 9:12 p.m.

Respectfully submitted,

Chairman

Secretary

**PERSONNEL REPORT
May 2, 2022**

- I. ACCEPT THE REPORT OF RESIGNATIONS/TERMINATIONS ACCEPTED/INITIATED BY THE SUPERINTENDENT FROM/FOR THE FOLLOWING PERSONS:

Licensed Personnel

Annie Burgess, Teacher, BES, effective June 2, 2022
Grant Godfrey, Teacher, BMS, effective June 2, 2022
Whitney Gordon, Teacher, PFES, effective June 2, 2022
Susanne Pritchett, Career Development Coordinator, BHS-based, effective June 2, 2022

Classified Personnel

Sierra Chase, Teacher Assistant, BMS, effective May 27, 2022
Rheney Dearstyne, Teacher Assistant, BMS, effective May 20, 2022
Dominique Owen, Custodian & Bus Driver, BES, effective April 18, 2022

- II. APPROVE THE EMPLOYMENT RECOMMENDATIONS MADE BY THE SUPERINTENDENT FOR THE FOLLOWING PERSONS:

Licensed Personnel

Abigail Cooley, Teacher, RHS, effective August 19, 2022
Cory Earp, Teacher, BES, effective August 19, 2022
Emma Hughson, Teacher, BMS, effective August 19, 2022
Christopher Forrest Johnson, Teacher & Coach, RES, effective August 19, 2022
Rebecca Russo, Teacher, RMS, effective August 19, 2022

Classified Personnel

None

- III. ACCEPT THE REPORT OF TRANSFER OF ASSIGNMENT MADE BY THE SUPERINTENDENT FOR THE FOLLOWING PERSONS:

Licensed Personnel

Kristin Burton, from Teacher, BHS, to School Psychologist Administrative Assistant, BES, effective August 19, 2022
Daniel Courtine, from Teacher, BES, to Teacher, BMS, effective August 19, 2022
Connie Newman, from Teacher, BMS, to Teacher, RHS, effective August 19, 2022

Classified Personnel

None

- IV. APPROVE THE LEAVES OF ABSENCE RECOMMENDED BY THE SUPERINTENDENT FOR THE FOLLOWING PERSONS:

Licensed Personnel

None

Classified Personnel

None

- V. APPROVE THE SUPERINTENDENT'S RECOMMENDATION FOR THE FOLLOWING SUBSTITUTE EMPLOYEES:

Substitute Teachers

Nijayah Cruell
Erik Emaus
Blakely Garber
Jessica Stone

Substitute School Nutrition Workers

Jessica Fisher

The administrators named here are recommended for renewal of their contracts:

Tammy Greenawalt, four-year contract, effective July 1, 2022 through June 30, 2026
Jason Ormsby, four-year contract, effective July 1, 2022 through June 30, 2026
Julie Queen, four-year contract, effective July 1, 2022 through June 30, 2026
Chris Whitlock, four-year contract, effective July 1, 2022 through June 30, 2026

The licensed employees named here are recommended for a one-year renewal of their probationary contracts:

Christopher Alley, Teacher, DRS
Abigail Ammons, School Social Worker, BES
April Barton, Reading Specialist, PFES
Lindsay Barton, Teacher, RHS
Tania Boggia, Teacher, RHS
Julie Bowman, Teacher, DRS
Trey Brown, Teacher, RMS
Tessa Brown, Teacher, BHS
Elizabeth Chancellor, Teacher, DRS
Luke Coleman, Teacher & Head Football Coach, BHS
Jennifer Collins, Teacher, RES
Heather Corn, Teacher, TCH
Yvonne Cullipher, Teacher, TCH
Megan Dalton, Teacher & Coach, PFES
Haley Dawson, Teacher, RES
Callin Driver, Teacher, BES
Jaime Dulberg, School Counselor, DRS
Madison Elliott, Teacher, RES
Kaitlyn Franks, Teacher, BES
Alexandria Galloway, Teacher, RMS
Elizabeth Gibbs, Teacher, BES
Kelli Glover, Teacher, RES
Jessica Gorman, Teacher, RES
Ashley Gregg, Teacher, PFES
Dustin Haithcox, Teacher, RHS
August Hall, Teacher, PFES
Carri Harris, Teacher, BHS
Kerrienne Hartell, Teacher, BES
Connor Heitzmann, Teacher, BMS
Emma Higgins, Teacher, BES
Lori Holbert, Teacher, BES
Daisie Hullender, Teacher, BHS
Dahlia Jacobs, Teacher, RES
Jennifer Jay, Teacher, DRS
Andrew Jameson, Teacher, BHS

