



OHIO VIRTUAL ACADEMY

BOARD PRESENTATION

August 18th, 2026

Covering:

- **Enrollment**
- **Staffing/Hiring**
- **Top 5**
- **Coming Soon**
- **Stride/K12**



OHVA Enrollment

26-27 SY Pre- Registration- Aug 17, 2026			
Grade	GE	SPED	TOTAL
K	423	32	455
1	108	21	129
2	128	22	150
3	139	33	172
4	150	35	185
5	149	33	182
6	183	50	233
7	242	68	310
8	291	66	357
9	194	44	238
10	158	29	187
11	85	25	111
12	68	14	82
Total	2318	472	2791

Returning Students- Aug 7, 2026			
Grade	GE	SPED	TOTAL
K	71	15	86
1	416	53	469
2	441	83	524
3	425	84	509
4	401	103	504
5	528	143	671
6	504	137	641
7	710	182	892
8	822	218	1040
9	932	272	1204
10	1223	333	1556
11	1232	306	1538
12	1318	307	1625
Total	9023	2236	11259

26-27 SY Enrollment- Aug 17, 2026			
Grade	GE	SPED	TOTAL
K	494	47	541
1	524	74	598
2	569	105	674
3	564	117	681
4	551	138	689
5	677	176	853
6	687	187	874
7	952	250	1202
8	1113	284	1397
9	1126	316	1442
10	1381	362	1743
11	1317	331	1649
12	1386	321	1707
Total	11341	2708	14050

Grade Bands			
	GE	SPED	Totals
K-2	1587	226	1813
3-5	1792	431	2223
MS	2752	721	3473
HS	5210	1330	6541



OHVA Staffing

OHVA STAFF

General Education Teachers: **470**

Intervention Specialists: **138**

Contracted and Stride Intervention Specialist: **13**

Support Staff: **160**



OHVA Hiring/Staffing

49 New Hires To Date

- 41 on 8/3
- 5 on 8/10
- 2 on 8/24
- 1 9/1

(25 are backfills)

15 Posted Open Positions

- 1 HS Health/PE
- 3 CTE
- 7 HS IS
- 2 MS IS
- 2 3-5 IS

(8 are backfills and 7 are new)

Board Follow Up and Discussion

- **Staff Laptop Leasing**
- **AI Security Questions**
- **Academic Intervention/Tutoring**

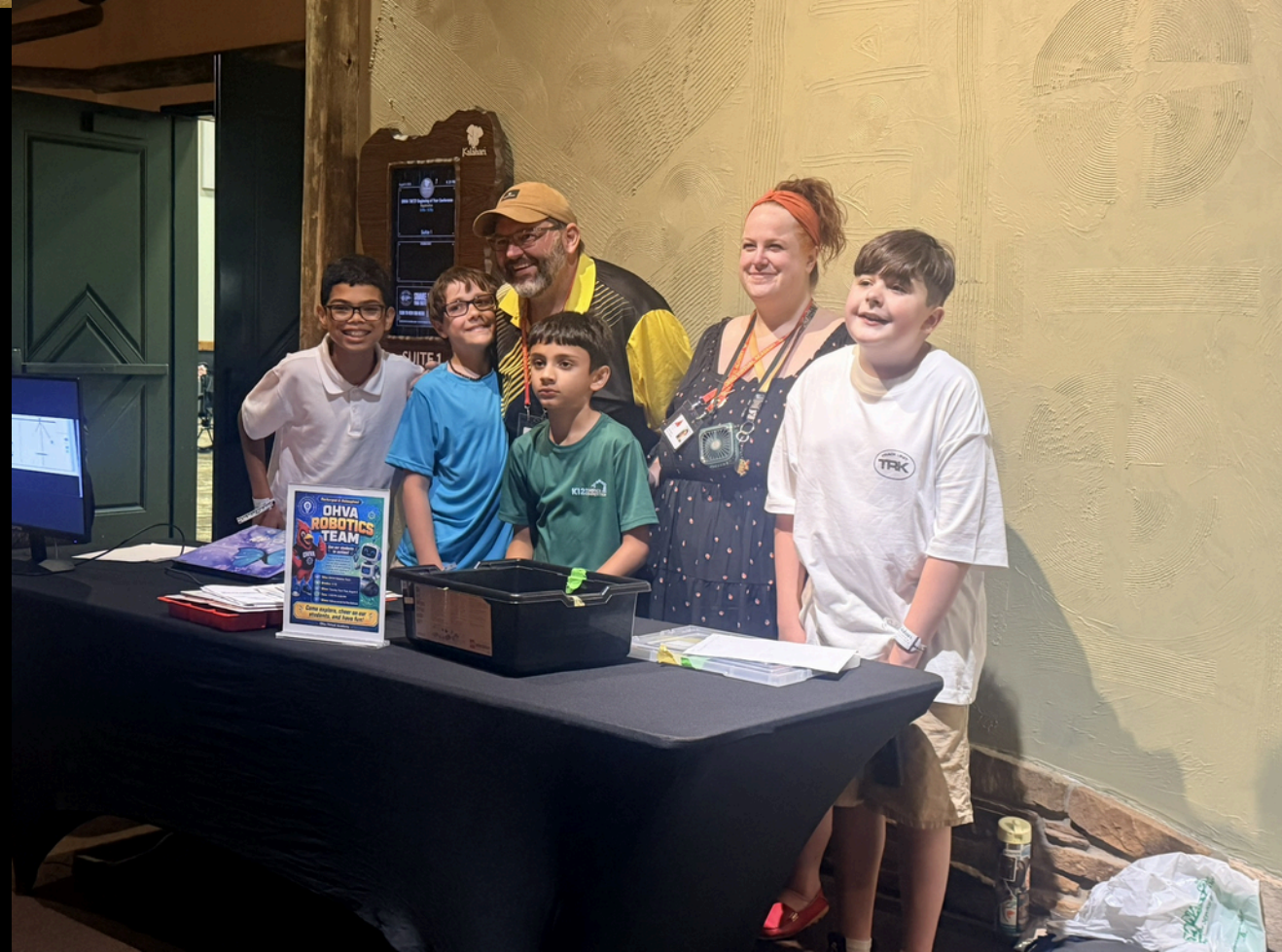


Top 5 OHVA “Things to Know”

1. **Priorities/Focus for OHVA**
2. **PD & Back to School**
3. **Math Plans & Academic Intervention**
4. **In person events**
5. **Awards/Teacher Recognition**



OHVA PD



Heart of a Champion



Casi Johnson



OCCS Virtual Teacher of Year

Winner- Dainta Teeple, CTE Teacher

Finalist- Emily Miller, MS



OHVA Board- Coming Soon



- **2026 State Report Card Overview (October)**
- **2026-2027 Supplemental Agreements (October)**
- **Policy Conversation (Oct)**

Updates -Stride/K12



- Launchpad
- K12 Help
- Board Summit (10/6-10/8)

Customer Support - Welcome



OHVA Board of Trustees Annual Meeting

August 18, 2026 at 2:00 p.m.

Our Approach: Student-centric, Innovative

Our People: Passionate, Engaged

Our Students: Inspired, Empowered, Educated

1. Call to Order at **2:00** PM

2. Roll Call/Guests:

3.	Board Members	Present	Absent	Time of Arrival After Call to Order
1	Kelly Arndt – Member	☒	☐	
2	Bruce Boerst – Member	☐	☒	
3	Adam Davenport – Board Secretary	☒	☐	
4	Patty Humbert – Member	☒	☐	
5	Will Kreuz – Member	☒	☐	
6	Susan Lippens – Board Vice President	☒	☐	2:02PM
7	Ben Lochbihler – Member	☐	☒	
8	Gina Lopez – Member	☒	☐	
9	Jacob Moeller – Board Treasurer	☐	☐	
10	Matt Norton – Member	☒	☐	
11	Stephen Vasquez – Board President	☒	☐	
12	OCCS Ex-Officio Representative – Kristin Pallitta	☒	☐	

3. Public Participation

- Opportunity for Public Comment on IDEA Part B Funds – None
- Opportunity for Public Comment on Consolidated Funding Application – None
- Regarding Agenda Items – None
- Regarding Non-Agenda Items – None

4. Approval of Minutes of the Regular Meeting of June 16, 2026 (motion)

Motion I: Resolution Regarding Approval of Meeting Minutes

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the minutes, as amended, from the meeting held on June 16, 2026.

Discussion: Mr. Davenport moved to approve the meeting minutes from June 16, 2026. Ms. Arndt seconded the motion. Minutes were unanimously approved by those Board members present.



Moved: Davenport

Seconded: Arndt

Vote:	Arndt		
	Y	☒	N ☐
	Boerst	Y	☐ N ☐
	Davenport	Y	☒ N ☐
	Humbert	Y	☒ N ☐
	Kreuz	Y	☒ N ☐
	Lippens	Y	☐ N ☐
	Lochbihler	Y	☐ N ☐
	Lopez	Y	☒ N ☐
	Moeller	Y	☐ N ☐
	Norton	Y	☒ N ☐
	Vasquez	Y	☒ N ☐

Mr. Vasquez reported that he received a letter of resignation by Mr. Lochbihler's. There was a verbal motion regarding Mr. Lochbihler's resignation. Mr. Norton moved to approve Mr. Lochbihler's letter of resignation. Ms. Lippens seconded the motion. Mr. Lochbihler's resignation was unanimously approved by those Board members present.

5. Operations:

a. **Head of School Report :** Mr. Wilkinson started the Head of School Report by discussing the OHVA enrollment and staffing. The OHVA staff includes (1) 470 General Education Teachers (2) 138 Intervention Specialists (3) 13 Contracted and Stride Intervention Specialists (4) 160 Support Staff. There have been 49 new hires to date and have 15 posted open positions. Mr. Wilkinson also conducted a conversation about staff laptop leasing, AI security questions, and academic intervention/tutoring. Following that, Mr. Wilkinson shared the top 5 OHVA "things to know": (1) Priorities/Focus for OHVA (2) PD & Back to School (3) Math Plans & Academic Intervention (4) In Person Events and (5) Awards/Teacher Recognition. Mr. Wilkinson shared photos highlights from the OHVA Professional Development event, including recognition of Casi Johnson as the "Heart of a Champion." Further, OCCS Virtual Teacher of the Year was Dainta Teeple, CTE teacher. The OCCS Virtual Teacher Finalist was Emily Miller. Mr. Wilkinson also gave an overview for upcoming items for the OHVA Board: (1) 2026 State Report Card Overview (2) 2026-2027 Supplemental Agreements and (3) Policy Conversation. Mr. Wilkinson concluded the presentation by discussing updates about launchpad, K12 Help, and the board summit.

b. Academic Report

i.Grants/Student Wellness and Success Funds Plan Update (motion)



Motion II: Resolution regarding Student Wellness and Success Funds Plan

WHEREAS, the Ohio General Assembly established Student Wellness and Success Funds to provide resources that support student academic success through initiatives addressing physical and mental health needs, student support services, family engagement, and other evidence-based practices; and

WHEREAS, Ohio law requires school districts receiving Student Wellness and Success Funds to develop and implement a plan for the expenditure of such funds in alignment with allowable uses established by the Ohio Department of Education and Workforce;

NOW THEREFORE BE IT RESOLVED THAT, the Board of Trustees of OHVA has reviewed the proposed Student Wellness and Success Funds Plan and finds it to be in the best interest of the students served by the school.

Discussion: Ms. Lopez moved to approve the Student Wellness and Success Funds Plan. Ms. Lippens seconded the motion. The plan was unanimously approved by those Board members present.

Moved: Lopez **Seconded:** Lippens **Vote:**

Arndt	Y ☒	N ☐
Boerst	Y ☐	N ☐
Davenport	Y ☒	N ☐
Humbert	Y ☒	N ☐
Kreuz	Y ☒	N ☐
Lippens	Y ☒	N ☐
Lochbihler	Y ☐	N ☐
Lopez	Y ☒	N ☐
Moeller	Y ☐	N ☐
Norton	Y ☒	N ☐
Vasquez	Y ☒	N ☐

c. **Special Programs Report** : Susie Ebie, School Community Relations Administrator/ Family Support, discussed family engagement events. There is an upcoming event on September 11, which is the “Back to School Picnic”. OHVA is expecting 300+ attendees. Ms. Ebie concluded her presentation by listing the upcoming 26-27 school year events: (1) DC Trip October 1-4 (8th-12th grades) (2) Fall Fun with Boosters and Teachers (3) Learning Extravaganzas (science museums and student expos/showcase) (4) Library Days (Literacy activities, tours, smaller groups, pizza) (5) Online Spelling Bees (3rd-8th grade) (6) School Choice/Winter Welcome (7) Safe, Smart, Kind Online Assemblies (all grades) (8) Camp/Outdoor Learning (4th-7th grades (3 days/2 nights) (9) May Zoo Days (10) Online Learning day, Booster events.



d. Operations Report

i. Residency Verification Update: Emily Rogers, Operations Director, provided an update on address verifications. OHVA is still working on verifying and updating student addresses for compliance and shipping. There were 351 address changes in July and August.

ii. International Travel, Device, and Access Policy (motion)

Motion III: Resolution regarding International Travel, Device, and Access Policy

WHEREAS, the Board of Education recognizes its responsibility to protect student information, educational records, school technology systems, and network infrastructure from unauthorized access, misuse, and cybersecurity threats; and

WHEREAS, school-issued devices, accounts, applications, email systems, learning management systems, and other digital resources provide access to confidential student and institutional information that must be safeguarded in accordance with applicable laws, regulations, and Board policies; and the Board finds that access to school-issued devices and accounts from locations outside of the United States may increase cybersecurity risks;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of OHVA approves the addition of the following language to the Computer Use Policy:

International Travel, School Devices, and Account Access

To protect student data, school systems, and network security, students are not permitted to take or use school-issued hardware outside of the United States without prior written authorization from the Head of School. School-issued devices contain access to educational platforms, student information, and school network resources. Use of these devices outside the United States may expose the school to increased cybersecurity risks, including unauthorized access attempts, device theft or loss, compromised network connections, malware infections, data interception, and violations of data privacy and security requirements.

For the same reasons, students are prohibited from accessing school-issued accounts, applications, email, learning management systems, or other school resources while physically located outside of the United States, unless expressly authorized by the school. Access from international locations may create additional security vulnerabilities and may interfere with the school's ability to safeguard confidential student and institutional information.

Failure to comply with these residency, device usage, or account access requirements may result in suspension of account access, retrieval or disabling of school-issued equipment, disciplinary action, and/or withdrawal from the school.



Discussion: Mr. Kreuz moved to approve the International Travel, Device, and Access Policy. Ms. Lippens seconded the policy. The policy was unanimously approved by those Board members present.

Moved: Kreuz **Seconded:** Lippens **Vote:**

Arndt	Y ☒	N ☐
Boerst	Y ☐	N ☐
Davenport	Y ☒	N ☐
Humbert	Y ☒	N ☐
Kreuz	Y ☒	N ☐
Lippens	Y ☒	N ☐
Lochbihler	Y ☐	N ☐
Lopez	Y ☒	N ☐
Moeller	Y ☐	N ☐
Norton	Y ☒	N ☐
Vasquez	Y ☒	N ☐

6. Finance:

a. **Bank Reconciliation (motion):** Dawn Cummings, Fiscal Officer, provided an overview of OHVA Financials. The upcoming deadlines are: (1) EMIS Financials are due August 31 (2) Final Expenditure reports (FER) are due September 30th and (3) FY27 Revised Budget – October board meeting. Revenue has decreased due enrollment and a reduction of approximately \$593K in federal funds. Ms. Cummings also provided the following updates (1) Teacher expenses – increased in projected benefit costs, and professional development along with a decrease in staff laptops (2) Student expenses – increase projected expenses based on prior year end total expenses (3) Student & Family Services – increase to related services based on prior year expenses and (4) Administration/Governance & Technology – decrease due to decrease in revenue.

