

March 26, 2024

The Clark-Shawnee Local Board of Education met in a regular session on March 26, 2024, at Clark-Shawnee Local Administrative Offices located at 3680 Selma Road, Springfield, Ohio, 45502. The meeting was called to order at 6:30 p.m. by President Galbreath.

Those answering the roll by Mr. Faulkner:

Mr. DeHart
Mr. Galbreath
Mrs. Garrett
Dr. Page
Mrs. Pierce

Also present: Mr. Brian Kuhn, Superintendent

All stood and recited the Pledge of Allegiance.

All observed a moment of silence for Mrs. Sherrie Womacks, Librarian at Shawnee Elementary.

ACCEPTANCE OF THE AGENDA (2024-1415)

Mr. DeHart moved to accept the agenda and addendum with corrections.
Mrs. Pierce Seconded the motion.

Ayes: Galbreath, Garrett, Page, Pierce, DeHart.
The President declared the motion carried.

REQUESTS AND CONCERNS OF THE GENERAL PUBLIC

Kristi Hirtzinger

Lifewise Social Media Posts

ROUNDTABLE

Career Technology Center Update

Mr. Ben Galbreath, member of the CTC Board, provided an update on the activities of the Springfield-Clark Career Technology Center.

District Update

Mr. Brian Kuhn, Superintendent, provided an update to the Board of Education on the following topics.

1. District Exam Exemption Plan
2. Elementary School Grading Scale Plan
3. Update on the Tuttle Road Development
4. Update on CEDA Proceedings - Mandamus and Civil
5. Board Meeting Dates
 - a. April meeting will be on April 23, 2024
 - b. May meeting will be on May 14, 2024
6. New Teacher Introductions to the Board of Education
 - a. Darren Morrison, Physical Education at Elementary School
 - b. Terrena Conson, Art at Elementary School

ACCEPTANCE OF CONSENT CALENDAR – FINANCIAL (2024 - 1416)

Dr. Page moved to approve the following:

- A. Signing of the Minutes of the Previous Meeting**
- B. Treasurer's Report and Condition of the Funds**
- C. Monthly Bills and Allowance of those that are in Order**
- D. Appropriations Modification**
- E. Renewal of Frontline–Forecasting/PD Contract**
- F. Acceptance of Donations**
 - Shawnee Elementary PTO–\$500.00 to be deposited into fund 022-9005.
 - Wagner Crane, Rigging, and Machinery Transport-Crane and rigging service to lift and move one shed as an in-kind donation valued at \$1,500.00.

Mrs. Pierce Seconded the motion.

Ayes: Garrett, Page, Pierce, DeHart, Galbreath.

ACCEPTANCE OF CONSENT CALENDAR – PERSONNEL (2024-1417)

Mr. DeHart moved to approve the following:

Resignations

Certified

To approve Mrs. Donielle Avery, Teacher at Shawnee ES, documentation for STRS Disability Retirement, effective June 1, 2023.

To accept Mrs. Erin Delk, Teacher at Shawnee MS/HS, letter of resignation effective at the end of the current contract year.

Support Staff

To accept Ms. Nikki Hodges, Aide at Shawnee ES, letter of resignation effective March 23, 2024.

Employment

Certified

To employ Mrs. Terrena Conson as Art Teacher for the 2024-2025 school year. [Current Assignment: Shawnee ES]

To employ Ms. Catherine Holt as Art Teacher for the 2024-2025 school year. [Current Assignment: Shawnee MS/HS]

To employ Mr. Darren Morrison as Physical Education Teacher for the 2024-2025 school year. [Current Assignment: Shawnee ES]

Substitute (Certified)

To employ Ms Alaina Collins as Long-Term Substitute Teacher for the 2023-2024 school year.

Additional Duty (Certified)

To employ Ms Amy Davidge as Drama, Spring Musical Assistant for the 2023-2024 school year

To employ Mr. William Henderson as Drama Choreographer for the 2023-2024 school year.

To employ Mr. William Henderson as Drama, Fall Advisor Assistant for the 2023-2024 school year.

To employ Ms Natalie Koukis as Swimming, HS Assistant Co-Coach for the 2023-2024 school year.

To employ Mr. Ryan Dunn as Swimming, HS Assistant Co-Coach for the 2023-2024 school year.

To employ Ms Sarah Smith as Drama, Spring Musical/Music for the 2023-2024 school year.

To employ Mr. Bryan Szekacs as Drama, Spring Musical Advisor for the 2023-2024 school year.

