

**Minutes
Transylvania County Board of Education
May 6, 2013**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS

1. Approval of Agenda
2. Public Comment
3. Closed Session
4. Good News Report
5. Former Students in the Military
6. Consent Agenda:
 - A. Minutes
 - B. Personnel Report
7. Federal Grants
8. AIG Plan for 2013-2016
9. 2013 Stakeholder Satisfaction Survey Results
10. FY14 Budget
11. Timeline for Superintendent's Annual Evaluation
12. Important Dates
13. Public Comment
14. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on May 6, 2013 at the Morris Education Center. Members Tawny McCoy, Chair; Cindy Petit, Vice Chair; and Sue Fox, Ron Kiviniemi and Mike Rogers were present. Also present were Dr. Jeff McDaris, Superintendent; Jenny Hunter, Administrative Assistant; Norris Barger, Director of Business Services; Cathy Childress, Director of Federal Programs; Dr. David Sutton, Executive Director of Human Resources; School Resource Officer Andrew Shook, Jeremiah Reed, *Transylvania Times*; and six presenters and guests. Mrs. Petit led in a moment of silence and Mr. Kiviniemi led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order.

1. Approval of Agenda

ON A MOTION BY MRS. FOX, SECONDED BY MRS. PETIT, the meeting agenda for May 6, 2013 was approved as presented.

2. Public Comment

There was no public comment.

3. Closed Session

ON A MOTION BY MRS. PETIT, SECONDED BY MR. KIVINIEMI, the Board went into closed session at 6:35 p.m. to discuss a confidential personnel matter pursuant to N.C.G.S. § 143-318.11(a)(1) and 115C-319-321. Present in the closed session were Mrs. McCoy, Mrs. Petit, Mrs. Fox, Mr. Kiviniemi, Mr. Rogers, Dr. McDaris, Mr. Barger and Dr. Sutton. There was no action taken in the closed session, and ON A MOTION BY MRS. FOX, SECONDED BY MRS. PETIT, the Board reconvened in open session at 7:38 p.m.

4. Good News Report

Dr. McDaris recognized the student artwork from PFES that was on display in the board room and reported the following items:

NATIONAL TEACHER APPRECIATION WEEK

The week of May 6-10, 2013 is recognized as “National Teacher Appreciation Week.” School organizations across the country will have activities throughout the week to honor and thank teachers for all that they do. As a part of the celebration, the TCAE “Friends of Education” banquet will be held on May 9, 2013 at 6:00 p.m. in the Rogow Room of the Transylvania County Library.

SCHOOL BUS DRIVER APPRECIATION WEEK

The week of February 11-15, 2013 was recognized as School Bus Driver Appreciation Week in North Carolina. To honor our dedicated bus drivers who safely transport children to and from schools every day, the Transylvania County Schools Transportation Banquet will be held on May 9, 2013 at 6:00 p.m. at Twin Dragons Restaurant in Brevard.

3D PRINTING IN BHS DRAFTING CLASSES

Students in the Engineering program at Brevard High School are learning about the emerging technology of 3D printing. Recently, BHS graduate Ansel Slagle visited his former drafting teacher, Angela Patane, and gave a presentation to her drafting students about the science and technology behind 3D printing. Mr. Slagle works for Strasys, LTD, a leader in manufacturing 3D printers and materials. Drafting students are excited about the upcoming arrival of a new desktop 3D printer for their classroom. Students already use industry standard design software to create three-dimensional models of mechanical and industrial applications. Now they will be able to render rapid prototypes of their designs using the new printer. This is an example of how Transylvania County Schools is preparing its graduates for the high tech and design oriented job market.

