

**NORTH CAROLINA
LINCOLN COUNTY**

**LINCOLN COUNTY BOARD OF EDUCATION
Minutes of December 13, 2018**

Due to winter road conditions, the December 11, 2018 regular monthly Board meeting was rescheduled for December 13, 2018.

The Lincoln County Board of Education held their regular monthly meeting on **Tuesday, December 13, 2018 at 6:30 PM** in the Board Conference Room. The meeting was called to order by Mr. Mark Mullen, Chairperson, who declared a quorum was present consisting of Ms. Heather Rhyne, Vice-Chairperson, Ms. Joan Avery, Ms. Candy Burgin, Ms. Cathy Davis, Mr. Kirk Herbertson, and Mr. Todd Wulfhorst. Mr. Dean Shatley, School Board Attorney, was also in attendance.

Administrative staff members present were Dr. Lory Morrow, Superintendent-Secretary to the Board; Dr. Aaron Allen, Associate Superintendent; Dr. Rhonda Hager, Assistant Superintendent for Curriculum and Instruction; Dr. Heath Belcher, Chief of Human Resources; Ms. Pam McBryde, Director of Financial Operations; Mr. Eric Eaker, Chief of Operations; Mr. Rusty Saine, Director of Accountability; Mr. Steven Hoyle, Director of Technology Services; and Ms. Cathy Gates, Clerk to the Board.

Prior to the meeting, a reception was held for outgoing Board member Ms. Candy Burgin.

The Board observed a moment of silence. Chairperson Mullen led the Board in the Pledge of Allegiance.

Recognition of Outgoing Board Member, Ms. Candy Burgin

Dr. Morrow presented a plaque to Ms. Burgin in appreciation of eight years of service and dedication to the advancement of education for the students of Lincoln County. Ms. Burgin expressed her appreciation to students, staff, and administration for their support.

Swearing in of Newly Elected Board Members

Mr. Fred Hatley, Clerk of Court, was in attendance and administered the following Oath of Office to newly elected Board members, Ms. Joan S Avery, Mr. Tony A. Jenkins, and Mr. D. Todd Wulfhorst: *I do solemnly swear (or affirm) that I will support and defend the Constitution and laws of the United States and the Constitution and laws of the State of North Carolina and that I will faithfully discharge my duties as a member of the Lincoln County Board of Education to the best of my ability.*

Reorganization of the Board / Oath of Office

Mr. Mullen turned the meeting over to Attorney, Chad Donahoo, to conduct the reorganization of the Board and nominated Ms. Davis as the next Chairperson. Mr. Donahoo opened the floor for nominations for Chairperson of the Lincoln County Board of Education for 2019 and recognized Ms. Davis as a nominee. Ms. Davis accepted the nomination.

A motion was made by Ms. Avery, seconded by Ms. Rhyne to close nominations. The motion carried. The vote for Ms. Davis to serve as Board Chairperson was unanimous.

Mr. Donahoo opened the floor for nominations for Vice-chairperson of the Lincoln County Board of Education for 2019. Ms. Avery nominated Mr. Wulfhorst as the Vice-chairperson. Mr. Wulfhorst accepted the nomination. Mr. Jenkins nominated Ms. Rhyne as the Vice-chairperson. Ms. Rhyne accepted the nomination.

A motion was made by Mr. Jenkins, seconded by Ms. Avery to close nominations. The motion carried.

Mr. Donahoo requested a show of hands from all in favor of Mr. Wulfhorst for Vice-chairperson. Ms. Avery, Mr. Herbertson, and Mr. Wulfhorst voted in favor of Mr. Wulfhorst for Vice-chairperson.

Mr. Donahoo requested a show of hands from all in favor of Ms. Rhyne for Vice-chairperson. Ms. Davis, Mr. Jenkins, Mr. Mullen, and Ms. Rhyne voted in favor of Ms. Rhyne for Vice-chairperson.

Mr. Donahoo recognized Ms. Rhyne as the Vice-chairperson for 2019 by a vote of 4-3.

Mr. Hatley administered the following Oath of Office to newly elected Board Chairperson, Ms. Cathy Davis: I do solemnly swear (or affirm) that I will support and defend the Constitution and laws of the United States and the Constitution and laws of the State of North Carolina and that I will faithfully discharge my duties as Chairperson of the Lincoln County Board of Education to the best of my ability.