Motion IV: Resolution regarding filing of the Bank Reconciliations – Tabled for consideration during the October 2026 meeting.

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

Motion V: Resolution regarding FY27 Consolidated Funding Application

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the FY27 Consolidated Funding Application.

Discussion: Ms. Arndt moved to approve the Fiscal Year 2027 Consolidated Funding Application. Ms. Lopez's seconded the motion. The application was unanimously approved by those Board members present.

Moved: Arndt **Seconded:** Lopez **Vote:** Arndt Y ☒ N ☐



Boerst	Y ☐	N ☐
Davenport	Y ☒	N ☐
Humbert	Y ☒	N ☐
Kreuz	Y ☒	N ☐
Lippens	Y ☒	N ☐
Lochbihler	Y ☐	N ☐
Lopez	Y ☒	N ☐
Moeller	Y ☐	N ☐
Norton	Y ☒	N ☐
Vasquez	Y ☒	N ☐

c. Review/Approve Three-Year Forecast (motion)

Motion VI: Resolution regarding Three-Year Forecast

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the Three-Year Forecast (copy attached hereto) as presented by the School Treasurer.

Discussion: Ms. Arndt moved to approve the Three-Year Forecast. Mr. Norton seconded the motion. The Three-Year Forecast was unanimously approved by those Board members present.

Moved: Arndt	Seconded: Norton	Vote:	Arndt	Y ☒	N ☐
			Boerst	Y ☐	N ☐
			Davenport	Y ☒	N ☐
			Humbert	Y ☒	N ☐
			Kreuz	Y ☒	N ☐
			Lippens	Y ☒	N ☐
			Lochbihler	Y ☐	N ☐
			Lopez	Y ☒	N ☐
			Moeller	Y ☐	N ☐
			Norton	Y ☒	N ☐
			Vasquez	Y ☒	N ☐

7. Compliance:

- a. **OCCS report:** Kristin Pallitta, OCCS Ex-Officio Representative, gave an overview of the OCCS Board Brief for August 2026. Ms. Pallitta discussed the regional representative report and focused on compliance for OHVA, such as the (1) academic intervention and prevention policy (3) kindergarten and first grade required screenings (4) updated age requirements for kindergarten and first grade entrance and (5) fraud reporting requirements. Further, Ms. Pallitta provided that the OHVA's annual Financial Forecast was due to OCCS by August 14. Ms. Pallitta



concluded her presentation with updates related to assessments, general testing updates, and updates relating to special education.

b. Board Officer Election (motion)

Motion VII: Resolution Regarding Board Officers for the 2026-2027 School Year

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby elects the following Board Officers for the 2026-2027 School Year:

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

Discussion: Mr. Norton moved to approve the elected board officers for 2026-2027. Mr. Davenport second the motion. The elections of the above-referenced Board Officers were unanimously approved by those Board members present.

Moved: Norton	Seconded: Davenport	Vote: Arndt	Y ☒	N ☐
		Boerst	Y ☐	N ☐
		Davenport	Y ☒	N ☐
		Humbert	Y ☒	N ☐
		Kreuz	Y ☒	N ☐
		Lippens	Y ☒	N ☐
		Lochbihler	Y ☐	N ☐
		Lopez	Y ☒	N ☐
		Moeller	Y ☐	N ☐
		Norton	Y ☒	N ☐
		Vasquez	Y ☒	N ☐

c. 2026-27 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 2026-2027 school year:

October 13, 2026
December 8, 2026
February 16, 2027
April 20, 2027



May 18, 2027

June 15, 2027

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: Ms. Lippens moved to approve the meeting dates for the remainder of 2026-2027 school year. Mr. Kreuz seconded the motion. The meeting dates were unanimously approved by those Board members present.

Moved: Lippens	Seconded: Kreuz	Vote: Arndt	Y ☒	N ☐
		Boerst	Y ☐	N ☐
		Davenport	Y ☒	N ☐
		Humbert	Y ☒	N ☐
		Kreuz	Y ☒	N ☐
		Lippens	Y ☒	N ☐
		Lochbihler	Y ☐	N ☐
		Lopez	Y ☒	N ☐
		Moeller	Y ☐	N ☐
		Norton	Y ☒	N ☐
		Vasquez	Y ☒	N ☐

d. Academic Prevention Intervention Policy (motion)

Motion IX: *Resolution regarding review of Academic Intervention Prevention Policy*

WHEREAS, Section 3313.6012 of the Ohio Revised Code mandates that each school district adopt and annually update a policy governing the conduct of academic prevention and intervention services;

BE IT RESOLVED THAT the Board of Trustees of OHVA hereby approves the review of the Academic Prevention and Intervention Policy.

Discussion: Ms. Lippens moved to approve the review of the Academic Intervention Prevention Policy. Ms. Humbert seconded the motion. The review of the Academic Intervention Prevention and Intervention Policy was unanimously approved by those Board members present.

Moved: Lippens	Seconded: Humbert	Vote: Arndt	Y ☒	N ☐
		Boerst	Y ☐	N ☐
		Davenport	Y ☒	N ☐
		Humbert	Y ☒	N ☐
		Kreuz	Y ☒	N ☐



Lippens	Y ☒	N ☐
Lochbihler	Y ☐	N ☐
Lopez	Y ☒	N ☐
Moeller	Y ☐	N ☐
Norton	Y ☒	N ☐
Vasquez	Y ☒	N ☐

e. Career Advising Policy (motion)

Motion X: Resolution regarding Career Advising Policy

WHEREAS, the District seeks to align its Career Advising Policy with the goals and objectives of the School Improvement Plan, the requirements and expectations associated with the Each Child on Track initiative/grant, and the implementation of student success strategies designed to improve student engagement, attendance, achievement, graduation, and postsecondary outcomes; and

WHEREAS, district administration has reviewed the Career Advising Policy and recommended revisions that strengthen career awareness, advising supports, career pathway planning, student success planning, and coordination of services for students identified as needing additional support;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of OHVA hereby approves and adopts the revised Career Advising Policy attached hereto.

Discussion: Ms. Lopez moved to approve the Career Advising Policy. Ms. Arndt seconded the motion. The policy was unanimously approved by those Board members present.

Moved: Lopez	Seconded: Arndt	Vote:	Arndt	Y ☒	N ☐
			Boerst	Y ☐	N ☐
			Davenport	Y ☒	N ☐
			Humbert	Y ☒	N ☐
			Kreuz	Y ☒	N ☐
			Lippens	Y ☒	N ☐
			Lochbihler	Y ☐	N ☐
			Lopez	Y ☒	N ☐
			Moeller	Y ☐	N ☐
			Norton	Y ☒	N ☐
			Vasquez	Y ☒	N ☐

8. Personnel/Staff Development:

a. Employment Agreements (motion)

Motion XI: 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: Mr. Davenport moved to approve the OHVA Employment Agreements. Ms. Lippens seconded the motion. The agreements were unanimously approved by those Board members present.

Moved: Davenport	Seconded: Lippens	Vote: Arndt	Y ☒	N ☐
		Boerst	Y ☐	N ☐
		Davenport	Y ☒	N ☐
		Humbert	Y ☒	N ☐
		Kreuz	Y ☒	N ☐
		Lippens	Y ☒	N ☐
		Lochbihler	Y ☐	N ☐
		Lopez	Y ☒	N ☐
		Moeller	Y ☐	N ☐
		Norton	Y ☒	N ☐
		Vasquez	Y ☒	N ☐

9. **Executive Session** : None

10. **Upcoming event dates and communications:**

a. October Board Meeting – October 13, 2026

3:47 PM Adjourned.

FY27 - August 2026 Submission

IRN No.: 142950

Type of School: Internet/Computer Based

Contract Term: June 2023

County: Lucas

School Name:

Ohio Virtual Academy

**Statement of Receipt, Disbursements, and Changes in Fund Cash Balances
For the Fiscal Years Ended 2024 through 2026 Actual 2027 and
the Fiscal Years Ending 2028 through 2030 Forecasted**

	Fiscal Year FY2024	Actual Fiscal Year FY2025	Fiscal Year FY2026	Current FY2027	Fiscal Year FY2028	Forecast FY2029	Fiscal Year FY2030
Operating Receipts							
State Foundation Payments (3110, 3211)	\$ 103,526,910	\$ 119,095,587	\$ 130,936,945	\$ 146,426,908	\$ 146,426,908	\$ 146,426,908	\$ 146,426,908
Charges for Services (1500)	-	-	-	-	-	-	-
Fees (1600, 1700)	-	-	-	-	-	-	-
Other (1830, 1840, 1850, 1860, 1870, 1890, 3190)	\$ 1,144,670	\$ 1,589,183	\$ 1,375,575	\$ 1,415,513	\$ 1,415,513	\$ 1,415,513	\$ 1,415,513
Total Operating Receipts	\$ 104,671,580	\$ 120,684,771	\$ 132,312,521	\$ 147,842,421	\$ 147,842,421	\$ 147,842,421	\$ 147,842,421
Operating Disbursements							
100 Salaries and Wages	\$ 37,180,948	\$ 36,318,006	\$ 48,399,210	\$ 49,306,353	\$ 52,300,536	\$ 54,409,898	\$ 56,049,297
200 Employee Retirement and Insurance Benefits	\$ 15,052,662	\$ 15,735,494	\$ 19,603,694	\$ 21,838,398	\$ 22,840,594	\$ 24,270,239	\$ 25,505,287
400 Purchased Services	\$ 65,389,581	\$ 74,363,298	\$ 70,228,551	\$ 74,045,795	\$ 74,575,676	\$ 75,096,089	\$ 75,648,951
500 Supplies and Materials	\$ 16,376,498	\$ 16,255,328	\$ 15,455,521	\$ 14,444,771	\$ 14,452,825	\$ 14,451,325	\$ 14,462,050
600 Capital Outlay - New	\$ 254,611	\$ 370,115	\$ 67,349	\$ 102,500	\$ 80,000	\$ 108,125	\$ 113,353
700 Capital Outlay - Replacement	\$ 85,000	\$ 58,894	\$ 120,000	\$ 50,000	\$ 85,000	\$ 60,000	\$ 60,000
800 Other	\$ 208	\$ 361,651	\$ 217	\$ 340	\$ 340	\$ 340	\$ 340
819 Other Debt	-	-	-	-	-	-	-
Total Operating Disbursements	\$ 134,339,508	\$ 143,462,786	\$ 153,873,542	\$ 159,788,157	\$ 164,334,970	\$ 168,403,015	\$ 171,840,278
Excess of Operating Receipts Over (Under)	\$ (29,667,928)	\$ (22,778,015)	\$ (21,561,021)	\$ (11,945,736)	\$ (16,492,549)	\$ (20,560,594)	\$ (23,997,857)
Operating Disbursements							
Nonoperating Receipts/(Disbursements)							
Federal Grants (all 4300 except fund 532)	\$ 30,695,535	\$ 17,622,908	\$ 11,806,884	\$ 11,163,345	\$ 10,958,367	\$ 10,958,367	\$ 10,958,367
State Grants (3200, except 3211)	\$ 5,040,911	\$ 5,845,758	\$ 6,058,950	\$ 6,440,307	\$ 6,400,152	\$ 6,400,152	\$ 6,400,152
Restricted Grants (3219, Community School Facilities Grant)	-	-	-	-	-	-	-
Donations (1820)	\$ 326,080	\$ 348,101	\$ 242,398	\$ 205,000	\$ 205,000	\$ 205,000	\$ 205,000
Interest Income (1400)	-	-	-	-	-	-	-
Debt Proceeds (1900)	-	-	-	-	-	-	-
Debt Principal Retirement	-	-	-	-	-	-	-
Interest and Fiscal Charges	-	-	-	-	-	-	-
Transfers - In	-	-	-	-	-	-	-
Transfers - Out	-	-	-	-	-	-	-
Total Nonoperating Revenues/(Expenses)	\$ 36,062,526	\$ 23,817,766	\$ 18,108,332	\$ 17,809,752	\$ 17,563,519	\$ 17,563,519	\$ 17,563,519
Excess of Operating and Nonoperating Receipts Over/(Under) Operating and Nonoperating Disbursements	\$ 6,394,597	\$ 1,045,751	\$ (3,452,789)	\$ 5,864,016	\$ 1,070,970	\$ (2,997,075)	\$ (6,434,338)
Fund Cash Balance Beginning of Fiscal Year	\$ 7,557,235	\$ 13,951,832	\$ 14,991,583	\$ 11,538,794	\$ 17,402,810	\$ 18,473,779	\$ 15,476,704
Fund Cash Balance End of Fiscal Year	\$ 13,951,832	\$ 14,991,583	\$ 11,538,794	\$ 17,402,810	\$ 18,473,779	\$ 15,476,704	\$ 9,042,366

Assumptions		Actual		Current		Forecast	
Fiscal Year FY2024	13508	Fiscal Year FY2025	14680	Fiscal Year FY2026	14830	Fiscal Year FY2027	15440
Staffing/Enrollment							
Total Student FTE							

Instructional Staff	674	663.00	685.00	700.00	718.00	718	718
Administrative Staff							
Other Staff	64	64.00	71.00	73.00	73.00	73	73
Purchased Services							
Rent	\$ 176,117.32	\$ 180,530.00	\$ 103,812.78	\$ 106,431.04	\$ 106,431.04	\$ 108,696.00	\$ 108,696.00
Utilities	7,047.23	6,625.00	346.88	347.00			
Other Facility Costs	122,396.70	107,574.00	86,946.60	137,585.53	150,404.75	152,770.30	160,383.82
Insurance	189,603.36	210,659.00	230,597.03	230,596.00	263,655.60	291,703.94	335,459.53
Management Fee	16,837,148.71	18,645,934.33	17,496,094.73	19,182,848.94	19,154,238.11	19,154,238.11	19,154,238.11
Sponsor Fee	1,604,439.42	1,854,534.00	2,046,422.84	2,292,405.90	2,292,405.90	2,292,405.90	2,292,405.90
Audit Fees	24,801.50	23,727.00	23,888.40	24,802.00	30,000.00	32,100.00	34,347.00
Contingency							
Transportation	34,103.50	51,381.00	39,715.10	44,900.00	46,247.00	47,634.41	45,063.44
Legal							
Marketing							
Consulting							
Salaries and Wages							
Employee Benefits	4,404,208.93	4,824,557.00	5,148,601.00	5,100,271.54	5,278,781.04	5,542,720.09	5,819,886.10
Special Education Services	9,436,813.41	10,641,048.18	10,002,636.85	10,927,337.11	10,911,637.96	10,911,637.96	10,911,637.96
Technology Services							
Food Services	32,952,900.92	37,816,838.49	35,047,494.20	35,697,659.76	36,051,874.22	36,262,181.84	36,482,883.46
Other	65,389,581.00	74,363,298.00	70,226,551.41	74,045,794.31	74,575,675.62	75,096,086.55	75,648,951.32
Total							
Financial Metrics							
Debt Service Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Debt Service Coverage	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Growth in Enrollment	0.00%	8.63%	1.02%	4.11%	0.00%	0.00%	0.00%
Growth in New Capital Outlay	0.00%	45.36%	-81.80%	52.19%	-21.95%	36.41%	3.87%
Growth in Operating Receipts	0.00%	15.30%	9.63%	11.74%	0.00%	0.00%	0.00%
Growth in Non-Operating Receipts/Expenses	0.00%	-33.95%	-23.97%	-1.65%	-1.36%	0.00%	0.00%
Days of Cash	20.53	35.50	35.56	26.36	38.65	40.04	32.87

Fiscal Year 20XX-20XX Projected Debt					
Description	Beginning Year Balance	Principal Retirement	Interest Expense	Ending Year Balance	Debtor/Creditor
FTE Review	\$ -	\$ -	\$ -	\$ -	-
Loan A	\$ -	\$ -	\$ -	\$ -	-
Loan B	\$ -	\$ -	\$ -	\$ -	-
Line of Credit	\$ -	\$ -	\$ -	\$ -	-
Notes, Bonds	\$ -	\$ -	\$ -	\$ -	-
Capital Leases	\$ -	\$ -	\$ -	\$ -	-
Payables (Past Due 180+ days)	\$ -	\$ -	\$ -	\$ -	-
Total	\$ -	\$ -	\$ -	\$ -	-

Assumptions Narrative Summary

Additional Assumptions:
FTE - FY27 is projected to be up from FY26 due to a projected increase in the average enrollment as well as capture. FY28 - FY30 assumes enrollment will remain the same.
Instructional Staff: FY26 shows total staff at end of school year. FY27-30 assumes the school is fully staffed.
Administrative Staff: Ohio Virtual Academy does not employ administrative staff. Administrative staff are provided by the management company/operator K12.
Other Staff: This category includes student support related staff. FY26 is based on shows total at end of FY25, and FY27-30 assumes school is fully staffed.

