



OHVA Board of Trustees Annual Meeting
 August 20, 2024 at 2:00 p.m.

Our Approach: Student-centric, Innovative
Our People: Passionate, Engaged
Our Students: Inspired, Empowered, Educated

1. **Call to Order at 2:01 PM**
2. **Roll Call/Guests:**

	Board Members	Present	Absent	Time of Arrival After Call to Order
1	Kelly Arndt – Member	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
2	Bruce Boerst – Member	<input type="checkbox"/>	<input type="checkbox"/>	
3	Adam Davenport – Board Secretary	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
4	Patty Humbert - Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
5	Susan Lippens – Board Vice President	<input checked="" type="checkbox"/>	<input type="checkbox"/>	2:05pm
6	Ben Lochbihler – Member	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
7	Gina Lopez – Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
8	Jacob Moeller – Board Treasurer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
9	Matt Norton – Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
10	Stephen Vasquez – Board President	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
11	OCCS Ex-Officio Representative – Kristin Katakis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

Also in attendance were: K12 Senior Head of School, Dr. Kristin Stewart; K12 Director of Academics, Kyle Wilkinson; K12 Senior Operations Manager, Emily Rogers; K12 Finance Manager and OHVA Designated Fiscal Officer, Dawn Cummings; Special Programs Manager, Johna McClure; Kristin Katakis of OCCS; and OHVA Legal Counsel, David M. Smigelski. Various members of K12 Administrative Team were also in attendance.

3. **Public Participation** None.
4. **Approval of Minutes of the Regular Meeting of June 11, 2024 (motion)**

Motion I: Resolution Regarding Approval of Meeting Minutes

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the minutes from the meeting held on June 11, 2024.

Discussion: Mr. Davenport moved to approve the meeting minutes of June 11, 2024. Ms. Lopez seconded to approve. Minutes were unanimously approved by those Board members present.



Moved: Davenport **Seconded:** Lopez

Vote: Arndt	Y <input type="checkbox"/>	N <input type="checkbox"/>
Boerst	Y <input type="checkbox"/>	N <input type="checkbox"/>
Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input type="checkbox"/>	N <input type="checkbox"/>
Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

4. Operations:

- a. **Head of School Report:** Dr. Stewart provided the Head of School report. Student enrollment was provided and potential opportunities for education AI usage were reviewed.
- b. **Academic Report:** Mr. Wilkinson presented the academic report and discussed grants and other funding including School Safety, Wellness and Success, Attorney General School Grant, Expanding Opportunities, and Stronger Connections. Among various grants and funding received, OHVA received approximately \$5.1 million to the Wellness and Success Fund. Title funding was also reviewed.

Mr. Wilkinson also reported on progress of Summer School with 78 summer school graduates and 799 courses taken.

Next Mr. Wilkinson reported on new programs in various states progress including Magic School, Wonders, School Messenger, and Copilot. Board member Lopez questioned as to the extent of teacher use of AI. Mr. Wilkinson explained the potential uses and discussion was had regarding the possible/permissible/helpful uses of AI in grading might benefit teachers.

- c. **Special Programs Report:** Ms. McClure provided a Special Programs update. Ms. McClure highlighted individuals on staff for recognition in the specific areas falling under Special Programs. Student populations in the areas of Special Education, English Learner, and Family Resources was also provided. Ms. McClure also provided the Board with the dates for upcoming Back to School picnics to hosted by OHVA.
- d. **Operations Report:** Ms. Rogers provided a residency verification update and reported the recently completed State audit made no findings. It was also reported that the funding capture rate was 98%.

5. Finance:

- a. Bank Reconciliation (motion)

Motion II: Resolution regarding filing of the Bank Reconciliations

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the filing of the bank reconciliations for the months of June 2024 and July 2024, as presented by the School Treasurer.

Discussion: Mr. Moeller confirmed he had an opportunity to review the bank reconciliations for June and July 2024 as presented by the School Treasurer and they appeared appropriate.



Moved: Moeller

Seconded: Norton

Vote: Arndt	Y <input type="checkbox"/>	N <input type="checkbox"/>
Boerst	Y <input type="checkbox"/>	N <input type="checkbox"/>
Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input type="checkbox"/>	N <input type="checkbox"/>
Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

b. Budget review, including consolidated funding application (motion)

Motion III: Resolution regarding FY25 Consolidated Funding Application

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the FY25 Consolidated Funding Application.

Discussion: Fiscal Officer, Dawn Cummings, reviewed the Fiscal Year 2025 Consolidated Funding Application. There being no further discussion, the resolution was approved.

Moved: Lippens

Seconded: Lopez

Vote: Arndt	Y <input type="checkbox"/>	N <input type="checkbox"/>
Boerst	Y <input type="checkbox"/>	N <input type="checkbox"/>
Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input type="checkbox"/>	N <input type="checkbox"/>
Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

6. **Other:** Dr. Stewart reviewed the recent issues that occurred near the testing center located in Arrowhead Park.

7. **Personnel/Staff Development:**

a. Employment Agreements (motion)

Motion IV: Resolution regarding Employment Agreements

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the OHVA Employment Agreements offered to the individuals on the document attached hereto as Appendix A, as presented by the Head of School.

Discussion: Dr. Stewart discussed the employment agreements offered to the individuals. There being no further discussion, the resolution was approved.



Moved: Norton **Seconded:** Davenport

Vote: Arndt	Y <input type="checkbox"/>	N <input type="checkbox"/>
Boerst	Y <input type="checkbox"/>	N <input type="checkbox"/>
Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input type="checkbox"/>	N <input type="checkbox"/>
Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

b. Resignation of Employee and Waiver of K12 Contract Provision (motion)

Motion V: Resolution regarding Resignation of Employee and Waiver of Paragraph 7.04

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the resignation of Britni Chrisman as an Advisor, to allow her to accept a position with Stride, Inc. or an affiliate (“Stride”). Further, the Board of Trustees of OHVA hereby waives the application of Paragraph 7.04 entitled Non-Solicitation of the Third Amended and Restated Educational Products and Administrative & Technology Services Agreement between OHVA and K12 Virtual Schools LLC to allow Britni Chrisman to be employed by Stride as an Accountability Coordinator, exclusively for Ohio Virtual Academy. This waiver is revoked if Stride employs this individual in a position other than the one specifically listed.

Discussion: Dr. Stewart discussed the resignation of Britni Chrisman as an Advisor to allow her acceptance in a position with Stride, Inc. There being no further discussion, the resolution was approved.

Moved: Moeller

Seconded: Lippens

Vote: Arndt	Y <input type="checkbox"/>	N <input type="checkbox"/>
Boerst	Y <input type="checkbox"/>	N <input type="checkbox"/>
Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Lochbihler	Y <input type="checkbox"/>	N <input type="checkbox"/>
Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

c. Substitute Teacher Proposal (motion)

Motion VI: Resolution regarding Substitute Teacher Agreement

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the Substitute Teacher Agreement, attached hereto.

Discussion: Mr. Wilkinson reviewed the Substitute Teacher agreement and changes to the compensation methodology and the rationale for the proposed change. A discussion ensued as to the historical nature of the existing compensation model and the desire to change to ensure consistency in administration and provide a fair method of distribution with given workloads. Mr. Vasquez commented on the difficulty in ensuring fairness and inquired as to what similarly-situated schools were providing. Mr. Wilkinson responded that comparisons were difficult, particularly with brick and mortar schools, given the differing methods of instruction. Mr. Wilkinson also indicated the proposed method would increase the amount expended on



substitutes, but progress would be monitored as to actual figures. There being no further discussion, the resolution was approved.