Mr. Hatley administered the following Oath of Office to newly elected Board Vice-chairperson, Ms. Heather Rhyne: I do solemnly swear (or affirm) that I will support and defend the Constitution and laws of the United States and the Constitution and laws of the State of North Carolina and that I will faithfully discharge my duties as Vice-chairperson of the Lincoln County Board of Education to the best of my ability.

Adoption of the 2019 Board of Education Meeting Calendar

The newly elected Chairperson Davis informed Board members of the need to adopt 2019 Board of Education meeting calendar based on district Policy 2300 *Board Meetings* and the North Carolina Open Meetings Law.

A motion was made by Ms. Avery, seconded by Mr. Jenkins, that the 2019 Lincoln County Board of Education Meeting Calendar be approved as submitted. The motion carried.

Signing of Board Member Code of Ethics

Dr. Morrow informed Board members that according to Board Policy 2120 *Code of Ethics for School Board Members*, all Board members shall sign a Code of Ethics statement at each organizational meeting of the Board. Each Board member signed the following Code of Ethics statement:

The Board recognizes that, collectively and individually, all members of the Board must adhere to a code of ethics as required by G.S 160A-86 and G.S. 115C-47(57).

A. BOARD MEMBER ETHICAL REQUIREMENTS

The following standards will guide each board member in the performance of his or her official duties:

1. the need to obey all applicable state and federal laws regarding official actions taken as a board member;
2. the need to uphold the integrity and independence of the board member's office;
3. the need to avoid impropriety in the exercise of the board's and board member's official duties;
4. the need to perform faithfully the duties of the office; and
5. the need to conduct the affairs of the board in an open and public manner, complying with all applicable laws governing open meetings and public records.

B. SPECIFIC BOARD MEMBER COMMITMENTS

In order to implement the above standards, each member of the board commits to do the following:

1. attend all regularly scheduled board meetings insofar as possible and become informed concerning the issues to be considered at those meetings;
2. endeavor to make policy decisions while always keeping in mind the objective of providing students the opportunity to receive a sound basic education and only after full discussion at publicly held board meetings;
3. render all decisions based on the available facts and independent judgment and refuse to surrender that judgment to individuals or special interest groups;
4. model civility to students, employees, and all elements of the community by encouraging the free expression of opinion by all board members and engaging in respectful dialogue with fellow board members on matters being considered by the board;
5. respect the confidentiality of information that is privileged under applicable law and refrain from unauthorized disclosure of matters discussed in closed session;
6. work with other board members to establish effective board policies and to delegate authority for the administration of the schools to the superintendent;

7. communicate to other board members and the superintendent expressions of public reaction to board policies and school programs;
8. learn about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by the state and national school boards associations;
9. comply with North Carolina General Statute 115C-50 by earning the required 12 hours of training every two years;
10. comply with G.S. 160A-87 by earning two hours of ethics education within 12 months of election or appointment to the board;
11. support the employment of those persons best qualified to serve as school employees and avoid allowing personal relationships and biases to influence decision making;
12. refrain from investigating or attempting to resolve complaints received personally, but instead direct the complainant to follow the board's complaint or grievance process to resolve concerns;
13. avoid being placed in a position of conflict of interest and refrain from using the board member's position on the board for personal or partisan gain;
14. take no private action that will compromise the board or administration; and
15. remember always that a board member's first and greatest concern must be the educational welfare of the students attending the public schools.

Approval of the Agenda

The following agenda was submitted for approval:

PROPOSED AGENDA

- 1. Call to Order**
- 2. Opening of Meeting/Moment of Silence/Pledge of Allegiance**
- 3. Recognition of Outgoing Board Member, Ms. Candy Burgin**
- 4. Swearing-in of Newly Elected Board Members**
 - Ms. Joan Avery
 - Mr. Tony Jenkins
 - Mr. Todd Wulfhorst
- 5. Reorganization of the Board/Oath of Office**