Additional Duty (Support Staff)

The following supplemental positions for the pupil activity programs in the Clark-Shawnee Local School District were first offered to those employees of the District who are licensed individuals and no such employee applied and was qualified to fill the position such that the position was accepted by any such employee. The Board then advertised the position as available to any licensed individual who is qualified to fill it and who is not employed by the Board, and no such person has applied for and accepted the position. Thus, the Board resolved to employ the following non-licensed individuals to fill the following supplemental position.

To employ Mr. Holden Laney as Baseball, Varsity Assistant Coach for the 2023-2024 school year. Mr. Laney is a lay coach.

Volunteer - (Support Staff)

To approve Mr. Andrew Burns as Volunteer Baseball Coach for the 2023-2024 school year.

To approve Miss Hanna Haddix as Volunteer Softball Coach for the 2023-2024 school year.

Rescind Employment Action & Update Memorandum of Understanding –Drama, Fall Advisor Assistant

To approve Mr. Brian Kuhn, Superintendent, recommendation that the supplemental contract of Drama, Fall Advisor Assistant approved on August 15, 2023, for Mrs. Beth Szekacs be rescinded and the Memorandum of Understanding for Drama, Fall Advisor Assistant be updated accordingly.

Non-Renewals of Certified, Support Staff, and Additional Duty Contracts/Supplementals

To non-renew certified, support staff, and additional duty contracts/supplementals for the 2024-2025 school year as presented in Exhibit A.

Approval of Wage Differential

To approve a wage differential of \$1.50 per hour for Mrs. Lori Myers, PE Aide, effective March 1, 2024 and for the remainder of the current contract year, due to the responsibilities assigned to this position.

Dr. Page seconded the motion.

Ayes: Page, Pierce, DeHart, Galbreath, Garrett.

ACCEPTANCE OF CONSENT CALENDAR – MISCELLANEOUS (2024-1418)

Mrs. Garrett moved to approve the following:

Curriculum Adoption

To approve Mrs. Michelle Heims', Shawnee MS/HS Campus Principal, request to adopt Carnegie Learning Math Solutions as the mathematics curriculum for Algebra I, Algebra II, and Geometry.

WAIVING COMPETITIVE BIDDING AND AUTHORIZING CONTRACT WITH PRODIGY BUILDING SOLUTIONS, LLC FOR THE SHAWNEE HIGH SCHOOL WATER HEATER UPGRADE PROJECT BASED ON AN URGENT NECESSITY

The Superintendent recommends that the Board waive competitive bidding based upon urgent necessity and authorize a contract with Prodigy Building Solutions, LLC. ("Prodigy") for the Shawnee High School Water Heater Upgrade Project ("the Project"). The Superintendent requests authority for the Superintendent and Treasurer to negotiate and execute an agreement with Prodigy for the work on the Project.

Rationale:

1. The Board has identified a need to update the water heater facilities at Shawnee High School.
2. The work for the Project needs to be completed as soon as possible and within the District's budget, so as not to negatively impact the District's educational programs. Bidding the work will delay the Project completion, could result in higher costs, and will not guarantee that lower bids will be received for the work, especially given long lead times for plumbing equipment attributed to the continued supply chain disruptions stemming from the COVID-19 pandemic. Accordingly, this situation presents an urgent necessity under R.C. § 3313.46
3. Prodigy is an experienced plumbing contractor and has provided a proposal for the Project in the amount of \$317,668.76.
4. Based on procurement experience, the Superintendent and Treasurer believe the Prodigy proposal to be reasonable and of an appropriately competitive nature.
5. The Superintendent recommends Prodigy as being the contractor in the best interest of the District and requests authority for the Superintendent and Treasurer to negotiate and execute a contract and any supporting documents with Prodigy in an amount not-to-exceed \$317,668.76 ("Contract Sum").
6. The Superintendent also requests authority to enter into change orders on behalf of the Board in a total amount not-to-exceed 10% of the Contract Sum with

Prodigy; change orders in excess of that amount will be brought to the Board for its approval.

The Board of Education resolves as follows:

1. Based upon the information provided and exercising the authority given in R.C. § 3313.46, the Board declares an urgent necessity, approves the selection of Prodigy to provide the work, authorizes the Superintendent and Treasurer to work with legal counsel to negotiate and execute a contract and any supporting documents with Prodigy in an amount not-to-exceed \$317,668.76, and authorizes the Superintendent and Treasurer to execute any other documents necessary to effectuate the intent of this resolution.
2. The Board further authorizes the Superintendent and Treasurer to execute change orders related to the Project in a total amount not-to-exceed 10% of the Contract Sum. If a change order exceeds this amount individually or in the aggregate, the change order will be brought to the Board for approval prior to the work being performed.