BMS CAREER CLUB AWARDS

Students at Brevard Middle School brought home seven first place trophies, two second place trophies and one third place trophy from the 2013 Western Region Career Club Competition. The winners and their categories are listed below:

1 st Place, Career Multimedia Presentation	Meredith Hooper
1 st Place, Career Decisions	Sara Rain Tree
1 st Place, Decision Making	Aubry Musser and Blaze Betts
1 st Place, Excellence in Biotechnology	Eliza Witherspoon
1 st Place, Excellence in Keyboarding	Crista Cali
1 st Place, Performing Arts	Claire Griffin
1 st Place, Problem Solving	Jackson Russell and Chase Bishop
2 nd Place, Career Poster	Vivianna Valadez
2 nd Place, Creed	Daniel Toole
3 rd Place, Career Research	Matthew Sharpsteen
Honorable Mention, Career Multimedia Presentation	Carter Allen
Honorable Mention, Career Brochure	Lauren DuBreuil and Matthew Sharpsteen

TCS STUDENTS BUILD PLANTER BOXES FOR THE OAKS

While looking for activities that residents of the Oaks of Brevard might enjoy, Susan Jones from the Oaks’ Memory Support Unit reached out to BHS teacher, Jerry Fletcher, for a way to bring agriculture into her program. Mrs. Jones and Mr. Fletcher

realized that having planter boxes to grow their own flowers and vegetables would help residents maintain important memory skills and also bring a piece of their lives with them during their time at the Oaks. Mr. Fletcher's students from Brevard High teamed up with students at Rosman High to create and deliver planter boxes to the Oaks. Builders FirstSource of Hendersonville donated all the building materials free of charge, and EnviroTech of Brevard helped with the potting soil. Students and residents alike were all smiles on the day of delivery.

BHS SPANISH CLUB CANNED FOOD WALK

Each spring, the Brevard High School Spanish Club and Spanish classes conduct an annual food walk to collect canned and packaged food for needy families in the community. Students go door-to-door on a Saturday collecting non-perishable items that are then donated to the Sharing House. This year they collected over 1,000 cans of food. The classes competed to see who could collect the most cans, and the winning class received a piñata party.

TCS BANDS AT WESTERN DISTRICT ADJUDICATION

Over 50 bands from across the region competed in the 2013 Western District Band Music Performance Adjudication that was held March 18-22 at Brevard College. The Brevard Middle School Band, under the direction of Donnie Mulligan, earned a Superior rating in sight reading and an overall rating of Excellent in the Grade III level. The Rosman Middle and High School band, in their first ever attempt to perform at the Grade V level, earned straight Superior ratings from all four judges. Carolyn Smith is the Rosman band director. The Brevard High School Concert Band and the Brevard High School Wind Ensemble each earned Superior ratings for their Grade V performances under director Kenny Franklin. In addition to conducting the two BHS bands, Mr. Franklin served as the NC Bandmasters Association West District Chairman of the event.

VOLUNTEER WEEK

"National Volunteer Week" (April 21-27, 2013) was a great time to say "thank you" to the extraordinary volunteers in our schools. Last year, volunteers gave over 40,000 hours of their time to TCS students and schools. Volunteers are a big part of why TCS is one of the top school systems in the state. Whether reading to small groups, working one-on-one with students, assisting at athletic events, or filling other roles, our volunteers make a difference each and every day.

EARTH DAY

In celebration of Earth Day on April 22, 2013, students in Transylvania County Schools participated in various activities around the county. Picking up trash, planting flowers, and using recyclables to create art were just a few of the many ways in which students learned how to improve the planet and live eco-friendly.

FBLA AWARDS

Rosman High School students had great success at the 59th Annual State Leadership Conference in Greensboro, NC. Jamie Barton (Community Service Project; Public Speaking II), Vada Judd (Business Communications), Kimberly Holliday (Business Math), Caitlin Owen (Business Law) and Brian Hollifield (Computer Applications) competed with 1800 middle and high school students from across the state. The Rosman students also tested and received proficiency certificates demonstrating mastery in Office2010, Personal Finance, and Multimedia Web Design. Jamie Barton and Vada Judd received Top Ten honors in Office2010. Vada also earned a Top Ten Medal in Business Communications, and Brian Hollifield was awarded a Top Ten

Medal in Computer Applications. Jamie Barton took 2nd Place for her community service project, "Tiger Games," and has qualified to go to the National Leadership Conference this summer in Anaheim, California. Lisa Gillespie and Tammy Hall are the advisors.