Moved: Davenport	Seconded: Norton	Vote: Arndt	Y <input type="checkbox"/>	N <input type="checkbox"/>
		Boerst	Y <input type="checkbox"/>	N <input type="checkbox"/>
		Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lochbihler	Y <input type="checkbox"/>	N <input type="checkbox"/>
		Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

8. Compliance:

- a. OCCS Monthly Report Report
- b. Board Officer Election (motion)

Motion VII: Resolution Regarding Board Officers for the 2023-2024 School Year

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby elects the following Board Officers for the 2024-2025 School Year:

- President – Stephen Vasquez
- Vice President – Susan Lippens
- Secretary – Adam Davenport
- Treasurer – Jacob Moeller

Discussion: Mr. Vasquez indicated that, based on responses received by the Board Secretary, the current officers are being proposed as the officers for FY25. There being no further discussion, the resolution was approved.

Moved: Norton	Seconded: Lopez	Vote: Arndt	Y <input type="checkbox"/>	N <input type="checkbox"/>
		Boerst	Y <input type="checkbox"/>	N <input type="checkbox"/>
		Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lochbihler	Y <input type="checkbox"/>	N <input type="checkbox"/>
		Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

- c. 2024-25 Board Regular Meeting Schedule (motion)

Motion VIII: Resolution Regarding Regular Meeting Dates

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby sets the following dates for its regular meetings for the remainder of the 2024-2025 school year:

- October 15, 2024
- December 10, 2024
- February 18, 2025



April 15, 2025
May 20, 2025
June 10, 2025

All meetings shall be held at the OHVA offices located at 1690 Woodlands, First Floor, Maumee, OH 43537 beginning at 2 p.m. The public is invited and encouraged to attend. The Head of School shall take steps necessary to properly publish these meeting dates consistent with Board policy.

Discussion: Dr. Stewart explained the proposed schedule of meetings for the 2024-2025 school year and it was approved by the board.

Moved: Davenport	Seconded: Vasquez	Vote: Arndt	Y <input type="checkbox"/>	N <input type="checkbox"/>
		Boerst	Y <input type="checkbox"/>	N <input type="checkbox"/>
		Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lochbihler	Y <input type="checkbox"/>	N <input type="checkbox"/>
		Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

d. Enrollment and Student Records and POR Guidelines Changes (motion)

Motion IX: Resolution Regarding Enrollment and Records Policy and Proof of Residency Guidelines Changes

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the following changes to the Enrollment and Records Policy and Proof of Residency Guidelines:

“Learning Coach Authorization, if applicable” will be added to the bulleted list of documents the legal guardian must complete before enrollment in the Enrollment and Records Policy.

The statement below will be added to the acceptable documents list in the Proof of Residency Guidelines.
PNC/Pinnacle Address Verification Services

- This option is available at the discretion of OHVA. If at any point the school has reason to believe that the reported address is no longer valid, a legal guardian will be required to provide another valid document from the approved list for verification.

These changes will also be reflected in the Parent Student Handbook and the OHVA Policy Manual.

Discussion: Dr. Stewart and Ms. Rogers discussed changes to be made in the Parent Student Handbook and the OHVA Policy Manual. There being no further discussion, the resolution was approved.

Moved: Lippens	Seconded: Lopez	Vote: Arndt	Y <input type="checkbox"/>	N <input type="checkbox"/>
		Boerst	Y <input type="checkbox"/>	N <input type="checkbox"/>
		Davenport	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Humbert	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lippens	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Lochbihler	Y <input type="checkbox"/>	N <input type="checkbox"/>
		Lopez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Moeller	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Norton	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Vasquez	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>



9. Executive Session (None)

10. Upcoming event dates and communications:

- a. Mr. Vasquez reminded everyone that the next Board meeting will be held on October 15, 2024. In addition, Mr. Vasquez highlighted that the Board Partner Summit would take place on October 24th and 25th, 2024.

Having no further business, Mr. Vasquez adjourned the meeting at 3:24 p.m.

703167

HEAD OF SCHOOL UPDATE

8/20/24



OHVA Staff

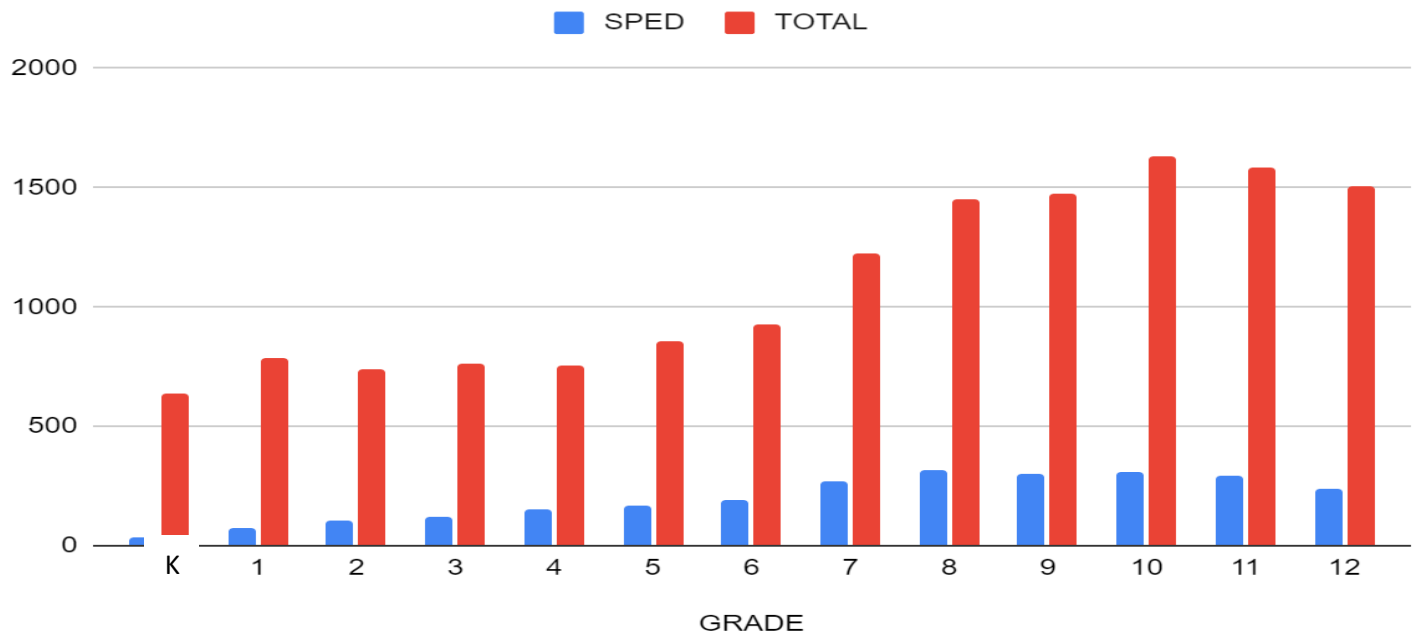
General Education Teachers: **406**

Intervention Specialists: **134**

Support Staff: **162**

Staff Retention Rate: **94%**

OHVA Current Student Enrollment



Total Enrollment: **14,337**

Special Education Enrollment: **2574 (18%)**

Grade	SPED	GE	TOTAL
K	38	603	641
1	75	714	789
2	107	630	737
3	120	643	763
4	150	606	756
5	170	684	854
6	188	742	930
7	270	954	1224
8	317	1133	1450
9	302	1172	1474
10	306	1325	1631
11	292	1293	1585
12	239	1264	1503
Total	2574	11763	14337

SUMMER AT OHVA

K-2 SUMMER READING PROGRAM

At K-2 we focus on our students who are working below target in reading and add in Social Emotional Learning.