Mr. DeHart seconded the motion.

Ayes: Pierce, DeHart, Galbreath, Garrett, Page.

EXECUTIVE SESSION - (2024-1419)

Mr. Galbreath moved to go into Executive Session for the purpose of considering the discipline of a public employee (ORC 121.22 (G)(1)) at 7:38 pm.

Mr. DeHart Seconded the motion.

Ayes: DeHart, Galbreath, Garrett, Page, Pierce,

Mr. Galbreath the board out of Executive Session at 8:00 pm.

ACCEPTANCE OF CONSENT CALENDAR – LAST CHANGE AGREEMENTS (2024-1420)

Mrs. Pierce moved to approve the following:

Resolution to Impose a Last Chance Agreement for Non-Teaching Employee Ms. Jerri Smith

WHEREAS, Section 3319.081 of the Ohio Revised Code, which governs termination and suspension procedures for non-teaching employees, provides that a board of education may suspend a non-teaching employee for a definite period of time for reasons set forth in the statute, which includes the reason of violation of written rules and regulations as set forth by the board of education, and for insubordination; and

WHEREAS, the Clark-Shawnee Local School District Board of Education ("Board") employs Jerri Smith ("Smith") under a limited non-teaching contract pursuant to Ohio Revised Code Section 3319.081; and

WHEREAS, the Superintendent has determined, based upon internal investigation, that during the 2023-2024 school year, Smith has engaged in conduct that violates various Policies of the Board, and has engaged in acts of insubordination; and

WHEREAS, based upon the results of said internal investigation, the Superintendent is recommending that the Board impose a last chance agreement, based upon the terms as presented to the Board and to Smith; and

WHEREAS, the Board has fully considered all matters presented to and before the Board regarding the grounds for the Superintendent's recommendation that impose a last chance agreement, and the Board takes official public action on the Superintendent's recommendation as follows;

NOW, THEREFORE BE IT RESOLVED, that the Clark-Shawnee Local School District Board of Education ("Board") hereby acts to approve the Superintendent's recommendation to place non-teaching employee Jerri Smith on a last chance agreement and to impose same, on the terms as presented to the Board and to Smith, which last chance agreement will govern the remaining term of non-teaching employee Jerry Smith's limited contract of employment with the District;

BE IT FURTHER RESOLVED, that the Clark-Shawnee Local School District Board of Education hereby directs its Treasurer to issue official written notice of same forthwith, along with a copy of said Resolution, to non-teaching employee Jerri Smith, and further hereby directs its Superintendent and Treasurer to faithfully execute the terms this Resolution as stated herein, including affixing the last chance agreement to Jerri Smith's current non-teaching employment contract as maintained in Jerri Smith's personnel file.

Resolution to Impose a Suspension Without Pay & Last Chance Agreement for Teaching Employee Mr. Jeffrey Bumgardner

WHEREAS, the Clark-Shawnee Local School District Board of Education ("Board") employs Jeff Bumgardner ("Bumgardner") under a limited teaching contract pursuant to Ohio Revised Code Section 3319.11; and

WHEREAS, the Board is party to a collective bargaining agreement with the Clark-Shawnee Local Education Association ("CSLEA"), effective July 1, 2022 through June 30, 2025 [entitled and referred to herein as "Contractual Agreement"]; and

WHEREAS, pursuant to Article 1 of the Contractual Agreement, CSLEA represents all full time and regular part-time teachers employed by the Board; and

WHEREAS, Article 34 of the Contractual Agreement provides for the progressive discipline process for teachers employed by the Board; and

WHEREAS, Article 34 of the Contractual Agreement provides that the Superintendent may suspend a teacher without pay for up to five (5) contract days depending upon the nature and magnitude of the conduct bringing about the discipline; and

WHEREAS, Section 3319.16 of the Ohio Revised Code, which governs the termination and suspension of teaching employees, provides that a board of education may suspend a teaching employee for good and just cause, if the character of the charges warrants such action; and

WHEREAS, the Superintendent has determined, based upon internal investigation, that Bumgardner has engaged in conduct that violates various Policies of the Board, as set forth in the notice of intent issued to Bumgardner by the Superintendent on March 22, 2024; and

WHEREAS, based upon the results of said internal investigation, the Superintendent is recommending that the Board impose a disciplinary suspension without pay for a period of one (1) work day, to be served on April 8, 2024, based upon the conduct set forth in the Superintendent's notice of intent issued to Bumgardner on March 22, 2024; and