- Election of Chairperson
 - Election of Vice-Chairperson
6. **Adoption of the 2019 Board of Education Meeting Calendar**
 7. **Signing of Board Member Code of Ethics 2019**
 8. **Additions/Deletions to the Agenda - Approval of the Agenda**
 9. **Consent Agenda Items- Part 1**
 - Approval of Minutes: November 13, 2018
 - Budget Amendments
 - Extended Field Trips- Curricular
 10. **Special Presentations/Recognitions**
 - Christmas Card Contest Winners
 - INNOVATOR Award Recipient
 - Superintendent's Art Award
 11. **Individuals and/or Groups Appearing Before the Board**
 12. **Action Items**
 - a) **Curriculum Committee Recommendations/Report**
 - High School Registration Guide Revisions for 2019-2020
 - b) **Policy Committee Recommendations/Report**
 - Policies Required to Stand Open for 25 Days
 - Policy 6401 *Ethics and the Purchasing Function*
 - Policy 6450 *Purchase of Services*
 - Policy 6560 *Disposal of Surplus Property*
 - Policy 8305 *Federal Grant Administration and Regulation 8305-R Federal Grant Administration-Procurement Procedures*
 - Policy 1720/4015/7225 *Discrimination, Harassment, and Bullying Complaint Procedure*
 - Policy 6220 *Operation of School Nutrition Services*
 - Policy 7130 *Licensure*
 - Policy 7300 *Staff Responsibilities*
 - Policy 7610 *Defense of Board Employees*
 - Policy 7730 *Employee Conflict of Interest*
 - Policy 7920 *Reduction in Force: Teachers and School Administrators*
 - Policy 5020 *Visitors to Schools*
 - Policy 5025 *Prohibition of Alcoholic Beverages and Tobacco Products*
 - Policy 3410 *Testing and Assessment Program*
 - Policy 3420 *Student Promotion and Accountability*
 - Policy 3430 *School Improvement Plan*
 - Policy 3470/4305 *Alternative Learning Programs/Schools*

- Policy 4125 *Homeless Students*
- Policy 6125 *Administering Medicines to Students*

2018-2019 REMINDERS and ANNOUNCEMENTS			
DATE	EVENT	LOCATION	TIME
Dec 11	Monthly Board Meeting	BOE Office	6:30 PM
Dec 20-31	Christmas Break		
Jan 1	New Year's Day Holiday Observed		
Jan 8	HOLD for Work Session/Committee Meetings (pending approval of the 2019 Board of Education meeting calendar)	BOE Office	TBD
Jan 15	Monthly Board Meeting (pending approval of the 2019 Board of Education meeting calendar)	BOE Office	6:30 PM
Jan 18	End of Second 9 Weeks/First Semester		
Jan 21	Martin Luther King Day Holiday		
Jan 22	Mandatory Teacher Workday		
Jan 24	HOLD for Joint Meeting- BOE & BOC	BOE Office	6:00 PM

13. **Closed Session, if needed**
14. **Consent Agenda Items- Part 2**
 - Personnel Recommendations
15. **Plus/Delta**
16. **Adjournment**

The agenda was amended to add item #15 “December 10 and 11 Snow Days.”

A motion was made by Ms. Avery, seconded by Ms. Rhyne, that the agenda be approved as amended. The motion carried.

Consent Agenda Items

Chairperson Davis entertained a motion to approve Consent Agenda Items-Part 1, which contained minutes, budget amendments, and extended field trips-curricular.

A motion was made by Ms. Avery, seconded by Mr. Jenkins, that the minutes of the November 13, 2018 Board meeting, budget amendments #7 and #8, and extended field trips-curricular under Consent Agenda Items-Part 1 be approved as submitted. The motion carried.

Special Presentations / Recognitions

Christmas Card Contest Winners

Dr. Allen recognized the winners of the 5th annual district Christmas Card contest. Art work from the following students was selected to create the 2018 Lincoln County Schools Christmas card.

Elementary Level Winner:	Elizabeth Johnson	Union Elementary School
Middle/High School Level Winner:	Kayla Dietz	West Lincoln High School.

INNOVATOR Award Recipient

Dr. Allen recognized North Lincoln Middle School student, Ms. Carly Correll as a recipient of the first INNOVATOR award for the North Lincoln area. Dr. Allen reported that the award will recognize staff, students, and/or community members who have shown the ability to think through situations, found creative ways to solve problems, were tenacious in seeing a task through, connected with our students/community like never before, or integrated subjects that made our students excited about the content. Dr. Allen added that one winner from each high school feeder zone would be selected each nine weeks. Dr. Allen recognized the following recipient from the North Lincoln area for the first nine weeks of the 2018-2019 school year.