We had 297 students actively participate attending a weekly class with an OHVA teacher and work in their Reading Eggs web-based account the rest of the week.

The first 225 students who attended 4 or more summer sessions received three hard-bound books. We also had grade-level drawings for a touchscreen laptop and backpack for our most engaged participants. **Summer Readers Make August Leaders**



3rd Grade Summer Reading Remediation Program

Students met daily for 2 weeks on intense reading remediation instruction and were given an additional opportunity to retest in MAP Reading to achieve the TGRG cut score.

22 students attended, 19 met or exceeded the TGRG cut score on the MAP Reading Assessment, and the other 3 students demonstrated growth from their Spring score.

All 3-5 Students had the opportunity to participate in the RAZ Reading Challenge. They had to work at least 360 minutes total or 40 minutes per week in RAZ Kids by August 2nd. All students who met the goal will receive a Snappy Gift Code for a prize!

Middle School Summer Program Highlights –

- 8 weeks of instruction with Dristina Quinn – Mondays and Wednesdays live instruction for an hour. Asynchronous days on Tuesdays and Thursdays. Students worked for a total of four hours per week, minimum.
- Students used IXL as their supplemental program
- A total of 58 students completed the summer program
 - 18 students showed more than ½ a year's worth of growth
 - 8 students showing more than a year's worth of growth
 - Over 79,000 questions answered in IXL

ELA Summer Program Highlights

- 8 weeks of instruction with Tirisa Lather
- 3 different options for students to choose from
 - Writing Remediation (live CC's Tuesdays 9am)
 - 31 students completed the writing remediation program
 - Focused on grammar, punctuation, and sentence writing
 - Writing Enrichment (live CC's Tuesdays 10am)
 - 10 students completed the writing enrichment program
 - Learned about mythology from around the world and created original writing works
 - Reading Enrichment (live CC's Tuesdays 11am)
 - 12 students participate in the reading enrichment program reading "Gulliver's Travels"
 - Read aloud in class and watched part of the movie in CC

HS Summer Program Offerings 2023-24

Traditional Course Offerings for Students Who Are Credit Deficient :

English	Social Studies	Math	Science	Electives
1. English 9 – A&B 2. English 10 – A&B 3. American Lit. – A&B 4. Brit. and World Lit. – A&B	1. Modern World Studies A&B 2. US History A 3. Economics - B 4. Government A 5. Geography B	1. Dev. Algebra – A&B 2. Cont. Algebra – A&B 3. Geometry - A&B 4. Algebra 2A – A 5. Algebra 2B – A&B 6. Practical Math – A&B	1. Physical Science – A&B 2. Earth Science – A&B 3. Biology – A&B	1. Computer Literacy – A 2. Image Design & Editing – B 3. Fine Art - A 4. Music Appreciation – A&B 5. Personal Finance - A 6. Physical Education – A 7. Life Skills – B

- Three Intervention Specialists will be providing intervention support to students each term.
- One English Language Learner teacher providing EL support each term.
- Two Lead Teachers to provide support to teachers; one per term.

Supplemental offerings:

- English Remediation – IXL
- Math Remediation – IXL
- Health for “on-track” students – 8 weeks
- Personal Finance – 8 weeks
- Graduation Requirement Course (non-credit course)

Summer School Traditional Courses 2023-24

	2023 - # of courses			2024 - # of courses			YoY DIFF
	Term A	Term B	Total	Term A	Term B	Total	
Total Classes	343	393	736	362	437	799	63
Total Passed	265	289	554	308	--	--	--
Passing Rate	77.3%	73.5%	75.3%	84.8%	--	--	--

*total calculations forthcoming following summer school completion and final grades.

8-week “accelerated” courses	2022	2023	2024
Personal Finance Attempted	27	26	19
Health Attempted	n/a	23	26

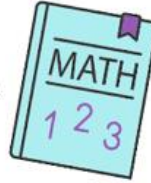
Both 8-week courses are tracking to have 100% pass rate.

Graduation Requirement Course– non-credit	2023	2024
OMJ Only	11	4
IRC Only	10	2
IRC and OMJ		7

Students have through 8/2 to complete requirements.



SUMMER 2024
Math Remediation
 PROGRAM



- Students Enrolled - 52
- Students Consistently Working - 36

THIS YEAR, WE'VE ANSWERED

65,088

QUESTIONS!

Skill progress



145 skills practiced this week >

Time spent



1 student on IXL now! >

As of - 7/23/24



SUMMER 2024
English Remediation
 PROGRAM



- Students Enrolled - 52
- Students Consistently Working - 37

THIS YEAR, WE'VE ANSWERED

58,570

QUESTIONS!

Skill progress



109 skills practiced this week >

Time spent



7 students on IXL now! >

As of - 7/23/24



Phone calls and support sessions were offered to help families with their Re-Registration decisions.



Summer Mini Camps offered 16+ options to students of all grade levels. Favorites were Animal/Zoo Mini Camp, Ocean Soup (shown above), HS Trivia, and 3-5 Creative Crafters



Picnics are coming Friday, September 6! We've been excited to prepare for these special events and kick off our year's theme!



15 Summer Park Days were held from July 23 – August 9. We planted "seeds of kindness" and welcomed many new families to OHVA!

Substitute Teacher & Staff Policy

Substitute Structure

OHVA understands that teachers/staff may take extended time off within the allowed time off policy in the handbook. This also means that it may be necessary for the caseload of students to be covered during a period of time. Internal OHVA teachers and staff are used to provide this coverage for a temporary period and will be eligible for sub pay for completing the coverage.

- OHVA employees may provide coverage for up to ½ of the board approved student ratio for any given position.
- OHVA employees serving in this sub capacity will complete all required duties for the student caseload, in addition to their current job duties and responsibilities.
- OHVA's Head of School or designee may make an exception to the allowed coverage ratio should the need arise.
- OHVA will utilize the guidance provided by the Ohio Department of Education and Workforce on licensure requirements.

General Substitute Duties

Professionalism is always expected.

Hold live class sessions for students, in addition to regularly scheduled sessions for current students. (As determined by the grade band structure and administration)

Provide all academic and school services scheduled for students being covered.

Substitute teachers are expected to assume all responsibilities and assigned duties of the regular teacher.

Substitute teachers may be asked to perform other tasks by the building administrator(s) during times when the substitute is not assigned regularly scheduled duties.

Communicate with school administration on a regular basis.

Provide a summary or notes to the OHVA employee coverage is being conducted for upon their return.

Report incidents through the proper OHVA channels and process.

Compensation Daily Rate (All OHVA positions)

\$55.00 per day

All sub pay will be provided through direct deposit in the form of a stipend at the conclusion of the sub coverage. OHVA employees are required to report and submit their weekly student coverage numbers on the approved worksheet to be verified by administration and payroll.