WHEREAS, based upon the results of said internal investigation, the Superintendent is also recommending that the Board impose a last chance agreement, effective immediately, and which will govern the remaining term of Bumgardner's limited teaching contract with the District, and which will govern any supplemental contracts the Board may issue to Bumgardner during the remaining term of Bumgardner's limited teaching contract with the District; and

WHEREAS, in the Superintendent's written notice of intent issued to Bumgardner on March 22, 2024, Bumgardner was officially advised of his right to a due process

hearing before the Board at the Board's regular public meeting on March 26, 2024, regarding the Superintendent's recommendation that the Board impose a disciplinary suspension without pay, and a last chance agreement, prior to the Board taking official public action regarding the Superintendent's recommendation; and

WHEREAS, Bumgardner did not appear for the due process hearing before the Board, held in executive session of the Board, at the Board's regular public meeting on March 26, 2024; and

WHEREAS, the Board has fully considered all matters presented to and before the Board regarding the grounds for the Superintendent's recommendation to impose a disciplinary suspension without pay for a period of one (1) work day, to be served on April 8, 2024, and to impose a last chance agreement which will govern the remaining term of Bumgardner's limited teaching with the District as well as any supplemental contracts the Board may issue to Bumgardner during the same term, and the Board takes official public action on the Superintendent's recommendation as follows;

NOW, THEREFORE BE IT RESOLVED, that the Clark-Shawnee Local School District Board of Education ("Board") hereby acts to approve the Superintendent's recommendation to place teaching employee Jeff Bumgardner on disciplinary suspension without pay for a period of one (1) work day, to be served on April 8, 2024, based upon the grounds set forth in the Superintendent's written notice of intent issued to Bumgardner on March 22, 2024, which the Board finds, upon its review and consideration of the Superintendent's recommendation, constitutes good and just cause for such action under Article 34 of the Contractual Agreement, and pursuant to Ohio Revised Code Section 3319.16;

BE IT FURTHER RESOLVED, that the Clark-Shawnee Local School District Board of Education hereby acts to approve the Superintendent's recommendation to impose a last chance agreement, on the terms as presented to the Board, which last chance agreement shall be effective immediately, and which last chance agreement shall govern the remaining term of Jeff Bumgardner's limited teaching contract with the District, and which last chance agreement will govern the terms of any supplemental contract issued by the Board to Bumgardner during the remaining term of Bumgardner's limited teaching contract with the District;

BE IT FURTHER RESOLVED, that the Clark-Shawnee Local School District Board of Education hereby directs its Treasurer to issue official written notice of same forthwith, along with a copy of said Resolution, to Jeff Bumgardner, and further hereby directs its Superintendent and Treasurer to faithfully execute the terms this Resolution

as stated herein, including copies of this action to the personnel file for Jeff Bumgardner as maintained by the Board.


Mr. DeHart seconded the motion.
Ayes: Galbreath, Garrett, Page, Pierce, DeHart.

ADDITIONAL ITEMS FOR BOARD DISCUSSIONS AND/OR ACTION

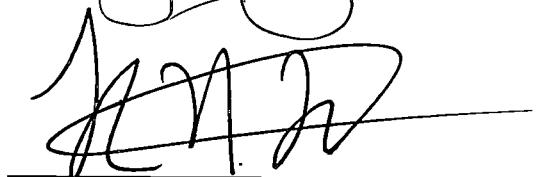
None

ADJOURNMENT

Mrs. Garrett moved to adjourn the meeting at 8:02 p.m.
Dr. Page Seconded the motion.
Ayes: Garrett, Page, Pierce, DeHart, Galbreath.



President



Treasurer

Support Staff Non-Renewals for 2023-2024 school year.

	POSITION	NAME	LOCATION	REASON FOR NON RENEWAL
1	Authorized Driver	Darren Kaiser	CLASSIFIED District	Employed on an as needed basis
2	Cafeteria Hostess	Erica Goheen	CLASSIFIED Elementary	Employed on an as needed basis
3	Grounds	Robert Beedy	CLASSIFIED District	Employed on an as needed basis
4	Long-Term Substitute Cook	Erica Goheen	CLASSIFIED District	Employed on an as needed basis
5	Preschool Bus Driver	Drema Jones	CLASSIFIED District	Employed on an as needed basis
6	Preschool Bus Driver	Gina Beckel	CLASSIFIED District	Employed on an as needed basis
7	Preschool Bus Driver	Jan Lyons	CLASSIFIED District	Employed on an as needed basis
8	Preschool Bus Driver	Lindsey Estridge	CLASSIFIED District	Employed on an as needed basis

Certified Staff Non-Renewals for 2023-2024 school year.