PFES HOSTS VISITORS

Pisgah Forest Elementary School recently hosted a visiting team of educators from the Wilkes County school district in North Wilkesboro, NC. The principal and five teachers from Traphill Elementary School spent the day learning how PFES does PBIS (Positive Behavioral Intervention and Support). Initially skeptical about PBIS and trying to avoid it based on experiences in their system, after touring classrooms at PFES the Traphill educators were very excited and could not wait to implement PBIS at their school next year. The meeting was mutually beneficial for PFES as well. Traphill had instituted *Love and Logic*® this year at their school with great results, and PFES is on schedule to implement *Love and Logic* next year as part of its PBIS five-year development plan. They plan to remain in contact with Traphill Elementary and be a support school for each other. The partnership came about as several PFES teachers were in graduate classes with Traphill teachers. Tonya Treadway and Ashley Witt did an excellent job hosting the visitors, and were proud to share Pisgah Forest's success.

BATTLE OF THE BOOKS

Teams from all four elementary schools competed in the countywide "Battle of the Books" that was held in on April 18 at the Transylvania County Library. The teams vied against each other to correctly answer the most trivia questions from books that the students had previously read and studied. Congratulations to the winning team from Pisgah Forest Elementary School. The PFES team members were Clark Axtell, Pearl Brown, Sarah Cudd, Madeline Dierauf, Brendan Farmer, Margaret Heinemann, Caroline Jones, Milo Jones, Alessandra LaRose, Madison Lawson, Kiernan Lockhart, Max McCarty, Rebecca Milligan, Jennifer Miranda, Graham Patterson, Elise Poche, Brooklyn Rising, Sawyer Smith, Charlie Stewart, and Sophie Tinsley.

FFA COMPETITION

Rosman High School agriculture students did a great job at the FFA Regional Competition. Luke Owen won the *entire* Introduction to Horticulture event. He beat 50 other students in the areas of plant identification, plant disease, insect identification and a 50-question exam. Haley Parker placed 2nd in FFA Creed and qualified to go on to state in June. The Introduction to Horticulture team (Ryan Anders, Tyler Arant, Devin Owen and Luke Owen) placed fourth overall and also qualified to compete at state. Heather McNeely is the Rosman High School agriculture teacher.

US NEWS & WORLD REPORT LISTING

Brevard High School did very well in this year's Best High Schools ranking in *US News and World Report*. BHS earned a silver medal and a ranking of 35th in the state and 1,973 in the nation.

5. **Former Students in the Military**

The Board reviewed 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. The list will be read aloud at the next regular meeting in recognition of Memorial Day.

6. Consent Agenda

ON A MOTION BY MRS. PETIT, SECONDED BY MR. KIVINIEMI, the minutes from the April 15, 2013 meeting and the personnel report for May 6, 2013 (see attached) were unanimously approved.

7. Federal Grants

Director Cathy Childress reported that Transylvania County Schools has submitted the following applications for federal grants for the 2013-2014 year. There were no questions from the Board.

IDEA Part B 611	Special education programs for qualified students ages 5-21
IDEA Part B 619	Special education programs for qualified students ages 3-5
Title I	Supplementary reading and math instruction for elementary students (based on poverty)
Title II A: Improving Teacher Quality	Funds for local school systems to use for staff development, ensuring all professionals are highly qualified, and for class size reduction
Rural Low Income Schools (RLIS)	Eligibility for RLIS if 20% or more of the children ages 5-17 are from families with income below the poverty line. The performance goal is that schools make AYP after participating in the program for three years.
Title III: Supplemental LIEP Services	Educate Limited English Proficient Students
Carl Perkins Act Grant	Programs for Career Technical Education