Special Education

1. Substitute Teaching License requirements

- **Education Degree**
 - Applicants who have a post-secondary degree in Education may apply for an Education Degree-Unlimited substitute license.
 - This substitute license is valid for teaching unlimited days in any subject or grade level, including intervention specialist areas.
- **Subject Area Degree**
 - Applicants who have a post-secondary degree in a specific subject area, such as Mathematics or English, for example, may apply for the substitute license in the related subject area.
 - This substitute license is also valid for teaching one semester in any other subject or grade level with local school board approval. The employing school board may approve additional subsequent semesters in the same class for individuals who are limited to teaching one semester in a specific class.

2. Preparation and Training

- **Pre-Assignment Training:**
 - Ensure substitutes receive training specific to special education, including understanding IEPs (Individualized Education Programs), behavior management strategies, and the specific needs of students they will work with.
 - Provide training on all OHVA platforms relevant to substitute teaching placement.
 - Provide access to relevant training modules or workshops.
- **Orientation:**
 - Conduct a thorough orientation session covering school policies, emergency procedures, and classroom routines.
 - Introduce substitutes to all OHVA staff members relevant to their teaching assignment.

3. Documentation and Resources

- **IEP Access:**
 - Provide substitutes with access to IEP writing software, and all platforms related to the development of IEP's.

- Provide substitute with a complete caseload list which contains all student demographic information.
- **Classroom Materials:**
 - Ensure that lesson plans, behavior management plans, and necessary materials are readily available.
 - Provide an organized Caseload Master spreadsheet

4. Support and Communication

- **Collaboration:**
 - Assign a Lead Special Education teacher, a special education Administrator, and a Lead general education teacher, to support substitutes and answer questions.
 - Encourage collaboration with paraprofessionals and aides familiar with the students.

5. Evaluation and Improvement

- **Performance Evaluation:**
 - Conduct regular evaluations of substitutes' performance, focusing on their ability to meet the needs of special education students.
 - Use evaluations to identify areas for further training and support.
- **Policy Review:**
 - Periodically review and update the substitute teacher policy to reflect changes in special education practices and regulations, to ensure the policy remains effective and comprehensive.

Employee Last Name	Employee First Name	Board Approved Job Title
Abundo	Marjorie	Intervention Spec MS
Adair	Elizabeth E.	Lead Intervention Special
Ake	Benjamin J.	Teacher HS
Aliff	Kimberly A.	Teacher Middle School
Allex	Caroline H.	Teacher Middle School
Allport	Wendy	Lead Teacher Middle Schoo
Alonzo	Stacy M.	Teacher HS
Alonzo	Brian	Guidance Counselor
Amble	Laura R.	Intervention Specialist
Anderson	Katherine	Lead Teacher Elementary
Andrus	Donald	Intervention Specialist
Anthony	Michelle K.	Teacher Instruct Support
Apple	Gigi A.	Teacher Elementary School
Arling	Yvonne M.	Teacher Instruct Support
Atamanick	Jennifer M.	Advisor
Babb	Ashley K.	Teacher Elementary School
Bacon	Chet A.	Intervention Specialist
Bacon	Karen M.	Transition Svcs Liaison
Bailey	Kristen	Teacher HS
Ball	Ronald E.	Teacher Middle School
Barbour	Alaina K.	Teacher HS
Bard	Christopher J.	Teacher Middle School
Bard	Tricia A.	Guidance Counselor
Barnes	Chelsey A.	Teacher Middle School
Barnett	Angela L.	Lead Teacher High School
Barrett	Dawn M.	Lead Intervention Special
Barry	Elizabeth A.	Teacher HS
Basista	Ashley N.	Teacher Instruct Support
Bauman	Sarah	Teacher Middle School
Baylor-Samaco	Kelley P.	Teacher Middle School

Beal	Amanda C.	Teacher Elementary School
Bear	Alexander	Teacher Middle School
Beaulieu	Lisa	Teacher HS
Beckett	Elizabeth T.	Teacher HS
Beckman	Denise	Transition Svcs Liaison
Bedard	Stephanie N.	Teacher Elementary School
Beery	Maria C.	Teacher HS
Bell	Darcie L.	Teacher Elementary School
Bell	Sarah E.	Guidance Counselor
Beran	Deborah	School Psychologist
Betiko	Hailey Z.	Teacher HS
Bielfelt	Paula	Teacher HS
Biggio	Stephanie A.	Advisor
Binion-Valis	Tara R.	Lead Intervention Special
Boarman	Emily M.	Guidance Counselor
Boatman	Shaunna J.	Teacher Elementary School
Bobinski	Dawn M.	Teacher HS
Bobo	Kelly L.	Intervention Specialist
Bogard	Donna L.	Teacher Middle School
Boggs	Cindy T.	Lead Teacher Middle Schoo
Bohyer	Scott T.	Intervention Specialist
Bole	Whitney A.	Teacher Elementary School
Bonham	Caryn J.	Teacher Elementary School
Boron	Cassandra	Lead Teacher High School
Borowicz	Emily S.	Teacher Elementary School
Bowen	Amy E.	Teacher HS
Boyed	Michelle R.	Teacher HS
Boyer	Jennifer S.	Advisor
Brackman	Lisa J.	Teacher HS
Braden	Jeb E.	Teacher HS
Brady	Rebekah L.	Teacher Instruct Support
Bregar	Kristen E.	Teacher Middle School

Brennan	Allyson M.	Advisor
Brewer	Julie	Intervention Specialist
Brim	Andrea	Teacher HS
Brock	Laura D.	Teacher HS
Brockway	David S.	Teacher HS
Broering	Molly R.	Teacher Middle School
Brooks	Kelsie	Intervention Spec MS
Brown	Ruth A.	Guidance Counselor
Bryant	Amanda J.	Guidance Counselor
Bryant	Justin T.	Teacher Middle School
Bryant	Katie M.	Guidance Counselor
Bryant	Nicole B.	Teacher Middle School
Buggie	Kathleen L.	Teacher Middle School
Burner	Brice E.	Teacher HS
Burton	Laura L.	Teacher HS
Bush	Suzanne M.	Intervention Specialist
Butler	Adrienne M.	Teacher Instruct Support
Butler	Ashley L.	Intervention Specialist
Buzene (Norton)	Kimberly M.	Advisor
Byrne	Brittany N.	Intervention Specialist
Caldwell	Andrea L.	Lead Teacher Middle Schoo
Callahan	Tina L.	Teacher HS
Carlson	Camilla A.	Teacher Middle School
Carpenter	Amy R.	Advisor
Carroll	Monica L.	Teacher Middle School
Castle	Candace E.	Teacher Elementary School
Cataldi	Kathleen R.	Teacher Middle School
Cheek	Krista L.	Teacher Middle School
Chek	Daphne L.	Lead Teacher High School
Chew	Carolyn R.	Teacher Middle School
Chin-Albert	Amanda L.	Teacher Instruct Support
Chrisman	Britni D.	Lead Advisor