	POSITION	NAME	LOCATION	REASON FOR NON RENEWAL
1	Camp Invention, Director	Mary Tucker	CERTIFIED Elementary	Employed on an as needed basis
2	Camp Invention, Teacher	Elisabeth Hirtzinger	CERTIFIED Elementary	Employed on an as needed basis
3	Camp Invention, Teacher	Mya Violet	CERTIFIED Elementary	Employed on an as needed basis
4	Camp Invention, Teacher	Susan Watkins	CERTIFIED Elementary	Employed on an as needed basis
5	Camp Invention, Teacher	Tamara Thomas	CERTIFIED Elementary	Employed on an as needed basis
6	Detention Monitor	Sherry Akers	CERTIFIED High School/Middle School	Employed on an as needed basis
7	Long-Term Substitute Teacher	April Schipper	CERTIFIED District	Employed on an as needed basis
8	Long-Term Substitute Teacher	Cassidy Lemon	CERTIFIED District	Employed on an as needed basis
9	Long-Term Substitute Teacher	Darren Morrison	CERTIFIED District	Employed on an as needed basis
10	Long-Term Substitute Teacher	Earnest Keppler	CERTIFIED District	Employed on an as needed basis
11	Long-Term Substitute Teacher	Katelynn Garber	CERTIFIED District	Employed on an as needed basis
12	Long-Term Substitute Teacher	Logan Griffith	CERTIFIED District	Employed on an as needed basis
13	Long-Term Substitute Teacher	Sarah Carter	CERTIFIED District	Employed on an as needed basis
14	Long-Term Substitute Teacher	Tate Thomas	CERTIFIED District	Employed on an as needed basis
15	Long-Term Substitute Teacher	Alaina Collins	CERTIFIED District	Employed on an as needed basis
16	Tutor	Nicole Newman	CERTIFIED Elementary	Employed on an as needed basis
17	Tutor	Alaina Collins	CERTIFIED Elementary	Employed on an as needed basis

Additional Duty (Support Staff) Non-Renewals for 2023-2024 school year.

	POSITION	NAME	LOCATION	REASON FOR NON RENEWAL
1	Baseball, Varsity Assistant Coach	Thomas Thompson	CLASSIFIED Athletics	SUPPLEMENTAL
2	Baseball, Varsity Assistant Coach	Holden Laney	CLASSIFIED Athletics	SUPPLEMENTAL
3	Basketball, MS Coach	Jeffrey Volbert	CLASSIFIED Athletics	SUPPLEMENTAL
4	Basketball, Varsity Assistant Coach	Derek Tincer	CLASSIFIED Athletics	SUPPLEMENTAL
5	Basketball, Varsity Assistant Coach	Olivia Johnson	CLASSIFIED Athletics	SUPPLEMENTAL
6	Bowling Boys Coach	John Oliver	CLASSIFIED Athletics	SUPPLEMENTAL
7	Bowling, Girls Coach	Adam Kiess	CLASSIFIED Athletics	SUPPLEMENTAL
8	Cheerleading, Competition Advisor	Tiffany Cotrell	CLASSIFIED Athletics	SUPPLEMENTAL
9	Cheerleading, HS Football Advisor	Mallory Krouse	CLASSIFIED Athletics	SUPPLEMENTAL
10	Cheerleading, MS Basketball Advisor	Mallory Krouse	CLASSIFIED Athletics	SUPPLEMENTAL
11	Cheerleading, MS Football	Tiffany Cotrell	CLASSIFIED Athletics	SUPPLEMENTAL
12	Cross County, HS Assistant Coach	Douglas Rastatter	CLASSIFIED Athletics	SUPPLEMENTAL
13	Football, MS Assistant Coach	David Brucker	CLASSIFIED Athletics	SUPPLEMENTAL
14	Football, MS Assistant Coach	John Williams	CLASSIFIED Athletics	SUPPLEMENTAL
15	Football, MS Assistant Coach	Marc Coppess	CLASSIFIED Athletics	SUPPLEMENTAL
16	Football, MS Head Coach	Johnathon Earles	CLASSIFIED Athletics	SUPPLEMENTAL
17	National Honor Society Advisor	Joyce Aills	CLASSIFIED High School/Middle School	SUPPLEMENTAL
18	Soccer, HS Assistant Coach	Noah Grooms	CLASSIFIED Athletics	SUPPLEMENTAL
19	Soccer, HS Head Coach	Michael Gannon	CLASSIFIED Athletics	SUPPLEMENTAL
20	Softball, HS Assistant Coach	Gary Baugh	CLASSIFIED Athletics	SUPPLEMENTAL
21	Softball, HS Assistant Coach	Shane Hannan	CLASSIFIED Athletics	SUPPLEMENTAL
22	Track, HS Varsity Assistant Coach	Kelly Rodriguez	CLASSIFIED Athletics	SUPPLEMENTAL
23	Track, MS Assistant Coach	Abigail Schofield	CLASSIFIED Athletics	SUPPLEMENTAL
24	Track, MS Assistant Coach	Nathan Krouse	CLASSIFIED Athletics	SUPPLEMENTAL
25	Track, MS Head Coach	Logan Griffith	CLASSIFIED Athletics	SUPPLEMENTAL
26	Volleyball, HS Varsity Assistant Coach	Kara Lucas	CLASSIFIED Athletics	SUPPLEMENTAL
27	Volleyball, HS Varsity Assistant Coach	Kyla Greenwood	CLASSIFIED Athletics	SUPPLEMENTAL