Receipts:

Base Foundation: FY26 phase-in was 83.33%, FY27-30 includes phase-in of 100% per state approved budget
 Other: This includes casino tax payments, a program enrichment grant provided by OCCS (the sponsor) and other state and local funds.
 Federal Grants: FY26 Federal grants includes the Stronger Connections grant, which is due to expire September 2028 and Each Child on Track.
 FY27 includes Title I Supplemental, and Expanding Opportunities. We do not know if these will be received FY28-30
 All other federal grants decreased in FY27 compared to FY26. FY28-30 assumes the amounts will remain the same
 State Grants: FY26 includes the Attorney General grant. FY27 also includes the Attorney General grant which is due to expire December 2026
 The state grant section also includes the Student Success and Wellness funds which increase FY27-30 due to the increase in phase-in

Disbursements:

Salaries and Wages: FY26 include commitment bonuses to encourage the staff to remain with the school. The school board also approved additional merit increases for all employees due to the previous annual salaries not being level-set for quite some time.
 FY27-FY30 does not include commitment bonuses, but do include merit increases to continue to bring the staff pay up. FY28-30 assumes the school is fully staffed

Employee Retirement and Insurance Benefits: FY26 is the actual amount of benefits at this time. FY28-30 estimates based on salaries with incremental increases for inflation year-over-year.

Purchased Services/Supplies and Materials/Capital Outlay/Other: Expenses are consistent with enrollment plus cost of living increases.

Rent: This is rent for the office where the administrative staff works. Periodic increases due to lease agreement.

Utilities: Utilities were being paid at the event center, which the school no longer has, so there will be no utility expenses for FY28-FY30.

Other Facility: This includes building maintenance and security, copier rentals, telephones, internet and postage.

Management Fee: This is a fee charged by K12, the management company, and is calculated as a percentage of designated revenues. Services provided by K12 for this fee include personnel management; facilities management; consulting and liaison services with the Sponsor, ODEW, and other agencies; management services regarding special education; English Language Learning and Section 504 programs; related services and reimbursements; development, drafting and maintenance of forms, operations manuals, handbooks, guides, and policies and procedures; consultation, monitoring, and oversight of EMIS; an other state reporting system; assistance in applying for grants; budgeting and financial reporting; maintenance of financial and student records; pupil recruitment; admissions; student discipline, etc. The management fee is reduced in each year by a credit to be issued by K12 in the amount of the deficit in order to maintain a specified net asset balance. If the management fee is not large enough, the remainder of the credit will go against the technology fee.

Sponsor Fee: This is a fee paid to the Ohio Council of Community Schools. It is a percentage of state foundation funding.

Legal: The legal fees for FY27-FY30 are based on prior years with incremental increases.

Special Education Services: This includes related services for the schools' special education students.

Technology Fee: This is a fee charged by K12, the management company, and is calculated as a percentage of designated revenues. Services provided by K12 for this fee include monitoring of the Online School; fixing production issues; generating reports on pupil academic performance, attendance and progress; weekly and securing competitive pricing and centralized purchase discounts for computers, monitors, printers, software and other peripherals; training school staff; parents and students on technology systems; developing, designing, publishing and maintaining the school's interactive website; maintaining the school's computer and telephone network; determining hardware configurations (including software and operating systems) for the school's technology needs; providing support for school employees and students; proposing for the governing authority adoption policies and procedures regarding the responsible use of computer equipment and other school property, etc.

Online Curriculum: This includes the cost of the online curriculum used by both the student and instructional staff.

Student Internet Reimbursement: Parents of students are eligible to receive a partial reimbursement of their internet costs. Internet service is provided for free for homeless students.

College Credit Plus: Many Ohio Virtual Academy students take advantage of the College Credit Plus program. Tuition is included in purchased services and textbooks are included in supplies.

Student Services: This includes Supplemental curriculum and special education assistive devices.

Purchased services Other: This section includes College Credit Plus, Online Curriculum for students and staff, professional development for staff, student internet reimbursement, student services, staff telephones and internet, testing cost including testing facilities and staff travel.

In each forecasted year, Ohio Virtual Academy's expenses will not exceed its revenues. This is because according to the Educational Products and Administrative and Technology Services Agreement between Ohio Virtual Academy and K12, at the end of the fiscal year, if necessary, K12 will issue in an amount sufficient to maintain a net asset balance of \$250,000, not including capital assets.

Ohio Virtual Academy has no debt.

Ohio Virtual Academy's management company/operator is K12, Inc.

**NOTE: per the contract between K12, Inc. and Ohio Virtual Academy, K12 agrees to have a balanced budget each year. The budget will be balanced by reducing K12 service fees and/or estimated credits to K12 services fee. K12, Inc. fee consist of Management fees, Technology fees, Curriculum fees, Material fees, and Miscellaneous fees. The fees will be adjusted/decreased as needed to assure the schools budget is balanced each year.

Ohio Virtual Academy (OHVA)

Career Advising and Targeted Student Success Policy

Effective Date: Draft – For Review

I. Purpose and Rationale

Ohio Virtual Academy (OHVA) is committed to preparing students for successful post-secondary transitions through a comprehensive, developmentally appropriate career advising framework aligned to Ohio law (ORC 3313.6020), the Each Child on Track (ECOT) quality rubric, and OHVA's School Improvement One Plan (2027–2029).

This policy intentionally focuses on clear, realistic, and scalable frameworks that meet state expectations while remaining feasible for implementation within a large statewide virtual school. Consistent with state guidance, this policy emphasizes:

- Career awareness, exploration, and planning for all students in grades 6–12
- Clear identification of *specific student groups* requiring targeted supports
- Strategic, limited-use Student Success Plans designed for high-impact intervention
- Use of career pathways as an engagement and graduation support strategy
- Ongoing use of data to evaluate effectiveness and guide continuous improvement

This policy defines what OHVA provides at a systems level. The how (including protocols, thresholds, schedules, and workflows) are maintained in internal procedures and may be adjusted as capacity, tools, and student needs evolve.

II. Career Advising Framework (Grades 6–12)

OHVA provides a structured career advising system aligned to Ohio's Career Connections Framework, ensuring that all students in grades 6–12 receive age-appropriate and developmentally responsive career advising opportunities.

Career advising includes the following core components, available to all students:

1. Career Awareness

Grade-level examples are intentionally incorporated into instruction to link academic learning to careers and workforce applications. Through classroom activities, digital resources, and career-connected lessons, students connect schoolwork to a variety of career fields and pathways.

2. Career Exploration

Students engage in structured opportunities to explore interests, skills, and career pathways using career assessment and interest inventory tools, labor market information, and exposure to post-secondary options and career fields.

3. Career Planning

Students receive support in developing and refining academic and postsecondary plans aligned to graduation requirements and future goals, including college, workforce, military, and career-technical options.

4. Access to Pathways and Opportunities

OHVA provides multiple academic and career pathways through high school, which may include:

- College Credit Plus (CCP)
- Career-Technical Education (CTE) pathways
- Industry-recognized credential packages
- Graduation pathways aligned to Ohio law

Educational offerings that provide opportunities to earn both traditional academic credit, College Credit Plus credit, and career-technical credit are identified and publicly communicated to students and families through advising, course catalogs, and school communications.

Students are provided ongoing access to career advising supports, including at least one annual opportunity to engage in individualized or small-group discussions focused on academic planning, career interests, and postsecondary goals.

OHVA provides supports to assist students in successfully transitioning to postsecondary pathways, including college, career, and military options. Supports may include postsecondary planning sessions, financial aid and affordability information, career pathway advising, and targeted academic supports for students needing remediation in English language arts or mathematics.

These components align with OHVA's One Plan strategies focused on college and career readiness, student engagement, persistence, and equitable access to post-secondary pathways. Families are provided with information and resources related to career pathways, graduation options, and post-secondary planning to support informed student and family decision-making.

III. Targeted Student Success Plans

Recognizing OHVA's size and diverse student population, Student Success Plans (SSPs) are implemented strategically for defined student groups rather than universally for all students in grades 6–12.

Student Success Plans are reserved for students identified as highest priority for intervention based on clearly defined academic, engagement, or graduation progress indicators.

Parents, guardians, or custodians are invited to participate in the development of Student Success Plans. If participation does not occur, the student's plan and relevant graduation pathway information are provided to the family.

A. Grade 9 – Lack of Engagement (LOE) Focus

For students in grade 9, Student Success Plans focus on early identification of disengagement to support successful transition into high school and on-time progression toward graduation.

Indicators may include:

- Chronic or emerging attendance concerns
- Limited instructional participation
- Patterns of incomplete or missing coursework
- Not completing required district and/or state required testing

Support focus includes:

- Engagement expectations and goal setting
- Attendance improvement strategies
- Connection to academic, advising, and support services
- Student and Parent/Guardian Checklists

B. Grade 12 – Graduation and Career-Readiness Focus

For students entering or in grade 12 who have not yet demonstrated graduation competency, Student Success Plans focus on:

- Completion of remaining graduation requirements
- Alignment to Ohio's graduation pathways
- Post-secondary transition planning
- Career readiness and workforce-aligned options

Support options may include:

- Career readiness pathways and experiences
- Credit recovery and competency supports
- Workforce-aligned credentials or career-focused experiences

OHVA's targeted use of career readiness and career-technical pathways as a student success strategy is informed by internal data demonstrating that students participating in career education opportunities consistently demonstrate stronger attendance, course completion, and graduation outcomes compared to peers not participating in such pathways. As a result, career readiness options are intentionally leveraged as a data-informed support for students identified as at risk.

IV. Identification of Students for Targeted Support

OHVA utilizes a locally developed, data-informed process to identify students at risk of dropping out of school. This process incorporates multiple indicators, including:

- Attendance data
- Course performance and pass rates
- Graduation progress and pathway completion
- Engagement indicators within instructional platforms

Students identified using the identified criteria will be targeted for Student Success Plans. Identification criteria, thresholds, and decision-making processes are maintained in internal operational guidance to ensure flexibility, consistency, and scalability.

V. Staff Training and Capacity Building

OHVA provides professional learning and training to staff responsible for career advising and student support to ensure effective implementation of this policy. Training includes support for:

- Advising students on academic and career pathways
- Utilizing digital platforms that support career awareness, career exploration, and interest inventories
- Facilitating student engagement with industry professionals and career-focused experiences
- Supporting reflective, workforce-ready skill development activities

Professional learning opportunities are aligned to staff roles and responsibilities and may be adjusted as tools, platforms, and student needs evolve.

VI. Roles and Responsibilities

To ensure clarity, sustainability, and effective allocation of expertise, responsibilities related to career advising and student success are intentionally divided across departments.

Career Technical Education (CTE) Department

Responsible for:

- Career readiness programming and career learning experiences
- Career-technical education pathways
- Workforce development connections
- Industry-recognized credentials
- Pre-apprenticeship experiences
- Graduation pathway alignment related to career readiness

School Counseling Department

Responsible for:

- Academic advising and course planning
- Graduation requirements monitoring
- Post-secondary planning
- Student support aligned with generally accepted counseling practices

Student Advisors / Engagement Staff

Responsible for:

- Attendance monitoring and outreach
- Engagement interventions
- Early intervention for lack of engagement
- Family communication related to attendance and participation

This separation of duties supports staff sustainability and ensures that students receive support from appropriately trained professionals.

VII. Documentation, Monitoring, and Continuous Improvement

Career advising activities and student success planning are documented for each student within district-approved systems. Documentation is accessible to the student and the student's parent, guardian, or custodian and may be shared with future schools in accordance with applicable privacy laws and consent requirements.

OHVA monitors the effectiveness of this policy through ongoing review of student and adult implementation data, which may include:

- Attendance trends
- Credit accumulation and course completion
- Graduation progress and pathway completion
- Participation in career advising and career learning activities
- Implementation fidelity across responsible departments

Data is reviewed regularly by leadership teams to assess effectiveness, identify gaps, and make data-informed adjustments as needed.

VIII. Policy Review Cycle

This policy will be reviewed on a regular cycle, and at minimum every two years, to ensure continued alignment with Ohio Department of Education and Workforce requirements, ECOT expectations, and OHVA's operational context.

Revisions are informed by implementation data, stakeholder feedback, and any updates to state guidance.

This policy is made publicly available and posted on the school's website in accordance with state requirements.