Christensen	Matthew J.	Intervention Spec MS
Christiansen-Temple	Amy	Teacher Elementary School
Cianciolo	Haley F.	Transition Svcs Liaison
Cirino	Amy M.	Teacher Elementary School
Clark (Seegert)	Sonya	Teacher Elementary School
Clason	Christina M.	Teacher Middle School
Clellan	MaKayla M.	Intervention Spec HS
Clemans	Jennifer	Teacher Middle School
Cliff	Carleigh E.	Teacher Elementary School
Cline	Amanda E.	Teacher Middle School
Cole	Michelle C.	Teacher HS
Collier	Bethany	Lead Teacher Instr Suppor
Conner	Miriam	Teacher HS
Cool	Jennifer	Teacher Elementary School
Cooper	Lauren E.	Advisor
Corbin	Rebecca R.	Advisor
Corns	Amy E.	Intervention Specialist
Corsaro	Sarah E.	Intervention Specialist
Cowx	Jennifer M.	Teacher HS
Cox	Heather M.	Teacher Instruct Support
Cox	Lindsey N.	Teacher HS
Cox	Stephanie M.	Teacher HS
Coy	Cynthia	Intervention Spec HS
Coyne	Sarah	Social Emotional Counselo
Crecco	Haylee	Lead Teacher Elementary
Cristell	Andrea R.	Lead Teacher Middle Schoo
Cromley	Megan A.	Advisor
Crozier	Kimberly A.	Guidance Counselor
Crum	Mia	Intervention Spec 35
Cummings	Brigette A.	Teacher Instruct Support
Curry	Kerri A.	Intervention Spec MS
Cyrus	Claudia	Teacher HS

Cyrus	Lynsey R.	Lead Intervention Special
Daft	Kelli L.	Teacher Instruct Support
Dalgleish	Marlene J.	Intervention Spec HS
Dattilio-Smith	Michelle C.	Teacher Instruct Support
Daulton	Allison L.	Lead Teacher Elementary
DeBurlet	Vanessa	Lead Teacher Instr Suppor
DelGrosso	Morgan E.	Lead Teacher Middle Schoo
DeLuca	Renee	Teacher Middle School
DeVillan	Samantha M.	Teacher Elementary School
Demagall	Gina	Teacher-Sup Instruction
Demagall	Jonathan D.	Teacher HS
Dempsey	Britni D.	Intervention Spec 35
Denny	Tina M.	Intervention Spec K2
Deran	Amy	Teacher Middle School
Derexson	Wendy R.	Intervention Spec 35
DeWolfee	Angel D.	Intervention Spec 35
Dibe-Diaz	Layla	Intervention Spec MS
Dickinson	Amanda E.	Teacher Middle School
Dietrich Minetti	Kerry E.	Intervention Spec K2
Dietz	Benjamin T.	Teacher HS
Dix	Jaime J.	Intervention Spec MS
Dobo	Tabetha	Intervention Specialist
Doman	Andrew	Teacher HS
Drabek	Kerri L.	Teacher Instruct Support
Draper	Leah	Intervention Spec 35
Dresher	Hannah C.	Teacher Elementary School
Driggs	Ashley W.	Teacher Elementary School
Dulemba	Stephen A.	Teacher HS
Duncan	Sarah L.	Teacher HS
Dunlap	Brian	Teacher HS
Dunlevy	Karen	Teacher Elementary School
Durbin	Arin E.	Teacher HS

Durbin	Crystal K.	Teacher HS
Durbin	Tricia L.	Teacher Instruct Support
Duross	William T.	Related Svcs Coordinator
Durst	Jennifer H.	Teacher Elementary School
Dyer	Kelly J.	Teacher HS
Early	Rachel E.	Teacher Elementary School
Ebersole	Sydney L.	Intervention Spec K2
Ebie	Donald G.	Transition Svcs Liaison
Edgar	Michelle W.	Lead Teacher Middle Schoo
Edwards	Elizabeth R.	Teacher Middle School
Edwards	Laura	Intervention Spec HS
Eggleston	Stephen M.	Teacher HS
Ellerbrock	Tracy	Transition Svcs Liaison
Endsley	Joelle R.	Lead Teacher High School
Estep	Barbara	Eng Lang Learner Teacher
Estep	Sarah E.	Teacher HS
Evans	Amanda K.	Teacher Elementary School
Evans	Anne	Intervention Spec 35
Fahrenholz	Tricia R.	Teacher Middle School
Fawcett	Daniel J.	Teacher HS
Fedor Jr.	James S.	Lead Teacher High School
Fee	Barry W.	Teacher Middle School
Fetty	Kristie M.	Teacher HS
Fildes	Tonia N.	Teacher Elementary School
Finch	Johnathon J.	Teacher HS
Fitch	Karen M.	Teacher Elementary School
Flannery	Robert T.	Teacher HS
Fleming	Georgi E.	Guidance Counselor
Fleming	Macy B.	Teacher Middle School
Fletcher	Sheila M	Behavior Specialist
Flood	Shannon B.	Teacher HS
Foote	Shannon R.	Lead Teacher Elementary

Ford	Marcie J.	Teacher HS
Foreman	Donald	Teacher HS
Fornash Burrows	Connie	Intervention Spec MS
Fosnaugh	Rachel L.	Teacher HS
Foster	Cristina M.	Lead Guidance Counselor
Fraley	Marilyn	Teacher Instruct Support
Franchetti	Moira K.	Intervention Specialist
Franco	John M.	Teacher HS
Frantz	Amy L.	Teacher Middle School
Frantz	Andrew	Teacher HS
Franz	Susan	Lead Transition Svcs Liai
Freehling	Donna	Teacher Middle School
Friedman	Lydia K.	Intervention Spec 35
Fritsch	Linda	Intervention Specialist
Galliher	Kaylee B.	Teacher Instruct Support
Galvin	Julie M.	Teacher Elementary School
Genson	Neil	Teacher HS
Gerritsen	Julie	Advisor
Gersper	Mallory B.	Intervention Spec MS
Gerten	Jennifer	Teacher Elementary School
Gibson	Brenda	Teacher Elementary School
Gilles	Amy	Teacher Instruct Support
Gilliam	Nicole L.	Teacher Middle School
Gipson	Jamie M.	Teacher Elementary School
Gluckin	Roger	Teacher HS
Golec	Darcie L.	Teacher HS
Gradishar	Holly	Lead Advisor
Graham	Stephanie A.	Teacher Elementary School
Graham	Zachary A.	Teacher Middle School
Grant	Nichole S.	Intervention Spec HS
Green	Amanda L.	Teacher Instruct Support
Green	Elizabeth M.	Teacher HS

Greenfelder	Patricia A.	Teacher Middle School
Grolnic	Christina	Teacher HS
Grow	Andrea L.	Intervention Specialist
Grude	Melinda E.	Teacher HS
Gucciardo	Patrick S.	Teacher HS
Guerra	Rocio	Teacher HS
Gurule	Leigh-Ann M.	Teacher Elementary School
Hagglund	Julie H.	Teacher HS
Hake	Stacy L.	Advisor
Halpin	Kathrine L.	Teacher HS
Hamner	Chrislyn S.	Advisor
Hanks	D. M.	Lead Teacher High School
Hansen	Robyn	Guidance Counselor
Harmon	Elizabeth M.	Intervention Specialist
Hart	Lytia M.	Teacher Middle School
Hart	Rachele N.	Teacher HS
Hassenzahl	Kelly E.	Advisor
Hastie	Marissa A.	Speech & Lang Pathologist
Hatch	Audra	Teacher Middle School
Hauke	Anna C.	Teacher Middle School
Hawes	Amber J.	Lead Intervention Special
Hazelwood	Virginia L.	Intervention Spec K2
Heath	Stacey C.	Teacher Elementary School
Heninger	Sarah	Intervention Spec 35
Henkel	Brannon J.	Intervention Spec HS
Henry	Rebecca L.	Teacher Middle School
Herr	Nathan R.	Guidance Counselor
Hertenstein	Seth	Teacher Middle School
Heslet	Brenda J.	Lead Teacher High School
Hickinbotham	Audrey	504 Coordinators
Hilditch	Mandy J.	Teacher Elementary School
Hindall	Kathrine R.	Teacher Elementary School