- North Lincoln Area: Ms. Carly Correll, North Lincoln Middle School student, was recognized for being a phenomenal student, athlete, and human being. Carly is outgoing and very active in her community offering support to the Stand Firm Warrior Foundation, the Teen Advisory Council at the Atrium Health Levine Children’s Hospital, Hesed House, where ever and whenever needed. Through tragedy and a hobby, Carly has created awareness to those around her using innovation and her creative skills.

Dr. Allen recognized recipients from the Lincolnnton, East Lincoln, and West Lincoln areas in November.

Superintendent’s Art Award

Dr. Allen recognized winners of the first Superintendent’s Art Award. The award was implemented by the Superintendent to display the artistic prowess of students in the district. Schools were invited to submit artwork in any medium. The winning art entries will be displayed in the Common Area of the Central Services facility until January 2, 2020. The following students were selected as winners of the art award:

K-2	Eirysh Pettis	Battleground Elementary School
3-5	Isabelle Ingalls	Rock Springs Elementary School
6-8	Sarah Smith	East Lincoln Middle School
9-12	Aoife Nordmark	Lincolnton High School

Individuals and/or Groups Appearing Before the Board

Board Policy 2310 *Public Participation at Board Meetings* states that anyone desiring to appear before the Board shall notify the Superintendent’s office by noon Wednesday preceding the regular board meeting. No requests were received.

Board policy also allows, by majority vote of the Board, individuals to appear before the Board

without following the established procedures if the matter is of an emergent nature. No requests were received.

Action Items

Curriculum Committee Recommendations / Report

Ms. Rhyne made the following recommendations on behalf of the Curriculum Committee:

- That the Board approve the proposed revisions to the high school registration guide for 2019-2020 as submitted

The motion carried.

Policy Committee Recommendations / Report

Ms. Davis made the following recommendations on behalf of the Policy Committee:

- That the Board approve the following policy required to stand open 25 days for input:
 - Policy 6401 *Ethics and the Purchasing Function*
 - Policy 6450 *Purchase of Services*
 - Policy 6560 *Disposal of Surplus Property*
 - Policy 8305 *Federal Grant Administration and Regulation 8305-R Federal Grant Administration-Procurement Procedures*
 - Policy 1720/4015/7225 *Discrimination, Harassment, and Bullying Complaint Procedure*
 - Policy 6220 *Operation of School Nutrition Services*
 - Policy 7130 *Licensure*
 - Policy 7300 *Staff Responsibilities*
 - Policy 7610 *Defense of Board Employees*
 - Policy 7730 *Employee Conflict of Interest*
 - Policy 7920 *Reduction in Force: Teachers and School Administrators*
 - Policy 5020 *Visitors to Schools*
 - Policy 5025 *Prohibition of Alcoholic Beverages and Tobacco Products*
 - Policy 3410 *Testing and Assessment Program*
 - Policy 3420 *Student Promotion and Accountability*
 - Policy 3430 *School Improvement Plan*
 - Policy 3470/4305 *Alternative Learning Programs/Schools*
 - Policy 4125 *Homeless Students*
 - Policy 6125 *Administering Medicines to Students*

The motion carried.

2018-2019 Reminders and Announcements

Ms. Davis suggested that Board members review the reminders and announcements calendar for upcoming events.

Closed Session

A motion was made by Ms. Rhyne, seconded by Ms. Avery, that the Board adjourn into closed session to prevent the disclosure of privileged information under N.C.G.S. 143-318.11 (a)(1) to discuss matters that are confidential, under North Carolina law particularly personnel matters under G.S. 115C-319-321 and student matters under FERPA, and (a)(3) to discuss matters that are protected by attorney client privilege. The motion carried.

Return to Open Session

A motion was made by Mr. Jenkins, seconded by Ms. Rhyne, to return to open session. The motion carried unanimously.

Ms. Davis reported that no action was taken in closed session.

Personnel Recommendations

A motion was made by Mr. Mullen, seconded by Ms. Rhyne, that the personal recommendations, including the addendum, be approved as submitted. The motion carried.