8. AIG Plan for 2013-2016

Director Cathy Childress and AIG specialists Carol Weeks, Stefanie Tomlin, Heidi Bullock and Melissa Howell presented an overview of the Academically Intellectually Gifted (AIG) Plan for 2013-2016. Major goals of the plan include increased focus on underrepresented populations, developing a formal AIG advisory committee, sharing methods and techniques among teachers, developing and maintaining a resource bank for teachers, creating a differentiated checklist for administrators, planning and implementing strategies to meet the emotional needs of AIG students, developing a “nurturing pool” of K-3 students, and strengthening partnerships and communication with parents/families. Challenges include communication with non-English speaking parents and the monetary need for personnel and professional development. The Board commended the presenters for the impressive and comprehensive plan. The Board also bid a fond farewell to Mrs. Childress, who is officially retiring on June 30. Approval of the AIG plan will be requested at the next regular meeting.

9. 2013 Stakeholder Satisfaction Survey Results

Dr. David Sutton presented a summary of the 2013 Stakeholder Satisfaction Survey results and Central Services Satisfaction Survey results. He reported an overall participation rate of 71.6% for this year’s surveys. Board members noted an unusually low participation rate (24.9%) from Brevard High School parents. The stakeholder composites showed very high levels of satisfaction in all indicators. Dr. Sutton reported that for the first time since the surveys began fourteen years ago, all three elementary and secondary composites for central services satisfaction averaged above 90%. Dr.

Sutton reviewed the composite indicators that showed significant variations from the system average. Areas of decreased satisfaction included quality of food and food choices available in school cafeterias, elimination of obsolete and ineffective processes, personal recognition for work, and seeking ideas and input from staff when planning for the future. Detailed composites and individual school-level results may be viewed online at http://info.tcsnc.org/search/cs_survey.html.

10. FY14 Budget

Norris Barger presented the latest budget information and revisions. He reported that the Senate may release its budget by mid-May. There is no word yet on pay raises. Mr. Barger anticipated that TCS would see a 6% cut in federal funding due to sequestration. He feels that the cut can be covered through carryover funds if necessary. Dr. McDaris informed the Board that the Carl Perkins Act that provides Career-Technical Education funding may be part of the federal cuts. He observed that six states currently stand to bear the brunt of the cuts, with North Carolina being one of them.

There were no changes to the local current expense anticipated request for FY14:

FY14 Anticipated Budget Changes		Increase
1	Retirement increase (14.23% to 14.59%) <i>state mandate</i>	\$17,001
2	Health insurance increase (6% to \$5,504) <i>state mandate</i>	28,962
3	Unemployment insurance rate change <i>state mandate</i>	26,500
4	T. C. Henderson SRO	52,702
5	Increase in state discretionary reduction <i>state mandate</i>	39,200
6	2% COLA increase <i>state mandate</i>	75,506
7	Add'l state teacher allotment (1.5 FTE)	(82,780)
8	Add'l state CTE teacher allotment (5 MOE)	(20,767)
9	Add'l state central office allotment (ADM)	(8,463)
10	Add'l state non-instructional support allotment (ADM)	(14,302)
11	BES Assistant Principal	71,903
12	Appropriated fund balance (partially restore FY13 cut)	323,871
	TOTAL	\$509,333
	Necessary increase in county appropriation	5.5%

Mr. Barger reviewed changes to the capital outlay board priority list. He reported that some of the smaller items have been marked "maintenance" to indicate that they could be handled through the regular maintenance budget. An increase in the activity bus line item reflects three additional buses to be financed at a rate of 0.7% over the next four years. The projected capital funding proposal for FY14 totals \$2,634,172 for FY14 and \$2,473,521 for FY15. Mr. Barger anticipates taking \$500,000 from lottery proceeds in FY14 and \$400,000 in FY15 for capital expenditures. This would reduce the lottery balance to an estimated \$272,792 by the end of June 2015.

Mr. Barger reviewed fund balances. At the end of June 2012, the local current expense fund balance was \$3,130,797. From that amount, Mr. Barger expects to have to use \$1,000,797 in FY13, another \$966,924 in FY14, and \$800,000 in FY15. This would leave an estimated balance of only \$363,076 as of June 30, 2015, which would be barely sufficient to cover one month's operating expenses. By state statute, the school system is required to maintain enough money in fund balance to cover expenses.