Hinshaw	Gabrielle M.	Teacher Elementary School
Hodges	Stephen B.	Teacher Middle School
Hoeflick	Robin	Lead Teacher Middle Schoo
Hoffman	Rebecca A.	Teacher Elementary School
Hohlakis	Angela E.	Intervention Spec HS
Hollingshead	Jeannettea S.	Intervention Spec K2
Holmes	Emily N.	Teacher HS
Holod-Dunbar	Jill N.	Teacher HS
Hoover	Jamie L.	Intervention Specialist
Hoppel	Marcella K.	Teacher HS
Hostettler	Julie A.	Advisor
Houk Moore	Annie M.	Guidance Counselor
House	Valerie J.	Intervention Specialist
Householder	Bryan R.	Eng Lang Learner Teacher
Howard	Jessica K.	Intervention Spec K2
Howe	Haley	Behavior Specialist
Hoy	Heidi M.	Intervention Spec HS
Hudock	Laura	Intervention Spec MS
Huffstutler	Rebecca L.	Lead Teacher Middle Schoo
Hull-Card	Pamela E.	Teacher Instruct Support
Hunka	Tiffany A.	Guidance Counselor
Hunter	Shelby S.	Guidance Counselor
Huss	Breanne K.	Lead Intervention Special
Hyman	Talia G.	Lead Speech Lang Path
Irby	Chelsea	Intervention Spec MS
Israel	Hadarah	Eng Lang Learner Teacher
Jackson	Natalie B.	Behavior Specialist
Jackson	Shayla A.	Teacher HS
Jacobs	Jason	Transition Svcs Liaison
James	Patricia M.	Teacher Elementary School
Jennings	Jessica R.	Teacher Elementary School
Johnson	Amy M.	Advisor

Johnson	Bethen M.	Teacher Elementary School
Johnson	Bobbi J.	Intervention Specialist
Johnson	Bridgett M.	Teacher HS
Johnson	Carissa R.	Lead Teacher Elementary
Johnson	Felicia K.	Teacher HS
Johnson	Holly S.	Intervention Specialist
Johnston	Carrie F.	Intervention Specialist
Jones	Cindy S.	Teacher Elementary School
Jones Jr.	Zebulon K.	Teacher HS
Joy	Shelly E.	Advisor
Keaney	Emily T.	Teacher Middle School
Keaton	Julie A.	Lead Teacher High School
Keller	Carla J.	Teacher Elementary School
Kelly	Ryenn	Teacher Middle School
Khourie	Ruth M.	Advisor
Kiesewetter	Brandyn S.	Teacher Middle School
Kiger	Kelly	Advisor
Kirkland	Michelle L.	Teacher Middle School
Klatt	Rachel M.	Teacher HS
Kleinknecht	Shawna L.	Teacher Instruct Support
Klingensmith	Angela M.	Intervention Spec K2
Knodel	Melissa	Lead Teacher High School
Knox	Jacquelyn I.	Transition Svcs Liaison
Knox	Kristi L.	Teacher Elementary School
Kobylski	Michael	Teacher HS
Kocab	Jessica M.	Teacher Elementary School
Koepppe	Elizabeth A.	Lead Teacher High School
Kolasinski	Alisha K.	Teacher Elementary School
Konrad	Lindsey J.	Teacher HS
Kosek	Jessica L.	Teacher Elementary School
Kougher	Joyce C.	Teacher Elementary School
Kozak	Ann C.	Advisor

Krasniewski	Rebecca L.	Teacher Middle School
Kreider	Margaret J.	Intervention Specialist
Kucalaba	Stacie A.	Teacher Middle School
Kuczma	Kenneth J.	Teacher Middle School
Kuhn	Robin	Teacher Elementary School
Kuhr	Jamie A.	Teacher Instruct Support
Kunkel	Kirstin	Guidance Counselor
Laird	Kristie J.	Teacher Elementary School
Lairson	Clarissa E.	Teacher HS
Landry	Dawn D.	Teacher Elementary School
Lane	Anthony I.	Teacher HS
Lang	Abby L.	Teacher Elementary School
Lape	Lisa A.	Eng Lang Learner Teacher
Lashley	Angie	Teacher HS
Lather	Tirisa A.	Teacher Middle School
Lauer	Diane S.	Intervention Spec HS
Lawlor	Lori L.	Teacher HS
Leahy	Courtney	Guidance Counselor
Leahy	Julie A.	Teacher HS
Lee	Michelle A.	Teacher HS
Leidner	Alexandra M.	Teacher Elementary School
Lengacher	Allyson	Intervention Spec MS
Leonard	Audrey G.	Teacher HS
Leonard	Mary E.	Teacher HS
Lesseuer	Erin E.	Teacher Instruct Support
Levenson	Dorothy	Lead Teacher High School
Levering	Suzanne M.	Teacher HS
Levet	Karen	Lead Teacher High School
Levigne	Elizabeth	Intervention Specialist
Liddell	Shakeela	Teacher HS
Linger Santos	Sandra M.	Teacher Instruct Support
Lisko	Kimberly A.	Guidance Counselor

Livingston	Jennifer K.	Guidance Counselor
Lockwood	Amanda L.	Related Svcs Coordinator
Lockwood	Kathleen	Teacher Middle School
Logozzo	Jessica	Guidance Counselor
Long	Amber	Teacher HS
Long	Carly C.	Intervention Specialist
Long	David G.	Teacher Middle School
Long	Deidre S.	Teacher Middle School
Lude	Jacquelyn	Teacher HS
Lunsford	Kimberly D.	Teacher Middle School
Lyman	Aaron	Teacher HS
Lynch	Amanda D.	Teacher Elementary School
Lynch	Christine M.	Teacher Elementary School
Lynn	Barbara	Teacher HS
Magensky	Jennifer E.	Teacher HS
Magrum	Jennifer L.	Teacher HS
Maianu	Jennifer E.	Advisor
Makar	Samantha M.	Advisor
Malcolm	Erin L.	Teacher HS
Maple	Susan	Lead Teacher Elementary
Markota	Michelle L.	Advisor
Martig	Patricia A.	Teacher HS
Martin	Bethany R.	Teacher Middle School
Marvin	Michele	Intervention Spec MS
Mascola	Colleen	Teacher Elementary School
Mazur	Sara	School Nurse
McAtee	Bonnie J.	504 Coordinators
McClain	Tina L.	Teacher HS
McClellan	Heather R.	Intervention Specialist
McConnell	Lisa M.	Teacher Elementary School
McCorkle	Matthew S.	Teacher HS
McCoy	Kristen E.	Guidance Counselor