Appendix A

Abundo, Marjorie A.	Intervention Spec MS
Adair, Elizabeth E.	Lead Intervention Special
Adkins, Amanda	504 Coordinator
Albring I, Alexander M.	Advisor
Aliff, Kimberly A.	Teacher Middle School
Allex, Caroline H.	Lead Teacher Middle School
Allport, Wendy	Lead Teacher Middle School
Alonzo, Brian	Teacher HS
Alonzo, Stacy M.	Guidance Counselor
Amble, Laura R.	Intervention Spec HS
Anderson, Katherine	Lead Teacher Elementary
Anthony, Michelle K.	Teacher Instruct Support
Anverse, Amanda D.	Teacher Middle School
Apple, Gigi A.	Teacher Elementary School
Arling, Yvonne M.	Teacher Instruct Support
Arthur, Viktorya L.	Intervention Spec MS
Atamanick, Jennifer M.	Advisor
Bacon, Chet A.	Intervention Spec HS
Bacon, Karen M.	Transition Svcs Liaison
Baer, Joan C.	Teacher Middle School
Bailey, Kristen	Teacher HS
Ball, Ronald E.	Teacher Middle School
Ballash, Amy L.	Guidance Counselor
Barb, Dawn	Intervention Spec HS
Barbour, Alaina K.	Teacher HS
Barbour, Elisabeth M.	Intervention Spec 35
Bard, Christopher J.	Teacher Middle School
Bard, Tricia A.	Guidance Counselor
Barger, Riley	Advisor
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 R.	Teacher Middle School
Baylor-Samaco, Kelley P.	Lead Teacher Middle School
Deal, Amanda C.	Teacher Elementary School
Bear, Alexander	Teacher Middle School
Beaulieu, Lisa	Teacher HS
Beckott, Elizabeth T.	Teacher HS
Beckman, Denise	Transition Svcs Liaison
Beery, Maria C.	Teacher HS
Bell, Sarah E.	Guidance Counselor
Bennett, Amy R.	Eng Lang Learner Teacher
Beran, Deborah	School Psychologist
Berg, Chelsea A.	Teacher Middle School
Bernard, Richard W.	Teacher HS
Best, Brooke N.	Teacher Middle School
Betenson, Aspen J.	Intervention Spec HS
Betiko, Hailey Z.	Teacher HS
Biggio, Stephanie A.	Advisor
Binion-Valis, Tara R.	Lead Intervention Special
Black, Guyana	Teacher MS
Blackburn, Kara M.	Advisor
Boarman, Emily M.	Guidance Counselor
Bobinski, Dawn M.	Teacher HS
Bobo, Kelly L.	Intervention Spec HS
Bogard, Donna L.	Teacher Middle School
Boggs, Cindy T.	Lead Teacher Middle School
Bohyer, Scott T.	Intervention Spec MS
Bole, Whitney A.	Teacher Elementary School

Bonham, Caryn J.	Teacher Elementary School
Borkosky, Julia	Teacher HS
Boron, Cassandra	Lead Teacher High School
Borowicz, Emily S.	Teacher Elementary School
Borsellino, Brittne G.	ParaPro Teacher - ES
Bowen, Amy E.	Teacher HS
Boyd, Michelle R.	Teacher HS
Boyer, Jennifer S.	Advisor
Brackman, Lisa J.	Teacher HS
Braden, Jeb E.	Teacher HS
Brady, Rebekah L.	Teacher Instruct Support
Bray, Lytia M.	Teacher Middle School
Bregar, Kristen E.	Teacher Middle School
Brennan, Allyson M.	Advisor
Brewer, Julie	Intervention Spec HS
Brim, Andrea	Teacher HS
Brock, Laura D.	Teacher Middle School
Brockway, David S.	Teacher HS
Broering, Molly R.	Teacher Middle School
Brooks, Summer R.	Advisor
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
Buggle, Kathleen L.	Teacher Middle School
Burke, Beverly A.	Behavior Specialist
Burner, Brice E.	Teacher HS
Burton, Laura L.	Teacher HS
Bush, Suzanne M.	Intervention Spec HS
Butler, Ashley L.	Intervention Spec HS
Butterfield, Caitlyn N.	Intervention Spec HS
Ruzene, Kimberly M.	Advisor
Byrne, Brittany N.	Intervention Spec HS
Caffey, Samarra	Teacher HS
Caldwell, Andrea L.	Lead Teacher Middle School
Callahan, Tina L.	Teacher HS
Carlson, Camilla A.	Teacher Middle School
Carpenter, Amy	Advisor
Castle, Candace E.	Teacher Elementary School
Charlton, Natalie A.	Guidance Counselor
Cheek, Krista L.	Teacher Middle School
Chok, Daphne L.	Lead Teacher High School
Childers, Heidi L.	Teacher HS
Chin-Albert, Amanda L.	Teacher Instruct Support
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, Sonya	Teacher Elementary School
Clason, Christina M.	Teacher Middle School
Claybourn, Taylor	Intervention Spec K2
Clellan, MaKayla M.	Intervention Spec HS
Clemans, Jennifer M.	Teacher Middle School
Cliff, Carleigh E.	Teacher Elementary School
Cline, Amanda E.	Teacher Middle School
Cline, Joy K.	Teacher Middle School
Codispoti, Rebecca	Intervention Spec K2
Cole, Kelsey L.	ParaPro Teacher - ES
Cole, Michelle C.	Teacher HS
Collier, Bethany	Lead Teacher Instr Support

Bollinger, Marissa A.	Teacher Elementary School
Congemi, Jennifer A.	Intervention Spec MS
Congemi, Sean J.	Intervention Spec HS
Conner, Miriam	Teacher HS
Cook, Sarah J.	Intervention Spec MS
Cool, Jennifer	Teacher Elementary School
Cooper, Lauren E.	Advisor
Corbin, Kyle	Transition Svcs Liaison
Corbin, Rebecca R.	Advisor
Corns, Amy E.	Intervention Spec HS
Corsaro, Sarah E.	Intervention Spec MS
Cowx, Jennifer M.	Teacher HS
Cox, Heather M.	Teacher Instruct Support
Cox, Lindsey N.	Teacher HS
Cox, Stephanie M.	Teacher HS
Coyne, Sarah	Social Emotional Counselor
Crecco, Haylee	Lead Teacher Elementary
Cristell, Andrea R.	Lead Teacher Middle School
Cromley, Megan A.	Advisor
Crozier, Kimberly A.	Guidance Counselor
Crum, Mia	Intervention Spec 35
Cummings, Brigitte A.	Teacher Instruct Support
Curry, Kerri A.	Intervention Spec MS
Cushman, Morgan	Intervention Spec MS
Cutler, Erica	Intervention Spec 35
Cyrus, Claudia	Teacher Middle School
Cyrus, Lynsey R.	Lead Intervention Special
Dalgleish, Marlene J.	Intervention Spec HS
Dattilio-Smith, Michelle C.	Teacher Instruct Support
Daulton, Allison L.	Lead Teacher Elementary
DeBurlat, Vanessa	Teacher Elementary School
Delane, Christian	Teacher Middle School
Delfino-Russell, Robyn L.	Teacher Middle School
DelGrosso, Morgan E.	Lead Teacher Middle School
DeVillan, Samantha M.	Teacher Elementary School
Demagall, Gina	Teacher HS
Demagall, Jonathan D.	Teacher HS
Deran, Amy	Teacher Middle School
Dereyson, Wendy R.	Intervention Spec 35
Dibe-Diaz, Layla	Intervention Spec MS
Dicken, Rachel M.	ParaPro Teacher - MS
Dickinson, Amanda E.	Teacher Middle School
Diehl, Gloria A.	Teacher HS
Dietrich Minetti, Kerry E.	Intervention Spec K2
Dietz, Benjamin T.	Teacher HS
Dill, Colleen M.	Advisor
DiNardo, Kathryn M.	Guidance Counselor
Dix, Jaime J.	Intervention Spec MS
Dobo, Tabetha	Intervention Spec K2
Doman, Andrew	Teacher HS
Drabek, Kerri L.	Teacher Elementary School
Dresher, Hannah C.	Teacher Elementary School
Driggs, Ashley W.	Teacher Elementary School
Dutemba, Stephen A.	Teacher HS
Duncan, Sarah L.	Teacher HS
Dunlap, Brian	Teacher HS
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

Conaway, Cari A.	Teacher Middle School
Early, Rachel E.	Teacher Elementary School
Ebersole, Sydney L.	Intervention Spec K2
Ebie, Donald G.	Transition Svcs Liaison
Edgar, Michelle W.	Lead Teacher Middle School
Edwards, Elizabeth R.	Teacher Middle School
Edwards, Laura L.	Intervention Spec HS
Eggleston, Stephen M.	Teacher HS
Ellam, Elizabeth G.	Intervention Spec 35
Ellerbrock, Tracy	Lead Transition Svcs Liaison
Endsley, Joelle R.	Lead Teacher High School
Estep, Sarah E.	Teacher HS
Evans, Amanda K.	Teacher Elementary School
Fahrenholz, Tricia R.	Teacher Middle School
Fairall, Miranda	Intervention Spec HS
Fannin, Heather	Teacher HS
Fawcett, Daniel J.	Teacher HS
Fedor Jr., James S.	Lead Teacher High School
Fildes, Tonia N.	Teacher Elementary School
Finch, Johnathon J.	Teacher HS
Fisher, Katherine J.	Advisor
Fitch, Angela B.	ParaPro Teacher - MS
Fitch, Karen M.	Teacher Elementary School
Floming, Macy B.	Teacher Middle School
Flood, Shannon B.	Teacher HS
Flowers, Bailey R.	Advisor
Footo, Shannon R.	Lead Teacher Elementary
Ford, Marcie J.	Teacher HS
Foreman, Donald	Teacher HS
FornashBurrows, Connie L.	Intervention Spec MS
Fosnaugh, Rachel L.	Teacher HS
Foster, Cristina M.	Lead Guidance Counselor
Fraley, Marilyn	Teacher Instruct Support
Franchetti, Moira K.	Intervention Spec HS
Franco, John M.	Teacher HS
Frantz, Amy L.	Teacher Middle School
Frantz, Andrew	Teacher HS
Fredle, Monica L.	Intervention Spec K2
Freehling, Donna	Teacher Middle School
Friedman, Lydia K.	Intervention Spec 35
Fritsch, Linda	Intervention Spec MS
Gallagher, Kaylee B.	Teacher Instruct Support
Galvin, Julie M.	Teacher Elementary School
Garber, Elaine	Teacher HS
Genson, Neil	Teacher HS
Germann, Eric D.	Intervention Spec HS
Gerritsen, Julie	Advisor
Gersper, Mallory B.	Intervention Spec MS
Gibson, Brenda A.	Teacher Elementary School
Gibson, Rachel	Teacher HS
Giles, Laura L.	ParaPro Teacher - HS
Gilliam, Nicole L.	Teacher Middle School
Gipson, Jamie M.	Teacher Elementary School
Gluckin, Roger	Teacher HS
Goebelt, Suzanne	Career Counselor
Golec, Darcie L.	Teacher HS
Goodall, Bethany C.	Teacher Middle School
Goode, Kaylee M.	Teacher HS
Gradishar, Holly	Lead Advisor
Graham, Stephanie A.	Teacher Elementary School
Graham, Zachary A.	Teacher Middle School

Dusenbury, Jenny A.	ParaPro Teacher – IIS
Dyer, Kelly J.	Teacher HS
Greenfelder, Patricia A.	Teacher Middle School
Greenlief, Adriana L.	Teacher Middle School
Griesmer, Stephanie	Intervention Spec MS
Grolnic, Christina	Teacher HS
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
Hakanson, Molly A.	Teacher Middle School
Hake, Stacy L.	Advisor
Halpin, Kathrine L.	Teacher HS
Hamner, Chrislyn S.	Advisor
Haney, Gabrielle	Teacher HS
Hanks, David M.	Lead Teacher High School
Hannon, Shawn T.	Teacher HS
Hansen, Robyn	Guidance Counselor
Harmon, Elizabeth M.	Intervention Spec HS
Hart, Jenna	School Psychologist
Hart, Rachele N.	Teacher HS
Harter, Zoe S.	Advisor
Hastie, Marissa A.	Speech & Lang Pathologist
Hatch, Audra F.	Teacher Middle School
Hauke, Anna C.	Teacher Middle School
Hayes, Anne	Intervention Spec 35
Hazelwood, Virginia L.	Intervention Spec K2
Heath, Stacey C.	Teacher Elementary School
Heeter, Gina M.	Teacher Elementary School
Hcnkel, Brannon J.	Intervention Spec HS
Henry, Rebecca L.	Teacher Middle School
Hensley, Jasmine R.	Intervention Spec HS
Herr, Nathan R.	Guidance Counselor
Hertenstein, Seth M.	Teacher Middle School
Heslet, Brenda J.	Lead Teacher High School
Heydinger, Rachel	Advisor
Hilditch, Mandy J.	Teacher Elementary School
Hindall, Kathrine R.	Teacher Elementary School
Hinshaw, Gabrielle M.	Teacher Elementary School
Hlasko, Sarah A.	Teacher Elementary School
Hodges, Stephen B.	Teacher Middle School
Hoeflick, Robin	Lead Teacher Middle School
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 Spec 35
Hoppel, Marcella K.	Teacher HS
Hostettler, Julie A.	Advisor
House, Valerie J.	Intervention Spec MS
Householder, Bryan R.	Eng Lang Learner Teacher
Howard, Jessica K.	Intervention Spec K2
Howe, Haley N.	Behavior Specialist
Hudock, Laura C.	Intervention Spec MS
Hull-Card, Pamela E.	Teacher Instruct Support
Hunt, Jade A.	Intervention Spec MS
Hunter, Shelby S.	Guidance Counselor
Hyman, Talia G.	Lead Speech Lang Path
Irby, Chelsea	Intervention Spec MS

Green, Amanda L.	Teacher Instruct Support
Green, Elizabeth M.	Teacher HS
Jacobs, Jason	Transition Svcs Liaison
James, Patricia M.	Teacher Elementary School
Jarvis, Julie L.	Teacher Middle School
Jennings, Jessica R.	Teacher Elementary School
Johanson, Laurel E.	Teacher HS
Johnson, Amy M.	Advisor
Johnson, Bethen M.	Teacher Elementary School
Johnson, Bridgett M.	Teacher HS
Johnson, Carissa R.	Lead Teacher Elementary
Johnson, Felicia K.	Teacher HS
Johnson, Holly S.	Intervention Spec MS
Johnson, Kelli L.	Teacher Instruct Support
Johnson-Mundy, Tiffany A.	Guidance Counselor
Johnston, Carrie F.	Intervention Spec HS
Jones Jr., Zebulon K.	Teacher HS
Joy, Shelly E.	Advisor
Keaney, Emily T.	Teacher Middle School
Keller, Carla J.	Teacher Elementary School
Kelly, Ryenn	Teacher Middle School
Khourie, Ruth M.	Lead Advisor
Kidwell, Julie E.	ParaPro Teacher - ES
Kiesewetter, Brandyn S.	Teacher Middle School
Kiger, Kelly E.	Teacher HS
Kirch, Monica L.	Teacher Middle School
Kirkland, Michelle L.	Teacher Middle School
Klatt, Rachel M.	Teacher HS
Kleinknecht, Shawna L.	Teacher Instruct Support
Kleman, Lisa	Teacher HS
Klingensmith, Angela M.	Intervention Spec K2
Knodel, Melissa	Lead Teacher High School
Knowles, Georgi F.	Guidance Counselor
Knox, Jacquelyn I.	Transition Svcs Liaison
Knox, Kristi L.	Teacher Elementary School
Kobylski, Jeanne L.	Intervention Spec K2
Kobylski, Michael	Teacher HS
Kocab, Jessica M.	Teacher Elementary School
Koeppel, Elizabeth A.	Lead Teacher High School
Kolasinski, Alisha K.	Teacher Elementary School
Konrad, Lindsey J.	Teacher IIS
Kosek, Jessica L.	Teacher Elementary School
Kougher, Joyce C.	Teacher Elementary School
Kovach, Alexandra G.	Teacher Middle School
Kozak, Ann C.	Advisor
Krasniewski, Rebecca L.	Teacher Middle School
Kreider, Margaret J.	Intervention Spec MS
Kucalaba, Stacie A.	Teacher Middle School
Kuczma, Kenneth J.	Teacher Middle School
Kuhn, Robin	Teacher Elementary School
Kuhr, Jamie A.	Teacher Instruct Support
Laird, Kristie J.	Teacher Elementary School
Lairson, Clarissa E.	Teacher HS
Lampley, KeAndra M.	ParaPro Teacher – MS
Landry, Dawn D.	Teacher Elementary School
Lane, Anthony I.	Teacher HS
Lang, Abby L.	Lead Teacher Elementary
Lanham, Bobbie L.	Intervention Spec HS
Lape, Lisa A.	Eng Lang Learner Teacher
Lashley, Angela G.	Teacher HS
Lather, Tirisa A.	Teacher Middle School