At the end of June 2012, the capital outlay fund balance was \$600,604. Anticipated

draws of \$145,510 in FY13 and \$102,500 in FY14 would leave an estimated balance of \$352,594 as of June 30, 2015. Considering the types of capital projects the school system is faced with, Mr. Barger stated that he is not comfortable having less than \$500,000 in capital fund balance. He reported that the county manager is aware of the Board's fund balance situation. Mr. Kiviniemi expressed concern that the school system's fund balance is being drained at precipitous rates while the county's fund balance continues to grow.

Mrs. Petit asked if previous boards had ever seen fund balances like these. Mr. Barger stated that the balances are not the lowest ever, but considering the current economic climate and political landscape of uncertainty and unfunded mandates, he feels it is unwise to operate so close to the edge, especially when state legislators can take away funding at any time.

The Board reviewed the following breakdown for the FY14 capital request:

Total Estimated Capital Needs	\$2,634,172
Lottery Proceeds	(500,000)
Sales Tax Rebate	(15,000)
Interest Earned	(500)
Fund Balance Appropriated	(102,500)
County Appropriation Required	\$2,016,172

Chairman McCoy reported that she did not think the district would be funded at the \$2+ million based on conversations she has had. The Board discussed what amount to request. Mr. Kiviniemi stated that while the Board could clearly defend a request of \$2+ million, he would be willing to request less in the interests of maintaining a good working relationship with the county commissioners. Mrs. Petit observed that the every year the Board and administration have worked hard to save jobs and try to maintain a conciliatory relationship; however, she feels that the conditions of our buildings and facilities will never improve if the Board continues to make concessions. All agreed that is the Board's statutory responsibility to do what it knows to be best for the students of this county. Mrs. Fox noted that the commissioners have said they have facility issues that can no longer be ignored, but so does the school board. Mr. Rogers observed that a large portion of capital appropriation would have to go to critical issues such as roof repairs; next to nothing would be available for improvements. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. ROGERS, the Board voted unanimously to request \$1,800,000 in capital outlay appropriation for the 2013-2014 school year. All agreed this would be a bare minimum to meet needs. ON A MOTION BY MRS. FOX, SECONDED BY MRS. PETIT, the Board voted unanimously to request \$509,333 in local current expense appropriation for the 2013-2014 year, which represents a 5.5% increase over last year.

Mrs. McCoy reported that the Board of Education and the Board of Commissioners would meet in joint session to discuss the FY14 budget request on Tuesday, May 14, 2013 at 7:00 p.m. in the Rogow Room of the Transylvania County Library.

11. **Timeline for Superintendent's Annual Evaluation**

Dr. McDaris presented the following timeline for the superintendent's evaluation for the 2011-2012 school year:

June 17	Superintendent provides self-evaluation to the Board. Board members receive individual evaluation forms to complete.
Prior to July 15	Board members return evaluation forms to chair or vice chair.
July 15	Board chair and vice chair meet with superintendent to discuss self-evaluation.
July 15 (closed session)	Board members complete consensus evaluation.
August 19	Board chair and vice chair meet with superintendent to share results of consensus evaluation.