McCreery	Erin	Intervention Spec HS
McDonald	Kristi D.	Teacher Instruct Support
McDulin	Christen M.	Teacher Elementary School
McIntosh	Elizabeth P.	Teacher HS
McIntosh	Kyle M.	Teacher HS
McManus	Caitlin	Intervention Spec K2
McVay	Rachelle L.	Teacher HS
McVicker	Larissa M.	Social Emotional Counselo
Melden	Brittany D.	Teacher Elementary School
Merchant	Devin	Advisor
Meyer	Heather E.	Intervention Spec 35
Miah	Ebony M.	Intervention Spec HS
Mialky	Kelly	Teacher Instruct Support
Mikulka	Lora B.	Teacher Elementary School
Miller	Andrea J.	Teacher Elementary School
Miller	Cory M.	Teacher Instruct Support
Miller	Michelle M.	Teacher Elementary School
Miller	Rachel	Teacher Elementary School
Miller-Hammar	Katherine	Teacher Elementary School
Miranda	Erica L.	Teacher Elementary School
Mitchem	Rebecca L.	Lead Advisor
Mohre	Carrie L.	Intervention Spec HS
Molnar	Carrie	Intervention Spec HS
Moloney	Breanna M.	Teacher Instruct Support
Monjaras	Danielle C.	Advisor
Monteleone	Sarah	Teacher Elementary School
Montgomery	Ginger G.	Eng Lang Learner Teacher
Montgomery	Sheena M.	Teacher HS
Moore	Christine K.	Teacher HS
Morgan	Carolyn J.	Guidance Counselor
Morgan	Raquel	Teacher Instruct Support
Morris	Angela M.	Teacher Middle School

Morris	Cheryl L.	Lead Teacher High School
Morton	Dawn M.	Advisor
Munroe	Jamie L.	Teacher Elementary School
Muscato	Rachel M.	Teacher HS
Nagi	Christy L.	Teacher HS
Negrelli	Tina M.	Teacher Elementary School
Neisler	Sharon R.	Teacher HS
Nelson	Janis A.	Teacher Middle School
Nichols	Mary E.	Lead Intervention Special
Nilsen	Amy E.	Teacher Middle School
Nocera	Brandi M.	Intervention Spec MS
Nothacker	Andrea K.	School Psychologist
Noyes	Karen	Teacher HS
Oberhouse	Amanda L.	Lead Guidance Counselor
Oberly	Erin	Advisor
O'Donnell	Ryan K.	Teacher HS
Oiler (Shoe)	Katherine M.	Intervention Spec MS
Olsen	Lisa M.	Teacher Middle School
O'Neill	Nina M.	Intervention Spec MS
Oravec	Erin M.	Lead Teacher Middle Schoo
O'Shea	Angela M.	504 Coordinators
O'Shea	Kari D.	Teacher Middle School
Oswald	Alison M.	Advisor
Owens	Susan	Teacher Instruct Support
Paden	Bradley J.	Teacher Middle School
Page	Kristy M.	Teacher Elementary School
Palesano	Taryn L.	Teacher Middle School
Palmer	Emily A.	Teacher HS
Palocsay	Kimberly A.	Teacher Middle School
Paluch	Heather M.	Lead Teacher High School
Palunas	Martha	Intervention Specialist
Parker	Mandy M.	Teacher HS

Parrella	Erin E.	Intervention Spec 35
Parrill	Renee E.	Teacher HS
Parsons	Erin C.	Intervention Spec 35
Paschall	Beth A.	Teacher HS
Patterson	Kaili G.	Teacher Middle School
Patton	Jennifer M.	Guidance Counselor
Paul	Kelley W.	Teacher Elementary School
Pavlansky	Antonietta	Intervention Specialist
Paxson	Lindsey	Transition Svcs Liaison
Payne	Phillip A.	Teacher HS
Peabody	Caitlyn N.	Intervention Specialist
Pennington	Amy	Advisor
Penrose	Kelsey	Intervention Spec HS
Peppard	Kelly A.	Teacher HS
Peresie	Emily	Teacher HS
Perez	Stacie L.	Teacher Elementary School
Perozeni	Samantha E.	Intervention Specialist
Peters	Jennifer	Intervention Specialist
Peterson	Jennifer K.	Teacher Middle School
Petrevski	Paige S.	Intervention Specialist
Pettay	Brooke E.	Teacher Elementary School
Philibin	Tiffany L.	Teacher Middle School
Phillips	AnnMarie	Teacher Middle School
Phillips	Rachel E.	Teacher HS
Phillips	Shawna M.	Intervention Spec MS
Pietras	Kallie M.	Teacher HS
Pindell	Dianna J.	Teacher-Sup Instruction
Pittenger	Carol	Intervention Spec HS
Plummer	Angela M.	Teacher Middle School
Plunkett	Rebekah R.	Intervention Spec K2
Plute-Schlitter	Amanda F.	Teacher Elementary School
Polesovsky	Eric S.	Teacher HS

Polzin	Christina L.	Teacher Middle School
Powers	Heather L.	Teacher Elementary School
Price-Mullins	Meredith K.	Teacher HS
Prunty	Nicole I.	Lead Teacher Elementary
Psumy	Aubrey E.	Teacher Middle School
Pullman	Kristin L.	Guidance Counselor
Puttman	Alison	Teacher Instruct Support
Quinn	Dristina	Teacher Middle School
Racki	John R.	Teacher Middle School
Raczynski	Christi	Lead Teacher Elementary
Ragland	Lisa M.	Teacher HS
Ramsey	Julianne M.	Teacher HS
Rayburn	Ruby R.	Teacher HS
Rebro	Emily	Teacher HS
Recupero	Katherine T.	Teacher Elementary School
Remick	Jennifer L.	Teacher HS
Renftle	Julie A.	Teacher Elementary School
Renker	Rhonda S.	Teacher HS
Reynolds	Jamie J.	Intervention Specialist
Rice	Dreama M.	Advisor
Richards	Evelyn A.	Advisor
Richards	Faith E.	Teacher HS
Riffle	Carol	Teacher HS
Riley	Maureen	Teacher Middle School
Ritch	Courtney R.	Speech & Lang Pathologist
Ritchey	Christina E.	Teacher HS
Rittenhouse	Shelly L.	Teacher HS
Ritterbeck	Diana J.	Teacher HS
Rivera	Miranda R.	Teacher HS
Rizkallah	Keri L.	Teacher Elementary School
Robbins	Jason K.	Teacher HS
Robinette	Melissa L.	Intervention Specialist

Robinson	Keith E.	Teacher Middle School
Rodgers	Anastasia L.	Teacher Instruct Support
Roessner	Brooke N.	Teacher HS
Ross	Andrea	Teacher HS
Roth	Tara	Teacher HS
Rounds	Sandra M.	Teacher HS
Ruby-Gianessi	Lara A.	Teacher HS
Rudick	Erin	Teacher HS
Rudisill	Carol A.	Intervention Specialist
Rupert	Sheila A.	Teacher HS
Rush	Tracie L.	Teacher Middle School
Russo	Tressa M.	Teacher HS
Rutan	Megan	Intervention Spec MS
Rutherford	Leah E.	Teacher Elementary School
Ruvalcaba	Kayla M.	Teacher Instruct Support
Ryser	Phyllis	Advisor
Sager	Meghan M.	Intervention Spec 35
Sailors	Kenneth O.	Teacher HS
Sanders	Michelle E.	Intervention Specialist
Sandretto	Jordan T.	Teacher HS
Sawyer	Carmen M.	Intervention Spec MS
Schaffnit	Amy	Intervention Specialist
Schappacher	Mariangela	Lead Teacher High School
Scharer	Amanda B.	Lead Related Svcs Coord
Schatzke	Valerie A.	Lead Teacher Middle Schoo
Scheutzow	Paige M.	Lead Teacher High School
Schmidt	Beth	Guidance Counselor
Schneider	Rachel J.	Teacher Middle School
Schnupp	Alisha G.	Lead Teacher Middle Schoo
Scholles	Jennifer A.	Intervention Specialist
Schonauer	Caseylin C.	Advisor
Schrader	Shelly M.	Related Svcs Coordinator