Jackson, Melissa D.	Advisor
Jackson, Natalie B.	Behavior Specialist
Jackson, Shayla A.	Teacher HS
Leahy, Courtney	Guidance Counselor
Lee, Jennifer	Intervention Spec 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 Spec 35
Lightner, Michele D.	Intervention Spec MS
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 M.	Teacher Middle School
Logozzo, Jessica	Guidance Counselor
Logston, Shannon M.	Intervention Spec 35
Lombardo, Amy P.	Advisor
Long, Amber	Teacher HS
Long, Carly C.	Intervention Spec MS
Long, David G.	Teacher Middle School
Lude, Jacquelyn	Teacher HS
Lueders, Nathan L.	Intervention Spec HS
Lunsford, Kari F.	Teacher Middle School
Lunsford, Kimberly D.	Teacher Middle School
Lyman, Aaron	Lead Teacher High School
Lynch, Amanda D.	Teacher Elementary School
Lynch, Christine M.	Teacher Elementary School
Lynn, Barbara	Teacher HS
Madak, Robin L.	Teacher HS
Magensky, Jennifer E.	Teacher HS
Magrum, Jennifer L.	Eng Lang Learner Teacher
Maianu, Jennifer E.	Advisor
Makar, Samantha M.	Advisor
Malcolm, Erin L.	Teacher HS
Mang, Jolene	Teacher HS
Manson, Merideth	504 Coordinator
Maple, Susan	Lead Teacher Elementary
Marple, Corrie D.	Intervention Spec 35
Martig, Patricia A.	Teacher HS
Martin, Bethany R.	Teacher Middle School
Martinez, Stephanie L.	ParaPro Teacher – MS
Mascola, Colleen	Teacher Elementary School
Mathis, Kristin M.	Transition Svcs Liaison
Maze, Tracy A.	ParaPro Teacher – MS
Mazur, Sara	School Nurse
Mc Intosh, Kyle M.	Teacher HS
McAtee, Bonnie J.	504 Coordinator
McBride, Susan	Intervention Spec MS
McCann, Lauryn R.	Intervention Spec 35
McClain, Tina L.	Teacher HS
McClellan, Heather R.	Lead Intervention Special
McConnell, Lisa M.	Teacher Elementary School
McCorkle, Matthew S.	Teacher HS
McCoy, Kristen E.	Guidance Counselor

Lauer, Diane S.	Intervention Spec HS
Lawlor, Lori L.	Teacher HS
Lawson, Todd C.	Teacher HS
McVay, Rachelle L.	Teacher HS
McVicker, Larissa M.	Social Emotional Counselor
Melden, Brittany D.	Teacher Elementary School
Mercer, Amy	Intervention Spec MS
Merchant, Devin	Advisor
Meyer, Heather E.	Intervention Spec 35
Mialky, Kelly	Teacher Elementary School
Mickley, Nichole	Intervention Spec HS
Miller, Andrea J.	Teacher Elementary School
Miller, Cory M.	Teacher Instruct Support
Miller, Emily M.	Teacher Middle School
Miller, Michelle M.	Teacher Middle School
Miller, Rachel	Teacher Elementary School
Miller, Valerie L.	Teacher Middle School
Miller-Hammar, Katherine	Teacher Elementary School
Miranda, Erica L.	Teacher Elementary School
Mitchell, Laurie A.	Teacher HS
Mohammadi, Sarina	Advisor
Moller, Delaney M.	Intervention Spec 35
Moloney, Breanna M.	Teacher Instruct Support
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
Morton, Dawn M.	Advisor
Mullins, Cheryl D.	Teacher HS
Munroe, Jamie L.	Teacher Elementary School
Murray, Abigail	Intervention Spec MS
Muscato, Rachel M.	Teacher HS
Myers, Glenda	Teacher Elementary School
Nagi, Christy L.	Teacher HS
Napierala, Melissa J.	Teacher HS
Negrelli, Tina M.	Teacher Elementary School
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
O'Donnell, Ryan K.	Teacher HS
Oiler, Katherine M.	Intervention Spec MS
Olsen, Lisa M.	Teacher Middle School
O'Neill, Nina M.	Intervention Spec MS
Oravec, Erin M.	Lead Teacher Middle School
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 Spec MS

McDonald, Kristi D.	Teacher Instruct Support
McDulin, Christen M.	Teacher Elementary School
McIntosh, Elizabeth P.	Teacher HS
McManus, Caitlin	Intervention Spec K2
Paschall, Beth A.	Teacher HS
Passmore, Kelly	Intervention Spec HS
Patterson, Kaili G.	Teacher Middle School
Patterson, Kristina	Teacher HS
Patton, Emily	Teacher HS
Patton, Jonnifer M.	Guidance Counselor
Paul, Kelley W.	Teacher Elementary School
Pavlansky, Antonietta	Intervention Spec HS
Paxson, Lindsey	Transition Svcs Liaison
Payne, Phillip A.	Teacher HS
Peak, Stephanie L.	ParaPro Teacher – MS
Pearson-Poxes, Rotiffany S.	Teacher Middle School
Penk, Josephine	Intervention Spec HS
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 Spec 35
Peterson, Jennifer K.	Teacher Middle School
Petrevski, Paige S.	Intervention Spec HS
Pettay, Brooke E.	Teacher Elementary School
Phillbin, 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
Pietras, Kerry	Intervention Spec 35
Pindell, Dianna J.	Teacher Instruct Support
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 Intervention Special
Psurny, Aubrey E.	Teacher Middle School
Pullman, Kristin L.	Guidance Counselor
Puttman, Alison	Teacher Elementary School
Quinn, Distina	Teacher Middle School
Racki, John R.	Teacher Middle School
Raczynski, Christi	Lead Teacher Elementary
Raff, Carol A.	Teacher Middle School
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
Reed, Devin	Transition Svcs Liaison
Remick, Jennifer L.	Teacher HS
Renftle, Julie A.	Teacher Elementary School
Renker, Rhonda S.	Teacher HS
Reynolds, Jamie J.	Intervention Spec MS
Rice, Dreama M.	Lead Advisor
Richards, Evelyn A.	Advisor

Parker, Mandy M.	Teacher HS
Parrill, Renee E.	Teacher HS
Parsons, Erin C.	Intervention Spec 35
Parvaiz, Farwa	ParaPro Teacher – MS
Ritterbeck, Diana J.	Teacher HS
Rivera, Miranda R.	Teacher HS
Rizkallah, Keri L.	Teacher Elementary School
Robbins, Jason K.	Teacher HS
Robinette, Melissa L.	Lead Intervention Special
Robinson, Keith E.	Teacher Middle School
Rodgers, Anastasia L.	Teacher Instruct Support
Roessner, Brooke N.	Teacher HS
Rogers, Elisabeth M.	Intervention Spec 35
Roland, Julie A.	Teacher HS
Ross, Andrea	Teacher HS
Roth, Tara	Teacher HS
Rounds, Sandra M.	Teacher HS
Rudick, Erin	Teacher HS
Rudisill, Carol A.	Intervention Spec 35
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
Rutherford, Taylor A.	Teacher HS
Ruvalcaba, Kayla M.	Teacher Instruct Support
Ryser, Phyllis	Advisor
Safriet, Mandy M.	Teacher HS
Sailors, Kenneth O.	Teacher HS
Sanders, Michelle E.	Intervention Spec MS
Sandretto, Jordan T.	Teacher HS
Schappacher, Mariangela	Lead Teacher High School
Scharer, Amanda B.	Lead Related Svcs Coord
Schatzke, Valerie A.	Lead Teacher Middle School
Schimming, Emily M.	Teacher HS
Schmidt, Beth	Lead Teacher High School
Schneider, Rachel J.	Guidance Counselor
Schnupp, Alisha G.	Teacher Middle School
Scholles, Jennifer A.	Lead Teacher Middle School
Schonauer, Caseylin C.	Intervention Spec HS
Schrader, Shelly M.	Advisor
Schroeder Cole, Tiffany L.	Related Svcs Coordinator
Schroeder, Michaela A.	Intervention Spec HS
Schultheis, Sunny	Teacher HS
Schultz, Tiffany A.	Guidance Counselor
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	Teacher Middle School
Serig, Katherine L.	Intervention Spec MS
Sharrett, Jennifer K.	ParaPro Teacher - ES
Shaw, Dwight K.	Teacher HS
Sheets, Kelly J.	Teacher Instruct Support
Sheldon, Ameer B.	Intervention Spec 35
Shellhammer, Taylor	Advisor
Shephard, Jaecey R.	Guidance Counselor
Sherman, Ashley	Teacher HS
Shoemaker, Melissa A.	Teacher Middle School
Shoemaker, Susan M.	Intervention Spec HS
Short, Kristina N.	Intervention Spec MS

Richards, Faith E.	Teacher HS
Riley, Maureen	Teacher Middle School
Ritch, Courtney R.	Speech & Lang Pathologist
Rltchey, Christina E.	Teacher HS
Rittenhouse, Shelly L.	Teacher HS
Simon, Jody	Teacher HS
Simon, Sarah	Teacher Instruct Support
Six, Pamela L.	Teacher HS
Skelton, Melissa	Intervention Spec MS
Skifstad, Gina M.	Teacher HS
Smith, Heather	Teacher HS
Smith, Katelynn E.	ParaPro Teacher - ES
Smith, Noel E.	Speech & Lang Pathologist
Smith, Stephanie N.	Intervention Spec MS
Smith, Veronica	Advisor
Smucker, Elizabeth A.	Teacher Middle School
Snyder, Allison R.	Intervention Spec MS
Snyder, Lisa M.	Teacher Elementary School
Snyder, Sarah	Teacher Elementary School
Soltis, Monique M.	Intervention Spec HS
Sommers, Shannon L.	Teacher Middle School
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
Squire, Michele	Teacher Middle School
Stafford, Victoria S.	Teacher Elementary School
Stanley, Taylor S.	Teacher HS
Stanton, Stefanie R.	Teacher HS
Stellfox, Michelle A.	Teacher HS
Stewart, Kimberly B.	Advisor
Stewart, Pamela A.	Advisor
Stopp, Kristen	Teacher HS
Stouffer, Katelyn	Eng Lang Learner Teacher
Strausser, Madelyn G.	Advisor
Strausser, Shannon	Teacher HS
Strawn, Jeanne L.	Advisor
Strayer, Andrea	Teacher HS
Strbik, Elizabeth E.	504 Coordinator
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
Sullivan, Paige M.	Teacher Middle School
Sump, Melanie R.	Teacher Elementary School
Swaney, Elizabeth A.	Intervention Spec MS
Swart, Shelby M.	Intervention Spec MS
Syrett, Heather	Guidance Counselor
Taddeo, Ann	Teacher Elementary School
Tapp, Davis M.	Lead Teacher High School
Taylor, Sara P.	Guidance Counselor
Taylor-Edwards, Joli	Intervention Spec 35
Teeple, Dainta	Teacher HS
Tenbusch, Hannah	Intervention Spec K2
Tennant, Kristen N.	Teacher HS

Shoup, Jared J.	Teacher HS
Shymanski, Rachel S.	Teacher Middle School
Siebenaller, Kimberly S.	Teacher Middle School
Sieverts, Katherine	Intervention Spec HS
Simek, Amanda	Intervention Spec MS
Trapp, Staci R.	Teacher Elementary School
Traut, Courtney	Guidance Counselor
Traut, Tamara J.	Teacher HS
Trickett, Ashley N.	Teacher HS
Tripoulas, Angel D.	Lead Intervention Special
Turner, Mikayla R.	Teacher HS
Turner, Sydney	Intervention Spec HS
Turner, Tiffany	Intervention Spec K2
Twigg, Jennifer M.	Lead Intervention Special
Underwood, Kassandra D.	Teacher HS
Urbanik, Rebecca	Teacher Middle School
Urbas, Stacey L.	Teacher Middle School
Waldow, Sarah	Teacher HS
Warner, Clara	Teacher HS
Myers, Dana	Teacher HS
Gracia, Marrisona	Teacher HS
Dorow, Renee	Teacher HS
Valentine, Shane F.	Teacher HS
Van Horn, Megan D.	Teacher HS
Vanneman, Jacob T.	Teacher HS
Vanscoder, Amy	Advisor
Varga, Christiane L.	Teacher HS
Vasquez, Megan N.	Advisor
Veauthier, McKenzie J.	Intervention Spec MS
Vogel, Ashley	Teacher MS
Wagner Barnes, Camille A.	Teacher Elementary School
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
Walters, Kathleen F.	Intervention Spec MS
Waltz, Jennifer L.	Transition Svcs Liaison
Warkentine, Serenity	Teacher Middle School
Warner, Louisa M.	Teacher Elementary School
Washington, Kimyana	Teacher HS
Wasserman, Signe J.	Intervention Spec HS
Watson, Tess N.	Teacher HS
Weber, Deanne	Teacher Elementary School
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
White, Chad A.	Teacher HS
White, Mark R.	Teacher HS
Whitmer, Teresa M.	Teacher Elementary School
Wiedemann, Taylor	Intervention Spec MS
Wiehe, Tracy	Teacher HS
Wigton, Carrie	Teacher HS
Wilkinson, Hannah	Intervention Spec HS
Williamson, Sue	School Psychologist
Willin, Stephanie L.	Teacher Middle School
Win, Molly E.	Eng Lang Learner Teacher
Wintrow, Ethan J.	Teacher HS
Wise, Kelly M.	Teacher Elementary School
Witalec, Allison M.	Teacher HS

Thompson, Jennifer L.	Teacher HS
Thompson, Katie M.	Advisor
Threlkeld, Ann-Sofia M.	Teacher Elementary School
Toke, Annette R.	Intervention Spec IIS
Tolles, Heather N.	Teacher HS
Tomlinson, Kristina M.	Lead Advisor
Woodford, Rylee J.	Teacher Elementary School
Woodlock, Kelleen S.	Teacher Middle School
Woodrich, Patricia F.	Teacher Elementary School
Wray, Jacqueline A.	Teacher HS
Wright, Erin K.	Teacher Middle School
Wright, Rachel L.	Intervention Spec HS
Wunder, Rachelle C.	Advisor
Wynn, Lisa A.	Intervention Spec MS
Wysocki, Pamela S.	Teacher Elementary School
Yager, Harvey M.	Intervention Spec HS
Yarger, Sara M.	Intervention Spec HS
Yerian, Barbara A.	Teacher Elementary School
Yost, Jennifer L.	Lead Guidance Counselor
Young, Cathy	Teacher Elementary School
Young, Jena M.	Intervention Spec 35
Zakrzewski, Sharon L.	Teacher Elementary School
Zelnik, Michael H.	Teacher Middle School
Zeno-Slutsky, Maria	Teacher Instruct Support
Zetts, Nicole A.	Teacher Elementary School
Zimmerman, Andrea R.	Teacher Instruct Support
Zimmerman, Anne	Lead Teacher High School

Wolf, Kenneth R.	Teacher HS
Wolfe-White, Jamie L.	Teacher HS
Wolff, Rebecca L.	Lead Teacher Middle School
Wollonburg, Michelle	Advisor
Wood, Meredith M.	Teacher Middle School
Woodberry, Shannon R.	Teacher HS

FY27 - August 2026 Submission

IRN No.: 142950

County: Lucas

Type of School: Internet/Computer Based

Contract Term: June 2028

School Name:

Ohio Virtual Academy

Statement of Receipt, Disbursements, and Changes in Fund Cash Balances

For the Fiscal Years Ended 2024 through 2026 Actual 2027 and

the Fiscal Years Ending 2028 through 2030 Forecasted

	Actual			Current	Forecast		
	Fiscal Year FY2024	Fiscal Year FY2025	Fiscal Year FY2026	Fiscal Year FY2027	Fiscal Year FY2028	Fiscal Year FY2029	Fiscal Year FY2030
Operating Receipts							
State Foundation Payments (3110, 3211)	\$ 103,526,910	\$ 119,095,587	\$ 130,936,846	\$ 146,426,908	\$ 146,426,908	\$ 146,426,908	\$ 146,426,908
Charges for Services (1500)	-	-	-	-	-	-	-
Fees (1600, 1700)	-	-	-	-	-	-	-
Other (1830, 1840, 1850, 1860, 1870, 1890, 3190)	1,144,670	1,589,183	1,375,575	1,415,513	1,415,513	1,415,513	1,415,513
Total Operating Receipts	\$ 104,671,580	\$ 120,684,771	\$ 132,312,421	\$ 147,842,421	\$ 147,842,421	\$ 147,842,421	\$ 147,842,421
Operating Disbursements							
100 Salaries and Wages	\$ 37,180,948	\$ 36,318,006	\$ 48,399,210	\$ 49,306,353	\$ 52,300,536	\$ 54,409,898	\$ 56,049,297
200 Employee Retirement and Insurance Benefits	15,052,662	15,735,494	19,603,694	21,838,398	22,840,594	24,270,239	25,506,287
400 Purchased Services	65,389,581	74,363,298	70,226,551	74,045,795	74,575,676	75,096,089	75,648,951
500 Supplies and Materials	16,376,498	16,255,328	15,456,521	14,444,771	14,452,825	14,457,325	14,462,050
600 Capital Outlay - New	254,611	370,115	67,349	102,500	80,000	109,125	113,353
700 Capital Outlay - Replacement	85,000	58,894	120,000	50,000	85,000	60,000	60,000
800 Other	208	361,651	217	340	340	340	340
819 Other Debt	-	-	-	-	-	-	-
Total Operating Disbursements	\$ 134,339,508	\$ 143,462,786	\$ 153,873,542	\$ 159,788,157	\$ 164,334,970	\$ 168,403,015	\$ 171,840,278
Excess of Operating Receipts Over (Under)							
Operating Disbursements	\$ (29,667,928)	\$ (22,778,016)	\$ (21,561,121)	\$ (11,945,736)	\$ (16,492,549)	\$ (20,560,594)	\$ (23,997,857)
Nonoperating Receipts/(Disbursements)							
Federal Grants (all 4000 except fund 532)	\$ 30,695,535	\$ 17,622,908	\$ 11,806,884	\$ 11,163,845	\$ 10,958,367	\$ 10,958,367	\$ 10,958,367
State Grants (3200, except 3211)	5,040,911	5,846,758	6,058,850	6,440,907	6,400,152	6,400,152	6,400,152
Restricted Grants (3219, Community School Facilities Grant)	-	-	-	-	-	-	-
Donations (1820)	-	-	-	-	-	-	-
Interest Income (1400)	326,080	348,101	242,598	205,000	205,000	205,000	205,000
Debt Proceeds (1900)	-	-	-	-	-	-	-
Debt Principal Retirement	-	-	-	-	-	-	-
Interest and Fiscal Charges	-	-	-	-	-	-	-
Transfers - In	-	-	-	-	-	-	-
Transfers - Out	-	-	-	-	-	-	-
Total Nonoperating Revenues/(Expenses)	\$ 36,062,526	\$ 23,817,766	\$ 18,108,332	\$ 17,809,752	\$ 17,563,519	\$ 17,563,519	\$ 17,563,519
Excess of Operating and Nonoperating Receipts							
Over/(Under) Operating and Nonoperating							
Disbursements	\$ 6,394,597	\$ 1,039,751	\$ (3,452,789)	\$ 5,864,016	\$ 1,070,970	\$ (2,997,075)	\$ (6,434,338)
Fund Cash Balance Beginning of Fiscal Year	\$ 7,557,235	\$ 13,951,832	\$ 14,991,583	\$ 11,538,794	\$ 17,402,810	\$ 18,473,779	\$ 15,476,704
Fund Cash Balance End of Fiscal Year	\$ 13,951,832	\$ 14,991,583	\$ 11,538,794	\$ 17,402,810	\$ 18,473,779	\$ 15,476,704	\$ 9,042,366

Assumptions**Staffing/Enrollment**

	Actual			Current	Forecast		
	Fiscal Year FY2024	Fiscal Year FY2025	Fiscal Year FY2026	Fiscal Year FY2027	Fiscal Year FY2028	Fiscal Year FY2029	Fiscal Year FY2030

Total Student FTE	13508	14680	14830	15440	15440	15440	15440
Instructional Staff	674	663.00	686.00	700.00	718.00	718	718
Administrative Staff							
Other Staff	64	64.00	71.00	73.00	73.00	73	73
Purchased Services							
Rent	\$ 176,117.32	\$ 180,520.00	\$ 103,812.78	\$ 106,431.04	\$ 106,431.04	\$ 108,696.00	\$ 108,696.00
Utilities	7,047.23	6,625.00	346.88	347.00	-	-	-
Other Facility Costs	122,396.70	107,574.00	86,948.60	137,585.53	150,404.75	152,770.30	160,383.82
Insurance	189,603.36	210,659.00	230,597.03	230,596.00	253,655.60	291,703.94	335,459.53
Management Fee	16,437,148.71	18,645,934.33	17,496,094.73	19,182,848.94	19,154,238.11	19,154,238.11	19,154,238.11
Sponsor Fee	1,604,439.42	1,854,534.00	2,046,422.84	2,292,405.90	2,292,405.90	2,292,405.90	2,292,405.90
Audit Fees	24,801.50	23,727.00	23,880.40	24,802.00	30,000.00	32,100.00	34,347.00
Contingency	-	-	-	-	-	-	-
Transportation	-	-	-	-	-	-	-
Legal	34,103.50	51,281.00	39,716.10	44,900.00	46,247.00	47,634.41	49,063.44
Marketing	-	-	-	-	-	-	-
Consulting	-	-	-	300,000.00	300,000.00	300,000.00	300,000.00
Salaries and Wages	-	-	-	-	-	-	-
Employee Benefits	-	-	-	-	-	-	-
Special Education Services	4,404,208.93	4,824,557.00	5,148,601.00	5,100,271.54	5,278,781.04	5,542,720.09	5,819,856.10
Technology Services	9,436,813.41	10,641,048.18	10,002,636.85	10,927,937.11	10,911,637.96	10,911,637.96	10,911,637.96
Food Services	-	-	-	-	-	-	-
Other	32,952,900.92	37,816,838.49	35,047,494.20	35,697,669.76	36,051,874.22	36,262,181.84	36,482,863.46
Total	\$ 65,389,581.00	\$ 74,363,298.00	\$ 70,226,551.41	\$ 74,045,794.81	\$ 74,575,675.62	\$ 75,096,088.55	\$ 75,648,951.32
Financial Metrics							
Debt Service Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Debt Service Coverage	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Growth in Enrollment	0.00%	8.68%	1.02%	4.11%	0.00%	0.00%	0.00%
Growth in New Capital Outlay	0.00%	45.36%	-81.80%	52.19%	-21.95%	36.41%	3.87%
Growth in Operating Receipts	0.00%	15.30%	9.63%	11.74%	0.00%	0.00%	0.00%
Growth in Non-Operating Receipts/Expenses	0.00%	-33.95%	-23.97%	-1.65%	-1.38%	0.00%	0.00%
Days of Cash	20.53	35.50	35.56	26.36	38.65	40.04	32.87

Assumptions Narrative Summary

Fiscal Year 20XX-20XX Projected Debt					
Description	Beginning Year Balance	Principle Retirement	Interest Expense	Ending Year Balance	Debtor/ Creditor
FTE Review	\$ -	\$ -	\$ -	\$ -	\$ -
Loan A	\$ -	\$ -	\$ -	\$ -	\$ -
Loan B	\$ -	\$ -	\$ -	\$ -	\$ -
Line of Credit	\$ -	\$ -	\$ -	\$ -	\$ -
Notes, Bonds	\$ -	\$ -	\$ -	\$ -	\$ -
Capital Leases	\$ -	\$ -	\$ -	\$ -	\$ -
Payables (Past Due 180+ days)	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ -	\$ -	\$ -	\$ -	\$ -

Additional Assumptions:

FTE - FY27 is projected to be up from FY26 due to a projected increase in the average enrollment as well as capture. FY28 - FY30 assumes enrollment will remain the same.

Instructional Staff: FY26 shows total staff at end of school year. FY27-30 assumes the school is fully staffed.

Administrative Staff: Ohio Virtual Academy does not employ administrative staff. Administrative staff are provided by the management company/operator K12.

Other Staff: This category includes student support related staff. FY26 is based on shows total at end of FY26, and FY27-30 assumes school is fully staffed.

Receipts:

Base Foundation: FY26 phase-in was 83.33%, FY27-30 includes phase-in of 100% per state approved budget.

Other: This includes casino tax payments, a program enrichment grant provided by OCCS (the sponsor) and other state and local funds.

Federal Grants: FY26 Federal grants includes the Stronger Connections grant, which is due to expire September 2026 and Each Child on Track.

FY27 includes Title I Supplemental, and Expanding Opportunities. We do not know if these will be received FY28-30.

All other federal grants decreased in FY27 compared to FY26. FY28-30 assumes the amounts will remain the same.

State Grants: FY26 includes the Attorney General grant. FY27 also includes the Attorney General grant which is due to expire December 2026.

The state grant section also includes the Student Success and Wellness funds which increase FY27-30 due to the increase in phase-in.

Disbursements:

Salaries and Wages: FY26 include commitment bonuses to encourage the staff to remain with the school. The school board also approved additional merit increases for all employees due to the previous annual salaries not being level-set for quite some time.

FY27-FY30 does not include commitment bonuses, but do include merit increases to continue to bring the staff pay up. FY28-30 assumes the school is fully staffed

Employee Retirement and Insurance Benefits: FY26 is the actual amount of benefits at this time. FY28-30 estimates based on salaries with incremental increases for inflation year-over-year.

Purchased Services/Supplies and Materials/Capital Outlay/Other: Expenses are consistent with enrollment plus cost of living increases.

Rent: This is rent for the office where the administrative staff works. Periodic increases due to lease agreement.

Utilities: Utilities were being paid at the event center, which the school no longer has, so the will be no utility expense for FY28-FY30.

Other Facility: This includes building maintenance and security, copier rentals, telephones, internet and postage.

Management Fee: This is a fee charged by K12, the management company, and is calculated as a percentage of designated revenues. Services provided by K12 for this fee include personnel management; facilities management; consulting and liaison services with the Sponsor, ODEW, and other agencies; management services regarding special education, English Language Learning and Section 504 programs, related services and reimbursements; development, drafting and maintenance of forms, operations manuals, handbooks, guides, and policies and procedures; consultation, monitoring, and oversight of EMIS and other state reporting systems; assistance in applying for grants; budgeting and financial reporting; maintenance of financial and student records; pupil recruitment; admissions; student discipline, etc. The management fee is reduced in each year by a credit to be issued by K12 in the amount of the deficit in order to maintain a specified net asset balance. If the management fee is not large enough, the remainder of the credit will go against the technology fee.

Sponsor Fee: This is a fee paid to the Ohio Council of Community Schools. It is a percentage of state foundation funding.

Legal: The legal fees for FY27-FY30 are based on prior years with incremental increases.

Special Education Services: This includes related services for the schools special education students.

Technology Fee: This is a fee charged by K12, the management company, and is calculated as a percentage of designated revenues. Services provided by K12 for this fee include monitoring of the Online School; fixing production issues, generating reports on pupil academic performance, attendance and progress; weekly and securing competitive pricing and centralized purchase discounts for computers, monitors, printers, software and other peripherals; training school staff, parents and students on technology systems; developing, designing, publishing and maintaining the school's interactive website; maintaining the school's computer and telephone network; determining hardware configurations (including software and operating systems) for the school's technology needs; providing support for school employees and students; proposing for the governing authority adoption policies and procedures regarding the responsible use of computer equipment and other school property, etc.

Online Curriculum: This includes the cost of the online curriculum used by both the student and instructional staff.

Student Internet Reimbursement: Parents of students are eligible to receive a partial reimbursement of their internet costs. Internet service is provided for free for homeless students.

College Credit Plus: Many Ohio Virtual Academy students take advantage of the College Credit Plus program. Tuition is included in purchased services and textbooks are included in supplies.

Student Services: This includes Supplemental curriculum and special education assistive devices.

Purchased services Other: This section includes College Credit Plus, Online Curriculum for students and staff; professional development for staff, student internet reimbursement, student services, staff telephones and internet, testing cost including testing facilities, and staff travel.

In each forecasted year, Ohio Virtual Academy's expenses will not exceed its revenues. This is because according to the Educational Products and Administrative and Technology Services Agreement between Ohio Virtual Academy and K12, at the end of the fiscal year, if necessary, K12 will issue in an amount sufficient to maintain a net asset balance of \$250,000, not including capital assets.

Ohio Virtual Academy has no debt.

Ohio Virtual Academy's management company/operator is K12, Inc.

****NOTE:** per the contract between K12, Inc. and Ohio Virtual Academy, K12 agrees to have a balanced budget each year. The budget will be balanced by reducing K12 service fees and/or estimated credits to K12 services fee. K12, Inc. fees consist of Management fees, Technology fees, Curriculum fees, Material fees, and Miscellaneous fees. The fees will be adjusted/decreased as needed to assure the schools budget is balanced each year.

Ohio Virtual Academy (OHVA)

Career Advising and Targeted Student Success Policy

Effective Date: Draft – For Review

I. Purpose and Rationale

Ohio Virtual Academy (OHVA) is committed to preparing students for successful post-secondary transitions through a comprehensive, developmentally appropriate career advising framework aligned to Ohio law (ORC 3313.6020), the Each Child on Track (ECOT) quality rubric, and OHVA’s School Improvement One Plan (2027–2029).

This policy intentionally focuses on clear, realistic, and scalable frameworks that meet state expectations while remaining feasible for implementation within a large statewide virtual school. Consistent with state guidance, this policy emphasizes:

- Career awareness, exploration, and planning for all students in grades 6–12
- Clear identification of *specific student groups* requiring targeted supports
- Strategic, limited-use Student Success Plans designed for high-impact intervention
- Use of career pathways as an engagement and graduation support strategy
- Ongoing use of data to evaluate effectiveness and guide continuous improvement

This policy defines what OHVA provides at a systems level. The how (including protocols, thresholds, schedules, and workflows) are maintained in internal procedures and may be adjusted as capacity, tools, and student needs evolve.

II. Career Advising Framework (Grades 6–12)

OHVA provides a structured career advising system aligned to Ohio’s Career Connections Framework, ensuring that all students in grades 6–12 receive age-appropriate and developmentally responsive career advising opportunities.

Career advising includes the following core components, available to all students:

1. Career Awareness

Grade-level examples are intentionally incorporated into instruction to link academic learning to careers and workforce applications. Through classroom activities, digital resources, and career-connected lessons, students connect schoolwork to a variety of career fields and pathways.

2. Career Exploration

Students engage in structured opportunities to explore interests, skills, and career pathways using career assessment and interest inventory tools, labor market information, and exposure to post-secondary options and career fields.

3. Career Planning

Students receive support in developing and refining academic and postsecondary plans aligned to graduation requirements and future goals, including college, workforce, military, and career-technical options.

4. Access to Pathways and Opportunities

OHVA provides multiple academic and career pathways through high school, which may include:

- College Credit Plus (CCP)
- Career-Technical Education (CTE) pathways
- Industry-recognized credential packages
- Graduation pathways aligned to Ohio law

Educational offerings that provide opportunities to earn both traditional academic credit, College Credit Plus credit, and career-technical credit are identified and publicly communicated to students and families through advising, course catalogs, and school communications.