28	Volleyball, MS Head Coach	Brittany Sparks	CLASSIFIED	Athletics	SUPPLEMENTAL
29	Volleyball, MS Head Coach	Kristen Stewart	CLASSIFIED	Athletics	SUPPLEMENTAL
30	Wrestling, HS Varsity Assistant Coach	Steven Sexton	CLASSIFIED	Athletics	SUPPLEMENTAL
31	Wrestling, HS Varsity Head Coach	Jacob Mershon	CLASSIFIED	Athletics	SUPPLEMENTAL
32	Wrestling, MS Assistant Coach	Bradley Mcclintick	CLASSIFIED	Athletics	SUPPLEMENTAL

Additional Duty (Certified) Non-Renewals for 2023-2024 school year.

	POSITION	NAME		LOCATION	REASON FOR NON RENEWAL
1	15 Days Extended Time	Amy Hibbs	CERTIFIED	High School/Middle School	SUPPLEMENTAL
2	15 Days Extended Time	Melinda Shong	CERTIFIED	High School/Middle School	SUPPLEMENTAL
3	5 Days Extended Time	Sherry Akers	CERTIFIED	High School/Middle School	SUPPLEMENTAL
4	Baseball, Varsity Head Coach	Robert Delong	CERTIFIED	Athletics	SUPPLEMENTAL
5	Basketball, Varsity Assistant Coach	Blake Garberich	CLASSIFIED	Athletics	SUPPLEMENTAL
6	Basketball Cheer Varsity	Cynthia Barnes	CERTIFIED	Athletics	SUPPLEMENTAL
7	Basketball, MS Coach	Jason Mattern	CERTIFIED	Athletics	SUPPLEMENTAL
8	Basketball, MS Coach	Johnathon Earles	CERTIFIED	Athletics	SUPPLEMENTAL
9	Basketball, MS Coach	Marc Coppess	CERTIFIED	Athletics	SUPPLEMENTAL
10	Basketball, Varsity Assistant Coach	Kaylee Cyphers	CERTIFIED	Athletics	SUPPLEMENTAL
11	Basketball, Varsity Head Coach	Christopher Mcguire	CERTIFIED	Athletics	SUPPLEMENTAL
12	Basketball, Varsity Head Coach	John Campbell	CERTIFIED	Athletics	SUPPLEMENTAL
13	Class Advisor, Junior	Marlo Mitch	CERTIFIED	High School/Middle School	SUPPLEMENTAL
14	Class Advisor, Junior	Stephanie Caraway	CERTIFIED	High School/Middle School	SUPPLEMENTAL
15	Cross Country, HS Coach	Jeffrey Collins	CERTIFIED	Athletics	SUPPLEMENTAL
16	Cross Country, MS Coach	Sara Lee	CERTIFIED	Athletics	SUPPLEMENTAL
17	Department Head	Allison Mcclintick	CERTIFIED	High School/Middle School	SUPPLEMENTAL
18	Department Head	Devin Spitzer	CERTIFIED	High School/Middle School	SUPPLEMENTAL
19	Department Head	Elizabeth Allen	CERTIFIED	High School/Middle School	SUPPLEMENTAL
20	Department Head	Jeffrey Collins	CERTIFIED	High School/Middle School	SUPPLEMENTAL
21	Department Head	Kristin Meeks	CERTIFIED	High School/Middle School	SUPPLEMENTAL
22	Department Head	Stephanie Caraway	CERTIFIED	High School/Middle School	SUPPLEMENTAL
23	Department Head	Whitney Adams	CERTIFIED	High School/Middle School	SUPPLEMENTAL