Hazel Ketchum, Teacher, RMS
 Keli'i Krueger, Teacher, BES
 Robyn Lavery, Reading Specialist, RES
 Melissa Lindsey, Teacher, BES
 Jennifer McCall, Teacher & Coach, RHS
 Jodie McCall, Teacher, RES
 Alaina McGinnis, Teacher, BES
 Theresa McManus, Teacher, BES
 Sarah Miles, Teacher, RHS
 Sarah Monteith, Teacher, BMS
 Aubrey Moore, Teacher, PFES
 Benjamin Morgan, Teacher & Coach, BHS
 Catherine Motuz, School Counselor, BMS
 Wythe Newberry, Intervention Specialist, RMS
 Ashlee O'Dwyer, Teacher, RMS
 Amber Perkins, Teacher, BMS
 Austin Proctor, Teacher, BHS
 Amanda Przywara, Teacher, BMS
 Karen Randle, Teacher, BES
 Ann Rich, Instructional Coach, TCH
 Dusty Robinson, Teacher & Head Football Coach, RHS
 Zachary Rohrer, Teacher, BMS
 Ashley Roof, Teacher, PFES
 Autumn Rumpfelt, School Counselor, PFES
 Amber Schur, Teacher, BES
 Elizabeth Shober, Teacher, PFES
 Jeffrey Smith, Teacher, PFES
 Zachary Stroup, Teacher & Coach, RHS
 Emily Taylor, Teacher, TCH
 Chandra Thrift, Teacher, TCH
 Jessica Tidmore, Teacher, BHS
 Lee Timmons, Teacher & Coach, BHS
 Bridgette Tunney, Teacher, RES
 Linda Underwood, Teacher, TCH
 Rachel Vandegrift, Speech-Language Pathologist, BES
 Jennifer Victory, Teacher, PFES
 Rebecca Walkup, Teacher, RMS
 Jennifer Warren, Teacher, BMS
 Beth Watson, Math & Reading Specialist, RMS
 Samuel Wellborn, Teacher, RHS
 Huyana Whitely, Teacher, RES
 Devin Wilson, Teacher, BHS
 Leah Worley, Teacher, BES

The licensed employees named here are recommended for a two-year renewal of their probationary contracts:

Tyrea Allen, Teacher, RHS
 Danielle Ardito, Teacher, PFES
 Scott Blankenship, Teacher, BHS
 Kathleen Butler, Teacher, RMS
 Kayla Byrd, School Counselor, BHS
 Sarah Carson, Teacher, RMS
 Bethany Chapman, Media Coordinator, RES

Blakely Crain, Teacher, BHS
Holly Egan, Teacher, PFES
Colleen Fernandez, School Counselor, BMS
Pweebe Gallup, Teacher, RES
Courtney Gibson, Teacher, BES
Hyli Girolamo, Speech-Language Pathologist, BMS
Melissa Golden, Teacher, RES
Citlalmina Gonzalez, Teacher, BES
Sandra Hjelm, Teacher, BES
Crystal Holland Teacher, BMS
Samantha Jones, Teacher, TCH
Heather Merritt, Teacher, RES
Crystal Owen, Speech-Language Pathologist, PFES
Donna Samotis, Teacher, BHS
Ashlee Steen, Teacher, RES
Michael Terry, Teacher, PFES
Rhonda Walsingham-Colonna, Teacher, DRS
Emily Webb, Teacher, BES
Ashton Williams, Teacher & Coach, RHS
Jessica Williams, Teacher, DRS

The licensed employees named here are recommended for a four-year renewal of their probationary contracts:

Kristin Burton, Teacher, BHS
Katerina Canter, Teacher, RMS & RHS
Timothy Masterson, Teacher, RES
Heather McCracken, Teacher, BES
April Nelson, Teacher, BMS
Kelsey Perley, Teacher, BES
Cassandra Smatana, Teacher & Coach, BHS
Kimberly Wynn, Teacher, RHS