December 10 and 11 Snow Days

Dr. Belcher informed Board members of the need to make changes in the current school calendar. Dr. Belcher reported that due to the snow days and the closure of school for students and staff on December 10 and 11, 2018, the Administrative staff was recommending to waive the two calendar days (students and staff will not be required to make up the days missed). Dr. Belcher stated that the 2018-2019 school calendar currently has sufficient hours to meet the required 1,025 hours for the school year. The Administrative staff also recommended that the following days be designated as potential make-up days in the event that additional school days are missed during the current school year.

- Saturday, March 2, 2019
- Saturday, March 16, 2019
- Saturday, April 6, 2019

A motion was made by Ms. Rhyne, seconded by Mr. Herbertson, to waive the two school days missed due to snow on December 10 and 11, 2018 and to designate March 2, 2019, March 16, 2019, and April 6, 2019 as potential make-up days in the event that additional school days are missed during the current school year. The motion carried.

Plus / Delta

+ Ms. Davis' first meeting as Board Chairperson

Adjournment

Ms. Davis entertained a motion to adjourn. A motion was made by Ms. Rhyne, seconded by Mr. Jenkins, that the meeting be adjourned. The motion carried unanimously.

The meeting adjourned at 7:41 PM.

Respectfully submitted,

Cathy G. Davis, Chairperson

Lory D. Morrow, Ed.D, Secretary

Cathy Gates, Clerk to the Board

Superintendent's Recommendations for Human Resources- December 13, 2018

NEW EMPLOYEES:

NAME	CERT/ CLASS	SCH	POSITION	REPLACING	REASON	DEGREE	TEACHING EXP	LICENSE	START DATE	END DATE
Brooks, Makayla	CLASS	BG	Child Nutrition Assist Mgr	Melanie Givens	Resigned	N/A	N/A	N/A	12/3/2018	
Vandenberg, David	CLASS	LH	Volunteer Men's Non-Faculty JV Assist Coach (Basketball)	N/A	N/A	N/A	N/A	N/A	11/14/2018	2/12/2019
Spiker, Jeanna	CERT	LM	Sub Teacher	Wendy Mosteller	Leave of Absence	BA- Middle Gr SS/Science	16 Years	Valid	12/10/2018	12/19/2018

CHANE OF STATUS:

NAME	CERT/ CLASS	SCH	POSITION	ADD/ NEW	CHANGED ASSIGNMENT	SCH	START DATE	END DATE
Peacock, Jason	CERT	Asbury	Teacher/(Health/PE)/Teacher Assist (EC)/Sub Bus Driver	ADD	Homebound Teacher	Asbury	11/26/2018	6/7/2019
Munday, Carrie	CERT	CS/GEM/ SRL	Teacher (AIG)	ADD	Homebound Teacher	CS	12/3/2018	3/14/2019
Morrison, Melvin	CLASS	ELH	Office Support I: ISS Coord/Bus Driver/ Sub Bus Driver/Men's Varsity Head Coach (CC)/Women's Varsity Head Coach (Track)	ADD	Men's Varsity Head Coach (Indoor Track)	ELH	11/14/2018	2/12/2019
Morris, Kristin	CERT	ELH/LH	Teacher (Spanish)	ADD	Homebound Teacher	LH	11/20/2018	1/18/2019
Bivens, Sandra	CLASS	IS	Child Nutrition Mgr/Sub Bus Driver	NEW	Child Nutrition Mgr	IS	11/14/2018	
Caldwell, Kathy	CLASS	IS	Teacher Assist (EC)/Sub Bus Driver	NEW	Teacher Assist/Sub Bus Driver	BG	12/17/2018	
Leonhardt, Wesley	CLASS	ITS	Temp System Technician I (part-time)	ADD	Temp System Technician I (part-time)	ITS	8/15/2018	6/30/2019
Schooley, Jashonda	CLASS	LCS	Sub Teacher	ADD	Temp Office Support III: Middle School Payroll Secretary/Receptionist	ELM	11/26/2018	4/30/2019
Cannon, Robert	CERT	LCS	Sub Teacher	NEW	Teacher (JROTC Instructor)	WLH	12/3/2018	6/12/2019
Pruitt, Dana	CLASS	LCS	Sub Teacher	ADD	Sub Teacher (1)	SRL	3/31/2019	6/7/2019
Setzer, Bradley	CERT	LH	Teacher (English)	ADD	Men's Varsity Head Coach (Swimming)	LH	11/14/2018	2/12/2019
Byrd, Dennis David	CERT	LH	Teacher (Health/PE)/ Bus Driver Athletic Events/ Men's Varsity Assist Coach (Football)	ADD	Men's Varsity Head Coach (Indoor Track)	LH	11/14/2018	2/12/2019
Harkey, Juul	CLASS	LH	Custodian	NEW	Custodian/Sub Bus Driver	NSC	12/12/2018	