24	Drama, Fall Advisor	Bryan Szekacs	CERTIFIED	High School/Middle School	SUPPLEMENTAL
25	Drama, Fall Advisor Assistant	Beth Szekacs	CERTIFIED	High School/Middle School	SUPPLEMENTAL
26	Drama, Spring Musical Advisor	Bryan Szekacs	CERTIFIED	High School/Middle School	SUPPLEMENTAL
27	Drama, Spring Musical Assistant	Amy Davidge	CERTIFIED	High School/Middle School	SUPPLEMENTAL
28	Drama, Spring Musical Musical Advisor	Sarah Smith	CERTIFIED	High School/Middle School	SUPPLEMENTAL
29	Drama, Choreographer	William Henderson	CERTIFIED	High School/Middle School	SUPPLEMENTAL
30	Flag Corp Advisor	Cynthia Barnes	CERTIFIED	High School/Middle School	SUPPLEMENTAL
31	Football, Varsity Assistant Coach	Devin Spitzer	CERTIFIED	Athletics	SUPPLEMENTAL
32	Football, Varsity Assistant Coach	Jeffrey Bumgardner	CERTIFIED	Athletics	SUPPLEMENTAL
33	Football, Varsity Assistant Coach	Jonathan Stewart	CERTIFIED	Athletics	SUPPLEMENTAL
34	Football, Varsity Assistant Coach	Kristopher Doggett	CERTIFIED	Athletics	SUPPLEMENTAL
35	Football, Varsity Assistant Coach	Matthew Warrington	CERTIFIED	Athletics	SUPPLEMENTAL
36	Football, Varsity Assistant Coach	Rex Plymale	CERTIFIED	Athletics	SUPPLEMENTAL
37	Football, Varsity Assistant Coach	Robert Delong	CERTIFIED	Athletics	SUPPLEMENTAL
38	Football, Varsity Head Coach	Richard Meeks	CERTIFIED	Athletics	SUPPLEMENTAL
39	Freshman Facilitator	Brenda Vinson	CERTIFIED	High School/Middle School	SUPPLEMENTAL
40	Freshman Facilitator	William Henderson	CERTIFIED	High School/Middle School	SUPPLEMENTAL
41	Golf, Varsity Boys Coach	Adam Billet	CERTIFIED	Athletics	SUPPLEMENTAL
42	Grade Level Lead	Alicia Anstine	CERTIFIED	Elementary	SUPPLEMENTAL
43	Grade Level Lead	Allison Williams	CERTIFIED	Elementary	SUPPLEMENTAL
44	Grade Level Lead	Amy Haerr	CERTIFIED	Elementary	SUPPLEMENTAL
45	Grade Level Lead	Andrea Gray	CERTIFIED	Elementary	SUPPLEMENTAL
46	Grade Level Lead	Annette Lloyd	CERTIFIED	High School/Middle School	SUPPLEMENTAL
47	Grade Level Lead	Ashley Hill	CERTIFIED	Elementary	SUPPLEMENTAL
48	Grade Level Lead	Elizabeth Stokes	CERTIFIED	Elementary	SUPPLEMENTAL
49	Grade Level Lead	Jane Hanson	CERTIFIED	Elementary	SUPPLEMENTAL
50	Grade Level Lead	Molly Stitzel	CERTIFIED	Elementary	SUPPLEMENTAL
51	Grade Level Lead	Sarah Young	CERTIFIED	High School/Middle School	SUPPLEMENTAL
52	Grade Level Lead	Wendy Shaffer	CERTIFIED	Elementary	SUPPLEMENTAL
53	Instructional Technology Leader	Darcy Leis	CERTIFIED	High School/Middle School	SUPPLEMENTAL