Students are provided ongoing access to career advising supports, including at least one annual opportunity to engage in individualized or small-group discussions focused on academic planning, career interests, and postsecondary goals.

OHVA provides supports to assist students in successfully transitioning to postsecondary pathways, including college, career, and military options. Supports may include postsecondary planning sessions, financial aid and affordability information, career pathway advising, and targeted academic supports for students needing remediation in English language arts or mathematics.

These components align with OHVA's One Plan strategies focused on college and career readiness, student engagement, persistence, and equitable access to post-secondary pathways. Families are provided with information and resources related to career pathways, graduation options, and post-secondary planning to support informed student and family decision-making.

III. Targeted Student Success Plans

Recognizing OHVA's size and diverse student population, Student Success Plans (SSPs) are implemented strategically for defined student groups rather than universally for all students in grades 6–12.

Student Success Plans are reserved for students identified as highest priority for intervention based on clearly defined academic, engagement, or graduation progress indicators.

Parents, guardians, or custodians are invited to participate in the development of Student Success Plans. If participation does not occur, the student's plan and relevant graduation pathway information are provided to the family.

A. Grade 9 – Lack of Engagement (LOE) Focus

For students in grade 9, Student Success Plans focus on early identification of disengagement to support successful transition into high school and on-time progression toward graduation.

Indicators may include:

- Chronic or emerging attendance concerns
- Limited instructional participation
- Patterns of incomplete or missing coursework
- Not completing required district and/or state required testing

Support focus includes:

- Engagement expectations and goal setting
- Attendance improvement strategies
- Connection to academic, advising, and support services
- Student and Parent/Guardian Checklists

B. Grade 12 – Graduation and Career Readiness Focus

For students entering or in grade 12 who have not yet demonstrated graduation competency, Student Success Plans focus on:

- Completion of remaining graduation requirements
- Alignment to Ohio's graduation pathways
- Post-secondary transition planning
- Career readiness and workforce-aligned options

Support options may include:

- Career readiness pathways and experiences
- Credit recovery and competency supports
- Workforce-aligned credentials or career-focused experiences

OHVA's targeted use of career readiness and career-technical pathways as a student success strategy is informed by internal data demonstrating that students participating in career education opportunities consistently demonstrate stronger attendance, course completion, and graduation outcomes compared to peers not participating in such pathways. As a result, career readiness options are intentionally leveraged as a data-informed support for students identified as at risk.

IV. Identification of Students for Targeted Support

OHVA utilizes a locally developed, data-informed process to identify students at risk of dropping out of school. This process incorporates multiple indicators, including:

- Attendance data
- Course performance and pass rates
- Graduation progress and pathway completion
- Engagement indicators within instructional platforms

Students identified using the identified criteria will be targeted for Student Success Plans. Identification criteria, thresholds, and decision-making processes are maintained in internal operational guidance to ensure flexibility, consistency, and scalability.

V. Staff Training and Capacity Building

OHVA provides professional learning and training to staff responsible for career advising and student support to ensure effective implementation of this policy. Training includes support for:

- Advising students on academic and career pathways
- Utilizing digital platforms that support career awareness, career exploration, and interest inventories
- Facilitating student engagement with industry professionals and career-focused experiences
- Supporting reflective, workforce-ready skill development activities

Professional learning opportunities are aligned to staff roles and responsibilities and may be adjusted as tools, platforms, and student needs evolve.

VI. Roles and Responsibilities

To ensure clarity, sustainability, and effective allocation of expertise, responsibilities related to career advising and student success are intentionally divided across departments.

Career Technical Education (CTE) Department

Responsible for:

- Career readiness programming and career learning experiences
- Career-technical education pathways
- Workforce development connections
- Industry-recognized credentials
- Pre-apprenticeship experiences
- Graduation pathway alignment related to career readiness

School Counseling Department

Responsible for:

- Academic advising and course planning
- Graduation requirements monitoring
- Post-secondary planning
- Student support aligned with generally accepted counseling practices

Student Advisors / Engagement Staff

Responsible for:

- Attendance monitoring and outreach
- Engagement interventions
- Early intervention for lack of engagement
- Family communication related to attendance and participation

This separation of duties supports staff sustainability and ensures that students receive support from appropriately trained professionals.

VII. Documentation, Monitoring, and Continuous Improvement

Career advising activities and student success planning are documented for each student within district-approved systems. Documentation is accessible to the student and the student's parent, guardian, or custodian and may be shared with future schools in accordance with applicable privacy laws and consent requirements.

OHVA monitors the effectiveness of this policy through ongoing review of student and adult implementation data, which may include:

- Attendance trends
- Credit accumulation and course completion
- Graduation progress and pathway completion
- Participation in career advising and career learning activities
- Implementation fidelity across responsible departments

Data is reviewed regularly by leadership teams to assess effectiveness, identify gaps, and make data-informed adjustments as needed.

VIII. Policy Review Cycle

This policy will be reviewed on a regular cycle, and at minimum every two years, to ensure continued alignment with Ohio Department of Education and Workforce requirements, ECOT expectations, and OHVA's operational context.

Revisions are informed by implementation data, stakeholder feedback, and any updates to state guidance.

This policy is made publicly available and posted on the school's website in accordance with state requirements.

Abundo, Marjorie A.	Intervention Spec MS
Adair, Elizabeth E.	Lead Intervention Special
Adkins, Amanda	504 Coordinator
Albring I, Alexander M.	Advisor
Aliff, Kimberly A.	Teacher Middle School
Allex, Caroline H.	Lead Teacher Middle Schoo
Allport, Wendy	Lead Teacher Middle Schoo
Alonzo, Brian	Teacher HS
Alonzo, Stacy M.	Guidance Counselor
Amble, Laura R.	Intervention Spec HS
Anderson, Katherine	Lead Teacher Elementary
Anthony, Michelle K.	Teacher Instruct Support
Anverse, Amanda D.	Teacher Middle School
Apple, Gigi A.	Teacher Elementary School
Arling, Yvonne M.	Teacher Instruct Support
Arthur, Viktorya L.	Intervention Spec MS
Atamanick, Jennifer M.	Advisor
Bacon, Chet A.	Intervention Spec HS
Bacon, Karen M.	Transition Svcs Liaison
Baer, Joan C.	Teacher Middle School
Bailey, Kristen	Teacher HS
Ball, Ronald E.	Teacher Middle School
Ballash, Amy L.	Guidance Counselor
Barb, Dawn	Intervention Spec HS
Barbour, Alaina K.	Teacher HS
Barbour, Elisabeth M.	Intervention Spec 35
Bard, Christopher J.	Teacher Middle School
Bard, Tricia A.	Guidance Counselor
Barger, Riley	Advisor
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 R.	Teacher Middle School
Baylor-Samaco, Kelley P.	Lead Teacher Middle Schoo
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
Beery, Maria C.	Teacher HS
Bell, Sarah E.	Guidance Counselor
Bennett, Amy R.	Eng Lang Learner Teacher
Beran, Deborah	School Psychologist
Berg, Chelsea A.	Teacher Middle School
Bernard, Richard W.	Teacher HS
Best, Brooke N.	Teacher Middle School
Betenson, Aspen J.	Intervention Spec HS
Betiko, Hailey Z.	Teacher HS
Biggio, Stephanie A.	Advisor
Binion-Valis, Tara R.	Lead Intervention Special
Black, Guyana	Teacher MS
Blackburn, Kara M.	Advisor
Boarman, Emily M.	Guidance Counselor
Bobinski, Dawn M.	Teacher HS
Bobo, Kelly L.	Intervention Spec HS
Bogard, Donna L.	Teacher Middle School
Boggs, Cindy T.	Lead Teacher Middle Schoo
Bohyer, Scott T.	Intervention Spec MS
Bole, Whitney A.	Teacher Elementary School

Bonham, Caryn J.	Teacher Elementary School
Borkosky, Julia	Teacher HS
Boron, Cassandra	Lead Teacher High School
Borowicz, Emily S.	Teacher Elementary School
Borsellino, Brittne G.	ParaPro Teacher - ES
Bowen, Amy E.	Teacher HS
Boyd, Michelle R.	Teacher HS
Boyer, Jennifer S.	Advisor
Brackman, Lisa J.	Teacher HS
Braden, Jeb E.	Teacher HS
Brady, Rebekah L.	Teacher Instruct Support
Bray, Lytia M.	Teacher Middle School
Bregar, Kristen E.	Teacher Middle School
Brennan, Allyson M.	Advisor
Brewer, Julie	Intervention Spec HS
Brim, Andrea	Teacher HS
Brock, Laura D.	Teacher Middle School
Brockway, David S.	Teacher HS
Broering, Molly R.	Teacher Middle School
Brooks, Summer R.	Advisor
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
Burke, Beverly A.	Behavior Specialist
Burner, Brice E.	Teacher HS
Burton, Laura L.	Teacher HS
Bush, Suzanne M.	Intervention Spec HS
Butler, Ashley L.	Intervention Spec HS
Butterfield, Caitlyn N.	Intervention Spec HS
Buzene, Kimberly M.	Advisor
Byrne, Brittany N.	Intervention Spec HS
Caffey, Samarra	Teacher HS
Caldwell, Andrea L.	Lead Teacher Middle Schoo
Callahan, Tina L.	Teacher HS
Carlson, Camilla A.	Teacher Middle School
Carpenter, Amy	Advisor
Castle, Candace E.	Teacher Elementary School
Charlton, Natalie A.	Guidance Counselor
Cheek, Krista L.	Teacher Middle School
Chek, Daphne L.	Lead Teacher High School
Childers, Heidi L.	Teacher HS
Chin-Albert, Amanda L.	Teacher Instruct Support
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, Sonya	Teacher Elementary School
Clason, Christina M.	Teacher Middle School
Claybourn, Taylor	Intervention Spec K2
Clellan, MaKayla M.	Intervention Spec HS
Clemans, Jennifer M.	Teacher Middle School
Cliff, Carleigh E.	Teacher Elementary School
Cline, Amanda E.	Teacher Middle School
Cline, Joy K.	Teacher Middle School
Codispoti, Rebecca	Intervention Spec K2
Cole, Kelsey L.	ParaPro Teacher - ES
Cole, Michelle C.	Teacher HS
Collier, Bethany	Lead Teacher Instr Suppor

Bollinger, Marissa A.	Teacher Elementary School
Congemi, Jennifer A.	Intervention Spec MS
Congemi, Sean J.	Intervention Spec HS
Conner, Miriam	Teacher HS
Cook, Sarah J.	Intervention Spec MS
Cool, Jennifer	Teacher Elementary School
Cooper, Lauren E.	Advisor
Corbin, Kyle	Transition Svcs Liaison
Corbin, Rebecca R.	Advisor
Corns, Amy E.	Intervention Spec HS
Corsaro, Sarah E.	Intervention Spec MS
Cowx, Jennifer M.	Teacher HS
Cox, Heather M.	Teacher Instruct Support
Cox, Lindsey N.	Teacher HS
Cox, Stephanie M.	Teacher HS
Coyne, Sarah	Social Emotional Counselor
Crecco, Haylee	Lead Teacher Elementary
Cristell, Andrea R.	Lead Teacher Middle School
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
Cushman, Morgan	Intervention Spec MS
Cutler, Erica	Intervention Spec 35
Cyrus, Claudia	Teacher Middle School
Cyrus, Lynsey R.	Lead Intervention Special
Dagleish, Marlene J.	Intervention Spec HS
Dattilio-Smith, Michelle C.	Teacher Instruct Support
Daulton, Allison L.	Lead Teacher Elementary
DeBurler, Vanessa	Teacher Elementary School
Delane, Christian	Teacher Middle School
Delfino-Russell, Robyn L.	Teacher Middle School
DelGrosso, Morgan E.	Lead Teacher Middle School
DelVillan, Samantha M.	Teacher Elementary School
Demagall, Gina	Teacher HS
Demagall, Jonathan D.	Teacher HS
Deran, Amy	Teacher Middle School
Derexson, Wendy R.	Intervention Spec 35
Dibe-Diaz, Layla	Intervention Spec MS
Dicken, Rachel M.	ParaPro Teacher – MS
Dickinson, Amanda E.	Teacher Middle School
Diehl, Gloria A.	Teacher HS
Dietrich Minetti, Kerry E.	Intervention Spec K2
Dietz, Benjamin T.	Teacher HS
Dill, Colleen M.	Advisor
DiNardo, Kathryn M.	Guidance Counselor
Dix, Jaime J.	Intervention Spec MS
Dobo, Tabettha	Intervention Spec K2
Doman, Andrew	Teacher HS
Drabek, Kerri L.	Teacher Elementary School
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
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

Conaway, Cari A.	Teacher Middle School
Early, Rachel E.	Teacher Elementary School
Ebersole, Sydney L.	Intervention Spec K2
Ebie, Donald G.	Transition Svcs Liaison
Edgar, Michelle W.	Lead Teacher Middle School
Edwards, Elizabeth R.	Teacher Middle School
Edwards, Laura L.	Intervention Spec HS
Eggleston, Stephen M.	Teacher HS
Ellam, Elizabeth G.	Intervention Spec 35
Ellerbrock, Tracy	Lead Transition Svcs Liaison
Endsley, Joelle R.	Lead Teacher High School
Estep, Sarah E.	Teacher HS
Evans, Amanda K.	Teacher Elementary School
Fahrenheit, Tricia R.	Teacher Middle School
Fairall, Miranda	Intervention Spec HS
Fannin, Heather	Teacher HS
Fawcett, Daniel J.	Teacher HS
Fedor Jr., James S.	Lead Teacher High School
Fildes, Tonia N.	Teacher Elementary School
Finch, Johnathon J.	Teacher HS
Fisher, Katherine J.	Advisor
Fitch, Angela B.	ParaPro Teacher – MS
Fitch, Karen M.	Teacher Elementary School
Fleming, Macy B.	Teacher Middle School
Flood, Shannon B.	Teacher HS
Flowers, Bailey R.	Advisor
Foote, Shannon R.	Lead Teacher Elementary
Ford, Marcie J.	Teacher HS
Foreman, Donald	Teacher HS
FornashBurrows, Connie L.	Intervention Spec MS
Fosnaugh, Rachel L.	Teacher HS
Foster, Cristina M.	Lead Guidance Counselor
Fraley, Marilyn	Teacher Instruct Support
Franchetti, Moira K.	Intervention Spec HS
Franco, John M.	Teacher HS
Frantz, Amy L.	Teacher Middle School
Frantz, Andrew	Teacher HS
Fredle, Monica L.	Intervention Spec K2
Freehling, Donna	Teacher Middle School
Friedman, Lydia K.	Intervention Spec 35
Fritsch, Linda	Intervention Spec MS
Gallier, Kaylee B.	Teacher Instruct Support
Galvin, Julie M.	Teacher Elementary School
Garber, Elaine	Teacher HS
Genson, Neil	Teacher HS
Germann, Eric D.	Intervention Spec HS
Gerritsen, Julie	Advisor
Gersper, Mallory B.	Intervention Spec MS
Gibson, Brenda A.	Teacher Elementary School
Gibson, Rachel	Teacher HS
Giles, Laura L.	ParaPro Teacher – HS
Gilliam, Nicole L.	Teacher Middle School
Gipson, Jamie M.	Teacher Elementary School
Gluckin, Roger	Teacher HS
Goebelt, Suzanne	Career Counselor
Golec, Darcie L.	Teacher HS
Goodall, Bethany C.	Teacher Middle School
Goode, Kaylee M.	Teacher HS
Gradishar, Holly	Lead Advisor
Graham, Stephanie A.	Teacher Elementary School
Graham, Zachary A.	Teacher Middle School