Schroeder	Michaela	Intervention Spec HS
Schroeder Cole	Tiffany L.	Intervention Spec HS
Schultheis	Sunny	Teacher HS
Schuster	Samantha L.	Teacher Middle School
Schuster-Brokaw	Hallie C.	Teacher HS
Scott	Denise A.	Eng Lang Learner Teacher
Scott	Maura J.	Teacher HS
Selinsky	Kathryn E.	Teacher Middle School
Serig	Katherine L.	Intervention Spec MS
Shaffer	Stephanie A.	Intervention Spec HS
Shaw	Dwight K.	Teacher HS
Sheets	Kelly J.	Teacher Instruct Support
Sheldon	Amee B.	Intervention Spec 35
Shellhammer	Taylor R.	Transition Svcs Liaison
Shoemaker	Melissa A.	Teacher Middle School
Shoemaker	Susan M.	Intervention Specialist
Short	Kristina	Intervention Spec MS
Shoup	Jared J.	Teacher HS
Shymanski	Rachel S.	Teacher Middle School
Sieverts	Katherine	Intervention Spec HS
Simek	Amanda	Intervention Specialist
Simon	Jody	Teacher HS
Simon	Sarah	Teacher Instruct Support
Six	Pamela L.	Teacher HS
Skellington	Bethany R.	Teacher HS
Skelton	Melissa	Intervention Spec MS
Smith	Noel E.	Speech & Lang Pathologist
Smith	Stephanie N.	Intervention Specialist
Smith	Veronica	Advisor
Smucker	Elizabeth A.	Teacher Middle School
Snyder	Allison R.	Intervention Spec MS
Snyder	Kari F.	Teacher Middle School

Snyder	Lisa M.	Teacher Elementary School
Snyder	Sarah	Teacher Elementary School
Soltis	Monique M.	Intervention Spec HS
Sorgi	Nicole E.	Teacher HS
Sowers III	Kenneth D.	Intervention Spec MS
Spangler	Courtney	Guidance Counselor
Speas	Johanna	Teacher HS
Spellman	Kristen	Lead Teacher High School
Spencer	Rebecca M.	Teacher HS
Sphar	Charity L.	Teacher Middle School
Spohn	Alexis A.	Advisor
Spontarelli	Robert	Teacher HS
Spro	Kristi	Advisor
Squire	Michele	Teacher Middle School
Stampfle	Sarah	School Psychologist
Stanley	Taylor S.	Teacher Middle School
Stanton	Stefanie R.	Teacher HS
Starrs	Hailey J.	Teacher Elementary School
Stellfox	Michelle A.	Teacher HS
Stewart	Kimberly B.	Advisor
Stewart	Pamela A.	Advisor
Stone	Casey M.	Intervention Spec MS
Stopp	Kristen	Teacher HS
Strawn	Jeanne L.	Advisor
Strayer	Andrea	Teacher HS
Strbik	Elizabeth E.	504 Coordinators
Stripe	Sonya L.	Teacher HS
Studer	Heather M.	Intervention Spec MS
Stull	Kelli	Intervention Spec 35
Sudhakaran	Rachel E.	Eng Lang Learner Teacher
Sullivan	Megan A.	Intervention Spec HS
Sump	Melanie R.	Teacher Elementary School

Swaney	Elizabeth A.	Intervention Specialist
Swart	Shelby M.	Intervention Spec MS
Syrett	Heather	Guidance Counselor
Taddeo	Ann	Teacher Elementary School
Taggart	Lisa A.	Teacher Middle School
Tapp	Davis M.	Lead Teacher High School
Taylor	Sara P.	Guidance Counselor
Taylor	Tiara L.	Guidance Counselor
Taylor-Edwards	Joli	Intervention Specialist
Tennant	Kristen N.	Teacher HS
Tersigni	Joy K.	Teacher Middle School
Thompson	Jennifer L.	Teacher HS
Thornton	Amy R.	Advisor
Threlkeld	Ann-Sofia M.	Teacher Elementary School
Tieche	Taylor	Teacher Elementary School
Toke	Annette R.	Intervention Specialist
Tolles	Heather N.	Teacher HS
Tomlinson	Kristina M.	Advisor
Trapp	Staci R.	Teacher Elementary School
Traut	Courtney	Guidance Counselor
Traut	Tamara J.	Teacher HS
Turner	Tiffany	Intervention Spec K2
Twigg	Jennifer M.	Intervention Specialist
Underwood	Kassandra D.	Teacher HS
Urbas	Stacey L.	Teacher Middle School
Valentine	Shane F.	Teacher HS
Vanneman	Jacob T.	Teacher HS
Vanscoder	Amy	Advisor
Varga	Christiane L.	Teacher HS
Veauthier	McKenzie	Intervention Spec MS
Wagoner	Ann M.	Teacher HS
Wahl	Pauline	Teacher HS

Walker	Caela R.	Advisor
Walker	Miranda R.	Teacher Elementary School
Wallo	Christopher M.	Intervention Spec HS
Walsh	Heather R.	Teacher Instruct Support
Walters	Kathleen	Intervention Spec MS
Waltz	Jennifer L.	Transition Svcs Liaison
Warkentine	Serenity	Teacher Middle School
Warner	Louisa M.	Teacher Elementary School
Watson	Tess N.	Teacher HS
Weber	Deanne	Teacher Instruct Support
Weber	Jessica A.	Lead Teacher High School
Webster	Kelsea A.	Teacher Elementary School
Welch	Lena E.	Teacher Middle School
Welsh	Allison M.	Intervention Spec MS
Wetherbee	Cheryl D.	Teacher HS
Wheeler	Daphne M.	Intervention Spec HS
White	Chad A.	Teacher HS
White	Mark	Guidance Counselor
Whitmer	Teresa M.	Teacher Elementary School
Williams	Cynthia	Transition Svcs Liaison
Williams	Emily M.	Teacher HS
Williamson	Sue	School Psychologist
Wintrow	Ethan J.	Teacher HS
Wise	Kelly M.	Teacher Elementary School
Witalec	Allison M.	Teacher HS
Wolf	Kenneth R.	Teacher HS
Wolfe-White	Jamie L.	Teacher HS
Wollenburg	Michelle	Advisor
Wood	Meredith M.	Teacher Middle School
Woodberry	Shannon R.	Teacher HS
Woodford	Rylee J.	Teacher Elementary School
Woodlock	Kelleen S.	Teacher Middle School

Woodrich	Patricia	Teacher Elementary School
Wray	Jacqueline A.	Teacher HS
Wright	Erin K.	Teacher Middle School
Wright	Rachel L.	Intervention Specialist
Wunder	Rachelle C.	Advisor
Wynn	Lisa	Intervention Spec MS
Wysocki	Pamela S.	Teacher Elementary School
Yager	Harvey M.	Intervention Specialist
Yanni	Melissa J.	Intervention Spec MS
Yarger	Sara M.	Intervention Spec HS
Yerian	Barbara A.	Teacher Elementary School
Yoder	Elizabeth E.	Teacher HS
Yost	Jennifer L.	Lead Guidance Counselor
Young	Cathy	Teacher Elementary School
Zakrzewski	Sharon L.	Teacher Elementary School
Zartman	Jade	Intervention Spec MS
Zelnik	Michael H.	Teacher Middle School
Zeno-Slutzky	Maria	Teacher Instruct Support
Zetts	Nicole A.	Teacher Elementary School
Zimmerman	Andrea R.	Teacher Instruct Support
Zimmerman	Anne	Lead Teacher High School