Mathis, Adriane	CLASS	LM	Teacher Assist (EC) (6.65 hrs. per day)/Sub Bus Driver	ADD	Teacher Assist (EC) (7.5 hrs. per day)/Sub Bus Driver	LM	8/16/2018	
Conley, Steven	CLASS	NLM	Custodian (4 hrs. per day)/Bus Driver/Activity Bus Driver	ADD	Custodian (5hrs. per day)/Bus Driver/Activity Bus Driver	NLM	11/3/2018	
Owens, Leeanne	CLASS	NLM	Office Support I: ISS Coordinator/Clerical Assist/Custodian (1 hr. per day)	NEW	Office Support I: ISS Coord/Clerical Assist	NLM	11/2/2018	
Roseboro, Myranda	CLASS	RS	Teacher Assist/Sub Bus Driver	ADD	Bus Driver	RS	10/22/2018	
Little, Kimberly	CLASS	RS	Teacher Assist/Sub Bus Driver	ADD	Bus Driver	RS	10/22/2018	
Wise, Matthew	CERT	WLM	Teacher (Health/PE)/Sub Bus Driver/Men's Head Coach (Track)	NEW	Teacher (Health/PE)/Sub Bus Driver	WLM	11/14/2018	
Wise, Matthew	CERT	WLM	Teacher (Health/PE)/Sub Bus Driver	ADD	Men's Assist Coach (Baseball)	WLM	3/14/2019	6/12/2019

SUBSTITUTES:

NAME	SUBSTITUTE TYPE (Teacher; Child Nutrition; Bus)
Dean, Tonya	Child Nutrition
Frye, Christine	Child Nutrition
Gragg, Crystal	Teacher
Jones, Melanie	Teacher
Lule, Tangie	Child Nutrition
Sinclair, Jennifer	Teacher
Spiker, Jeanna	Teacher

NON-CONTINUING (Information Only):

NAME	CERT/ CLASS	SCHOOL	POSITION	EFFECTIVE DATE	REASON
Goins, Wanda	CLASS	BG	Custodian/Bus Driver	12/3/2018	Resigned
Matthews, Jennifer	CLASS	BG	Teacher Assist/SUB Bus Driver	12/3/2018	Resigned
Franklin, Crystal	CERT	BG/LH	Speech Language Pathologist (Contracted Employee)	12/31/2018	Contract Ended
Dean, Tonya	CLASS	GEM	Child Nutrition Assist Mgr	9/28/2018	Resigned
Bivens, Sandra	CLASS	LCS	Sub Bus Driver (ONLY)	11/14/2018	Resigned
Abernethy, Teresa	CLASS	NLH	Child Nutrition Mgr	12/5/2018	Resigned
Owens, Leeanne	CLASS	NLM	Custodian (1 hr. per day)(ONLY)	11/2/2018	Resigned

Smith, Elaine	CLASS	RS	Head Custodian	2/1/2019	Retired
Isenhour, Wyatt	CLASS	Transportation	Transportation Staff (Mechanic II)	12/14/2018	Resigned
Childers, Katelyn	CLASS	WLH	Men's Non-Faculty Varsity Assist Coach (Soccer)/Women's Non-Faculty JV Assist Coach (Soccer)	11/19/2018	Resigned
Wise, Matthew	CERT	WLM	Men's Head Coach (Track) (ONLY)	11/14/2018	Resigned

LEAVE OF ABSENCE (Information Only):

NAME	DATES/FROM-TO
Akers, Amber	11/26/2018-1/27/2019
Goins, Wanda	11/12/2018-12/2/2018
Thomas, Machelle	12/5/2018-1/23/2019

Superintendent's Recommendations for Human Resources – December 13, 2018 - Addendum

NEW EMPLOYEES:

NAME	CERT/CLASS	SCH	POSITION	REPLACING	REASON	DEGREE	TEACHING EXP	LICENSE	START DATE	END DATE
Farr, Aaron	CLASS	ELH	Tutor (Math 1)	N/A	N/A	N/A	N/A	N/A	11/13/2018	1/18/2019
Chandler, Amy	CERT	GEM	Tutor (12 hrs./wk.)	N/A	N/A	N/A	N/A	N/A	1/7/2019	5/24/2019
Kester, Kara	CERT	IS	Speech Language Pathologist	Crystal Franklin	Contract Ended	MA- Comm Disorders	0 Years	Initial	2/4/2019	
Frazier, Celeste	CLASS	LOVE	Tutor (15 hrs./wk.)	N/A	N/A	N/A	N/A	N/A	1/4/2019	6/7/2019

CHANGE OF STATUS:

NAME	CERT/CLASS	SCH	POSITION	ADD/NEW	CHANGED ASSIGNMENT	SCHOOL	START DATE	END DATE
McCorkle, Shannon	CLASS	BG	Tutor (4 hrs./day) (16 hrs./wk.)	ADD	Tutor (6.5 hrs./day) (26 hrs./ wk.)	BG	12/3/2018	5/24/2019
Harris, Tara Michelle	CLASS	IS	Teacher Assist (Pre-K)/Sub Bus Driver	NEW	Teacher Assist (EC)/Sub Bus Driver	IS	1/2/2019	
Hovis, Kaylon	CLASS	IS	Speech Language Pathologist Assist	ADD	Speech Language Pathologist Assist	LM	2/4/2019	
Edwards, Kelly	CERT	IS/Asbury	Speech Language Pathologist	NEW	Speech Language Pathologist	IS/LM	2/4/2019	

Webb, Wendi	CERT	LCS	Sub Teacher	ADD	Tutor (3-5)	CS	1/2/2019	5/23/2019
Atkinson, Stephanie	CLASS	LCS	Sub Teacher	NEW	Teacher Assist (Pre-K)/Sub Bus Driver	IS	1/2/2019	
McCaskill, Quaneisha Makayla	CLASS	LH	Bus Driver	ADD	Child Nutrition Sub	LCS	12/10/2018	
Heil, Gretchen	CERT	LM	Speech Language Pathologist	NEW	Speech Language Pathologist	BG	1/2/2019	
Clark, Shannon	CERT	NB	Teacher Assist (EC) (One-on One)	NEW	Teacher (EC)	NSC	12/19/2018	
Smith, Tosha	CLASS	NSC	Child Nutrition Assist/Bus Driver	NEW	Child Nutrition Assist Mgr	NSC	1/2/2019	
Bailey, Amie	CERT	PCI	Teacher (4)/Sub Bus Driver	ADD	Afterschool Tutor	PCI	1/2/2019	5/24/2019
Masters, Rachel	CERT	PCI	Teacher (5)	ADD	Afterschool Tutor	PCI	1/2/2019	5/24/2019
Petty, Traci	CERT	PCI	Teacher (4)	ADD	Afterschool Tutor	PCI	1/2/2019	5/24/2019
Isenhour, Tonya	CERT	PCI	Teacher (Health/PE)	ADD	Afterschool Tutor	PCI	1/2/2019	5/24/2019
Coker, Pamela	CLASS	PCI	Child Nutrition Assist-3.5 hr/day/Bus Driver	ADD	Child Nutrition Assist- 4 hr/day/Bus Driver	PCI	1/2/2019	

SUBSTITUTES:

NAME	SUBSTITUTE TYPE (Teacher; Child Nutrition; Bus)
McCaskill, Quaneisha Makayla	Child Nutrition

ADMINISTRATIVE SUBSTITUTES:

NAME	SUBSTITUTE TYPE (Principal; Assist Principal; Central Services)
Bohlen, Charles Jr.	Principal/Assist Principal
Edwards, Jodi	Principal/Assist Principal
Hollar, Mark	Principal/Assist Principal/Central Services
Poe, Cynthia	Principal/Assist Principal
Rainey, Vista	Assist Principal
Robbins, Robbie	Assist Principal
Shouse, Edward Larry	Principal/Assist Principal
Tallent, Phyllis	Principal/Assist Principal/Central Services