12. Important Dates

- May 7 Special Meeting, 11:30 a.m., BMS Cafeteria
- May 7 "Taste of Transylvania," 6:00 p.m., Brevard Lumber Company
- May 8 Celebration of 50th Anniversary of TCS Integration, 10:00 a.m., BHS; "Freedom Walk" to begin at 9:00 a.m. at Courthouse Gazebo
- May 9 Transportation Banquet, 6:00 p.m., Twin Dragons
- May 9 TCAE "Friends of Education" Banquet, 6:00 p.m., Rogow Room
- May 13 Community Input Meeting on Modified School Calendar, 6:00 p.m., BHS Media Center
- May 14 BHS and RHS Senior Project Presentations, 3-6 p.m., BHS and RHS
- May 14 Joint Meeting w/ Board of Commissioners, 7:00 p.m., Rogow Room
- May 15 Special Meeting, 11:30 a.m., TCH Cafeteria
- May 16 TC Scholars Recognition Evening, 7:00 p.m., BHS
- May 20 Regular Meeting, 6:30 p.m., MEC
- May 21 Special Meeting, 11:30 a.m., BES Cafeteria
- May 21 DRS Senior Project Presentations, 3:30 - 5:30 p.m., DRS
- May 21 Community Input Meeting on Modified School Calendar, 6:00 p.m., RHS Media Center
- May 22 TCAEOP Administrators & Awards Banquet, 5:00 p.m., MEC
- May 28 Early Dismissal
- May 28 DRS Graduation, 11:00 a.m., DRS Lawn
- May 29-Jun 4 Teacher Workdays
- May 31 BHS Graduation, 6:00 p.m., Brevard Music Center
- June 1 RHS Graduation, 10:00 a.m., Brevard Music Center
- June 3 Begin four-day summer schedule
- June 3 Regular Meeting, 6:30 p.m., MEC
- June 8 Brevard v. Rosman Alumni Football Game, 7:00 p.m., RHS Stadium
- June 17 Regular Meeting, 6:30 p.m., MEC

Mr. Rogers encouraged everyone to purchase their tickets for the Alumni game in advance, noting that only the proceeds from advance ticket sales would go toward the RHS and BHS booster organizations.

13. Public Comment

There was no public comment.

14. Other Items

Mr. Kiviniemi reported that he likely would not be in town to attend the board meetings on May 13 and May 14. He shared that if all goes as planned, he and his wife would be traveling to Buffalo, NY to celebrate the long-awaited adoption of two young children by

his son and daughter-in-law. Board members wished the Kiviniemi family all the best with the adoptions.

There was no further business, and ON A MOTION BY MRS. FOX, SECONDED BY MRS. PETIT, the meeting was adjourned at 9:23 p.m.

Respectfully submitted,

Chairman

Secretary

**PERSONNEL REPORT
May 6, 2013**

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

Licensed Personnel

Joanne Anderson, School Counselor, BMS, effective June 4, 2013
Christy Bryson, Teacher, RHS, effective June 4, 2013
Cathy Childress, Part-Time Director, MEC, effective June 30, 2013
Deborah Cooper, Part-Time Teacher, BES, effective May 28, 2013
Andrew Jones, Teacher, BMS, effective June 4, 2013
Adrian Miller, Teacher, BMS, effective July 1, 2013
Connie Mosser, Teacher, RES, effective June 4, 2013
Stacey Seefeldt, School Counselor, BHS, effective June 30, 2013
Shawna Taylor, Principal, RES, effective May 31, 2013
Alice Wellborn, School Psychologist, TCS, effective July 1, 2013

Classified Personnel

Bernadette Merriman, Teacher Assistant, BMS, effective June 4, 2013
Linda Souther, Teacher Assistant, PFES, effective April 26, 2013

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

Licensed Personnel

None

Classified Personnel

Brantley Wilkie, Custodian, RES, effective May 7, 2013

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

Licensed Personnel

Tammy Bellefeuil, from Principal, BES, to Director, MEC, effective July 1, 2013

Classified Personnel

None

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

Licensed Personnel

Amanda O'Shields, Teacher, RMS, short-term disability leave, effective December 2, 2012 through December 1, 2013

Classified Personnel

None

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

Substitute Teachers

Catherine Addler

Substitute Child Nutrition Workers

None

FOR INFORMATION

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

Jeremy Gibbs, four-year contract, effective July 1, 2013, through June 30, 2017
Alan Justice, four-year contract, effective July 1, 2013, through June 30, 2017
Tony Meachum, four-year contract, effective July 1, 2013, through June 30, 2017
Kerry Putnam, four-year contract, effective July 1, 2013, through June 30, 2017
Tom Sweet, four-year contract, effective July 1, 2013, through June 30, 2017