54	Lead Teacher	Darcy Leis	CERTIFIED	High School/Middle School	SUPPLEMENTAL
55	Lead Teacher	Devin Spitzer	CERTIFIED	High School/Middle School	SUPPLEMENTAL
56	Mentor	Beth Patterson	CERTIFIED	Elementary	SUPPLEMENTAL
57	Mentor	Beth Szekacs	CERTIFIED	High School/Middle School	SUPPLEMENTAL
58	Mentor	Michael Shaw	CERTIFIED	Elementary	SUPPLEMENTAL
59	Mentor	Molly Stitzel	CERTIFIED	Elementary	SUPPLEMENTAL
60	Mentor	Sarah Smith	CERTIFIED	High School/Middle School	SUPPLEMENTAL
61	Mentor	Stephanie Caraway	CERTIFIED	High School/Middle School	SUPPLEMENTAL
62	Mentor	Teresa Balcerek	CERTIFIED	Elementary	SUPPLEMENTAL
63	Mentor/2 or more teachers	Alicia Anstine	CERTIFIED	Elementary	SUPPLEMENTAL
64	Mentor/2 or more teachers	Whitney Adams	CERTIFIED	High School/Middle School	SUPPLEMENTAL
65	Middle School Student Council	Nancy Robinson	CERTIFIED	High School/Middle School	SUPPLEMENTAL
66	Middle School Student Council	Susan Calland	CERTIFIED	High School/Middle School	SUPPLEMENTAL
67	Music, HS Instrumental Assistant	Megan Bell	CERTIFIED	High School/Middle School	SUPPLEMENTAL
68	Music, HS Instrumental Head	Sarah Smith	CERTIFIED	High School/Middle School	SUPPLEMENTAL
69	Music, HS Vocal Head	Stephanie Lange	CERTIFIED	High School/Middle School	SUPPLEMENTAL
70	Music, MS Musical Head	Ashley Hill	CERTIFIED	Elementary	SUPPLEMENTAL
71	Music, MS Musical Head	Stephanie Lange	CERTIFIED	High School/Middle School	SUPPLEMENTAL
72	National Honor Society Advisor	Allyson Radel	CERTIFIED	High School/Middle School	SUPPLEMENTAL
73	Power of the Pen	Sarah Carter	CERTIFIED	High School/Middle School	SUPPLEMENTAL
74	Powerlifting, HS Assistant Coach	Devin Spitzer	CERTIFIED	Athletics	SUPPLEMENTAL
75	Powerlifting, HS Coach	Jeffrey Bumgardner	CERTIFIED	Athletics	SUPPLEMENTAL
76	Quiz Bowl Advisor	Matthew Looney	CERTIFIED	High School/Middle School	SUPPLEMENTAL
77	Site Manager [Fall]	Blake Garberich	CERTIFIED	Athletics	SUPPLEMENTAL
78	Site Manager [Winter]	Blake Garberich	CERTIFIED	Athletics	SUPPLEMENTAL
79	Soccer, HS Assistant Coach	Kaylee Houseman	CERTIFIED	Athletics	SUPPLEMENTAL
80	Soccer, HS Assistant Coach	Mark Gathany	CERTIFIED	Athletics	SUPPLEMENTAL
81	Soccer, HS Assistant Coach	Mary Britton	CERTIFIED	Athletics	SUPPLEMENTAL
82	Softball, HS Head Coach	Devin Spitzer	CERTIFIED	Athletics	SUPPLEMENTAL
83	Student Council, HS Advisor	Marlo Mitch	CERTIFIED	High School/Middle School	SUPPLEMENTAL
84	Swimming, HS Coach	Carrie McGuire	CERTIFIED	Athletics	SUPPLEMENTAL
85	Swimming, HS Assistant Coach	Ryan Dunn	CERTIFIED	Athletics	SUPPLEMENTAL
86	Swimming, HS Assistant Coach	Natalie Koukis	CERTIFIED	Athletics	SUPPLEMENTAL
87	Tennis, HS Coach	Jeffrey Collins	CERTIFIED	Athletics	SUPPLEMENTAL
88	Track, HS Varsity Assistant Coach	Jason Mattern	CERTIFIED	Athletics	SUPPLEMENTAL
89	Track, HS Varsity Assistant Coach	Jeffrey Bumgardner	CERTIFIED	Athletics	SUPPLEMENTAL
90	Track, HS Varsity Assistant Coach	Richard Meeks	CERTIFIED	Athletics	SUPPLEMENTAL
91	Track, HS Varsity Head Coach	Sara Lee	CERTIFIED	Athletics	SUPPLEMENTAL
92	Volleyball, HS Varsity Head Coach	Elizabeth Avery	CERTIFIED	Athletics	SUPPLEMENTAL
93	Weightroom Monitor [Winter]	Richard Meeks	CERTIFIED	Athletics	SUPPLEMENTAL
94	Wrestling, MS Head Coach	Luke Matthews	CERTIFIED	Athletics	SUPPLEMENTAL
95	Yearbook, HS Advisor	Megan Moore	CERTIFIED	High School/Middle School	SUPPLEMENTAL