The licensed employees named here are eligible for election to career status:

Ashton Barton, Teacher, RMS
Courtney Domokur, Teacher, TCH
Meredith Guice, Teacher, BES
Trina Hendricks, Teacher, BHS
Lily Kirk, Teacher, RMS & RHS
Linda Mallory, Teacher, RHS
Alana Marshall, Teacher, RMS
Jennifer McCall, Teacher, RMS
Dolly McCall, Teacher, BHS
Connie McGaha, Teacher, BES
Marian O'Neill, Teacher, BMS
Katrina Ronneburger, Teacher, BHS
Rivers Smith, Teacher, BMS

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

Leesa Anderson, Teacher & Coach, BHS
Cody Ashe, Teacher & Coach, BES
Emily Atkinson, Teacher, BMS
Jessica Buhrman, Teacher, BHS
Katherine Carr, Teacher, RHS
Luanna Carter, Career Development Coordinator, BHS
Kristi Clark, Teacher, PFES
Corey Cunningham, Teacher & Coach, BHS
Hale Durant, Media Coordinator, BHS
Carrie Elmore, Teacher, BHS
Cori Emory, Teacher, BMS
Megan Ferguson, Teacher, TCH
Ami Fish, Counselor, BES
Christine Glance, Teacher, RMS
Katie Gray, Teacher, BMS
Mary Griffin, Teacher, BMS
Crystal Gustin, Teacher & Coach, BMS
Jane Hamilton, Teacher, RES

Maureen Hankala, Teacher, BMS
Adria Hardy, Teacher, BHS
Anna Harris, Part-time Teacher, BES
Dan Harris, Teacher, BHS
Barbara Hartsoe, Part-time Reading Intervention Specialist, PFES
Alyse Hollingsworth, Teacher, BHS
Kelly Hooper, Teacher & Coach, RMS
Tammi Humphreys, Teacher, TCH
Tonya James, Teacher, BHS
Emilie Johnson, Teacher, RES
Andrew Jones, Teacher, BMS
Holly Jones, Teacher, RHS
Margaret Joseph, Part-time Teacher, RHS
Sarah Kipp, Teacher, BHS
Matthew Kirk, Teacher, BMS
Janna Laughridge, Part-time School Counselor, TCH
Amanda Lewis, Teacher, RMS
Jason Lippard, Teacher & Coach, BHS
Courtney Mackey, Teacher, PFES
Jennifer Malo, Part-time Teacher, DRS
Stephanie McCall, Teacher, RES
John McDaris, Teacher & Coach, BHS
Megan McLaughlin, Part-time Teacher, BES
Jackie Miller, Teacher, BES
John Moore, Part-time Teacher, DRS
Nichole Nanney, Teacher, TCH
April Nelson, Teacher, BMS
Candice Owen, Teacher, BHS
Brooks Owenby, Teacher, BHS
Tysha Owens, School Counselor, RES
Lisa Pauer, Teacher, BES
Jacob Raines, Teacher, BHS
Sarah Reid, Teacher, RMS
Amanda Roberts, Teacher, RMS
Charlotte Roberts, Teacher, BES
Christine Schwab, Speech-Language Pathologist, BES
Amber Scott, School Psychologist, RES
Sara Seagraves, Teacher, BHS
Monica Sees, Teacher, RES
Chelsea Shew, Teacher, BHS
Elizabeth Shimer, School Social Worker, RHS
Morgan Sprinkle, Teacher, BES
Katherine Swinney, Teacher, RMS & RHS
Hallie Thoele, School Counselor, BHS
Erica Thompson, Teacher, BHS
Jessica Webb, Teacher, DRS
Wesley Whitman, Teacher & Coach, BHS
Aaron Whitmire, Teacher, RMS & RHS
Mary Ellen Whittle, Part-time Reading Intervention Specialist, BES
Ashley Witt, School Counselor, PFES
Lena Zaludek, Teacher, BMS
Cynthia Zimmerman, Media Coordinator, PFES