Dusenbury, Jenny A.	ParaPro Teacher – HS
Dyer, Kelly J.	Teacher HS
Greenfelder, Patricia A.	Teacher Middle School
Greenlief, Adriana L.	Teacher Middle School
Griesmer, Stephanie	Intervention Spec MS
Grolnic, Christina	Teacher HS
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
Hakanson, Molly A.	Teacher Middle School
Hake, Stacy L.	Advisor
Halpin, Kathrine L.	Teacher HS
Hamner, Chrislyn S.	Advisor
Haney, Gabrielle	Teacher HS
Hanks, David M.	Lead Teacher High School
Hannon, Shawn T.	Teacher HS
Hansen, Robyn	Guidance Counselor
Harmon, Elizabeth M.	Intervention Spec HS
Hart, Jenna	School Psychologist
Hart, Rachele N.	Teacher HS
Harter, Zoe S.	Advisor
Hastie, Marissa A.	Speech & Lang Pathologist
Hatch, Audra F.	Teacher Middle School
Hauke, Anna C.	Teacher Middle School
Hayes, Anne	Intervention Spec 35
Hazelwood, Virginia L.	Intervention Spec K2
Heath, Stacey C.	Teacher Elementary School
Heeter, Gina M.	Teacher Elementary School
Henkel, Brannon J.	Intervention Spec HS
Henry, Rebecca L.	Teacher Middle School
Hensley, Jasmine R.	Intervention Spec HS
Herr, Nathan R.	Guidance Counselor
Hertenstein, Seth M.	Teacher Middle School
Heslet, Brenda J.	Lead Teacher High School
Heydinger, Rachel	Advisor
Hilditch, Mandy J.	Teacher Elementary School
Hindall, Kathrine R.	Teacher Elementary School
Hinshaw, Gabrielle M.	Teacher Elementary School
Hlasko, Sarah A.	Teacher Elementary School
Hodges, Stephen B.	Teacher Middle School
Hoeflick, Robin	Lead Teacher Middle School
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 Spec 35
Hoppel, Marcella K.	Teacher HS
Hostettler, Julie A.	Advisor
House, Valerie J.	Intervention Spec MS
Householder, Bryan R.	Eng Lang Learner Teacher
Howard, Jessica K.	Intervention Spec K2
Howe, Haley N.	Behavior Specialist
Hudock, Laura C.	Intervention Spec MS
Hull-Card, Pamela E.	Teacher Instruct Support
Hunt, Jade A.	Intervention Spec MS
Hunter, Shelby S.	Guidance Counselor
Hyman, Talia G.	Lead Speech Lang Path
Irby, Chelsea	Intervention Spec MS

Green, Amanda L.	Teacher Instruct Support
Green, Elizabeth M.	Teacher HS
Jacobs, Jason	Transition Svcs Liaison
James, Patricia M.	Teacher Elementary School
Jarvis, Julie L.	Teacher Middle School
Jennings, Jessica R.	Teacher Elementary School
Johanson, Laurel E.	Teacher HS
Johnson, Amy M.	Advisor
Johnson, Bethen M.	Teacher Elementary School
Johnson, Bridgett M.	Teacher HS
Johnson, Carissa R.	Lead Teacher Elementary
Johnson, Felicia K.	Teacher HS
Johnson, Holly S.	Intervention Spec MS
Johnson, Kelli L.	Teacher Instruct Support
Johnson-Mundy, Tiffany A.	Guidance Counselor
Johnston, Carrie F.	Intervention Spec HS
Jones Jr., Zebulon K.	Teacher HS
Joy, Shelly E.	Advisor
Kaney, Emily T.	Teacher Middle School
Keller, Carla J.	Teacher Elementary School
Kelly, Ryenn	Teacher Middle School
Khourie, Ruth M.	Lead Advisor
Kidwell, Julie E.	ParaPro Teacher - ES
Kiesewetter, Brandyn S.	Teacher Middle School
Kiger, Kelly E.	Teacher HS
Kirch, Monica L.	Teacher Middle School
Kirkland, Michelle L.	Teacher Middle School
Klatt, Rachel M.	Teacher HS
Kleinknecht, Shawna L.	Teacher Instruct Support
Kleman, Lisa	Teacher HS
Klingsmith, Angela M.	Intervention Spec K2
Knodel, Melissa	Lead Teacher High School
Knowles, Georgi E.	Guidance Counselor
Knox, Jacquelyn I.	Transition Svcs Liaison
Knox, Kristi L.	Teacher Elementary School
Kobylski, Jeanne L.	Intervention Spec K2
Kobylski, Michael	Teacher HS
Kocab, Jessica M.	Teacher Elementary School
Koeppel, 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
Kovach, Alexandra G.	Teacher Middle School
Kozak, Ann C.	Advisor
Krasniewski, Rebecca L.	Teacher Middle School
Kreider, Margaret J.	Intervention Spec MS
Kucalaba, Stacie A.	Teacher Middle School
Kuczma, Kenneth J.	Teacher Middle School
Kuhn, Robin	Teacher Elementary School
Kuhr, Jamie A.	Teacher Instruct Support
Laird, Kristie J.	Teacher Elementary School
Lairson, Clarissa E.	Teacher HS
Lamplay, KeAndra M.	ParaPro Teacher – MS
Landry, Dawn D.	Teacher Elementary School
Lane, Anthony I.	Teacher HS
Lang, Abby L.	Lead Teacher Elementary
Lanham, Bobbie L.	Intervention Spec HS
Lape, Lisa A.	Eng Lang Learner Teacher
Lashley, Angela G.	Teacher HS
Lather, Tirisa A.	Teacher Middle School

Jackson, Melissa D.	Advisor
Jackson, Natalie B.	Behavior Specialist
Jackson, Shayla A.	Teacher HS
Leahy, Courtney	Guidance Counselor
Lee, Jennifer	Intervention Spec 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 Spec 35
Lightner, Michele D.	Intervention Spec MS
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 M.	Teacher Middle School
Logozzo, Jessica	Guidance Counselor
Logston, Shannon M.	Intervention Spec 35
Lombardo, Amy P.	Advisor
Long, Amber	Teacher HS
Long, Carly C.	Intervention Spec MS
Long, David G.	Teacher Middle School
Lude, Jacquelyn	Teacher HS
Lueders, Nathan L.	Intervention Spec HS
Lunsford, Kari F.	Teacher Middle School
Lunsford, Kimberly D.	Teacher Middle School
Lyman, Aaron	Lead Teacher High School
Lynch, Amanda D.	Teacher Elementary School
Lynch, Christine M.	Teacher Elementary School
Lynn, Barbara	Teacher HS
Madak, Robin L.	Teacher HS
Magensky, Jennifer E.	Teacher HS
Magrum, Jennifer L.	Eng Lang Learner Teacher
Maianu, Jennifer E.	Advisor
Makar, Samantha M.	Advisor
Malcolm, Erin L.	Teacher HS
Mang, Jolene	Teacher HS
Manson, Merideth	504 Coordinator
Maple, Susan	Lead Teacher Elementary
Marple, Corrie D.	Intervention Spec 35
Martig, Patricia A.	Teacher HS
Martin, Bethany R.	Teacher Middle School
Martinez, Stephanie L.	ParaPro Teacher – MS
Mascola, Colleen	Teacher Elementary School
Mathis, Kristin M.	Transition Svcs Liaison
Maze, Tracy A.	ParaPro Teacher – MS
Mazur, Sara	School Nurse
Mc Intosh, Kyle M.	Teacher HS
McAtee, Bonnie J.	504 Coordinator
McBride, Susan	Intervention Spec MS
McCann, Lauryn R.	Intervention Spec 35
McClain, Tina L.	Teacher HS
McClellan, Heather R.	Lead Intervention Special
McConnell, Lisa M.	Teacher Elementary School
McCorkle, Matthew S.	Teacher HS
McCoy, Kristen E.	Guidance Counselor

Lauer, Diane S.	Intervention Spec HS
Lawlor, Lori L.	Teacher HS
Lawson, Todd C.	Teacher HS
McVay, Rachelle L.	Teacher HS
McVicker, Larissa M.	Social Emotional Counselor
Melden, Brittany D.	Teacher Elementary School
Mercer, Amy	Intervention Spec MS
Merchant, Devin	Advisor
Meyer, Heather E.	Intervention Spec 35
Mialky, Kelly	Teacher Elementary School
Mickley, Nichole	Intervention Spec HS
Miller, Andrea J.	Teacher Elementary School
Miller, Cory M.	Teacher Instruct Support
Miller, Emily M.	Teacher Middle School
Miller, Michelle M.	Teacher Middle School
Miller, Rachel	Teacher Elementary School
Miller, Valerie L.	Teacher Middle School
Miller-Hammar, Katherine	Teacher Elementary School
Miranda, Erica L.	Teacher Elementary School
Mitchell, Laurie A.	Teacher HS
Mohammadi, Sarina	Advisor
Moller, Delaney M.	Intervention Spec 35
Moloney, Breanna M.	Teacher Instruct Support
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
Morton, Dawn M.	Advisor
Mullins, Cheryl D.	Teacher HS
Munroe, Jamie L.	Teacher Elementary School
Murray, Abigail	Intervention Spec MS
Muscato, Rachel M.	Teacher HS
Myers, Glenda	Teacher Elementary School
Nagi, Christy L.	Teacher HS
Napierala, Melissa J.	Teacher HS
Negrelli, Tina M.	Teacher Elementary School
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
O'Donnell, Ryan K.	Teacher HS
Oiler, Katherine M.	Intervention Spec MS
Olsen, Lisa M.	Teacher Middle School
O'Neill, Nina M.	Intervention Spec MS
Oravec, Erin M.	Lead Teacher Middle School
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 Spec MS

McDonald, Kristi D.	Teacher Instruct Support
McDulin, Christen M.	Teacher Elementary School
McIntosh, Elizabeth P.	Teacher HS
McManus, Caitlin	Intervention Spec K2
Paschall, Beth A.	Teacher HS
Passmore, Kelly	Intervention Spec HS
Patterson, Kaili G.	Teacher Middle School
Patterson, Kristina	Teacher HS
Patton, Emily	Teacher HS
Patton, Jennifer M.	Guidance Counselor
Paul, Kelley W.	Teacher Elementary School
Pavlansky, Antonietta	Intervention Spec HS
Paxson, Lindsey	Transition Svcs Liaison
Payne, Phillip A.	Teacher HS
Peak, Stephanie L.	ParaPro Teacher – MS
Pearson-Poxes, Rotiffany S.	Teacher Middle School
Penk, Josephine	Intervention Spec HS
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 Spec 35
Peterson, Jennifer K.	Teacher Middle School
Petrevski, Paige S.	Intervention Spec HS
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
Pietras, Kerry	Intervention Spec 35
Pindell, Dianna J.	Teacher Instruct Support
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 Intervention Special
Psurny, Aubrey E.	Teacher Middle School
Pullman, Kristin L.	Guidance Counselor
Puttman, Alison	Teacher Elementary School
Quinn, Dristina	Teacher Middle School
Racki, John R.	Teacher Middle School
Raczynski, Christi	Lead Teacher Elementary
Raff, Carol A.	Teacher Middle School
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
Reed, Devin	Transition Svcs Liaison
Remick, Jennifer L.	Teacher HS
Renftle, Julie A.	Teacher Elementary School
Renker, Rhonda S.	Teacher HS
Reynolds, Jamie J.	Intervention Spec MS
Rice, Dreama M.	Lead Advisor
Richards, Evelyn A.	Advisor

Parker, Mandy M.	Teacher HS
Parrill, Renee E.	Teacher HS
Parsons, Erin C.	Intervention Spec 35
Parvaiz, Farwa	ParaPro Teacher – MS
Ritterbeck, Diana J.	Teacher HS
Rivera, Miranda R.	Teacher HS
Rizkallah, Keri L.	Teacher Elementary School
Robbins, Jason K.	Teacher HS
Robinette, Melissa L.	Lead Intervention Special
Robinson, Keith E.	Teacher Middle School
Rodgers, Anastasia L.	Teacher Instruct Support
Roessner, Brooke N.	Teacher HS
Rogers, Elisabeth M.	Intervention Spec 35
Roland, Julie A.	Teacher HS
Ross, Andrea	Teacher HS
Roth, Tara	Teacher HS
Rounds, Sandra M.	Teacher HS
Rudick, Erin	Teacher HS
Rudisill, Carol A.	Intervention Spec 35
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
Rutherford, Taylor A.	Teacher HS
Ruvalcaba, Kayla M.	Teacher Instruct Support
Ryser, Phyllis	Advisor
Safriet, Mandy M.	Teacher HS
Sailors, Kenneth O.	Teacher HS
Sanders, Michelle E.	Intervention Spec MS
Sandretto, Jordan T.	Teacher HS
Schappacher, Mariangela	Lead Teacher High School
Scharer, Amanda B.	Lead Related Svcs Coord
Schatzke, Valerie A.	Lead Teacher Middle School
Schimming, Emily M.	Teacher HS
Schmidt, Beth	Lead Teacher High School
Schneider, Rachel J.	Guidance Counselor
Schnupp, Alisha G.	Teacher Middle School
Scholles, Jennifer A.	Lead Teacher Middle School
Schonauer, Caseylin C.	Intervention Spec HS
Schrader, Shelly M.	Advisor
Schroeder Cole, Tiffany L.	Related Svcs Coordinator
Schroeder, Michaela A.	Intervention Spec HS
Schultheis, Sunny	Teacher HS
Schultz, Tiffany A.	Guidance Counselor
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	Teacher Middle School
Serig, Katherine L.	Intervention Spec MS
Sharrett, Jennifer K.	ParaPro Teacher - ES
Shaw, Dwight K.	Teacher HS
Sheets, Kelly J.	Teacher Instruct Support
Sheldon, Amee B.	Intervention Spec 35
Shellhammer, Taylor	Advisor
Shephard, Jaecey R.	Guidance Counselor
Sherman, Ashley	Teacher HS
Shoemaker, Melissa A.	Teacher Middle School
Shoemaker, Susan M.	Intervention Spec HS
Short, Kristina N.	Intervention Spec MS

Richards, Faith E.	Teacher HS
Riley, Maureen	Teacher Middle School
Ritch, Courtney R.	Speech & Lang Pathologist
Ritchey, Christina E.	Teacher HS
Rittenhouse, Shelly L.	Teacher HS
Simon, Jody	Teacher HS
Simon, Sarah	Teacher Instruct Support
Six, Pamela L.	Teacher HS
Skelton, Melissa	Intervention Spec MS
Skifstad, Gina M.	Teacher HS
Smith, Heather	Teacher HS
Smith, Katelynn E.	ParaPro Teacher - ES
Smith, Noel E.	Speech & Lang Pathologist
Smith, Stephanie N.	Intervention Spec MS
Smith, Veronica	Advisor
Smucker, Elizabeth A.	Teacher Middle School
Snyder, Allison R.	Intervention Spec MS
Snyder, Lisa M.	Teacher Elementary School
Snyder, Sarah	Teacher Elementary School
Soltis, Monique M.	Intervention Spec HS
Sommers, Shannon L.	Teacher Middle School
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
Squire, Michele	Teacher Middle School
Stafford, Victoria S.	Teacher Elementary School
Stanley, Taylor S.	Teacher HS
Stanton, Stefanie R.	Teacher HS
Stellfox, Michelle A.	Teacher HS
Stewart, Kimberly B.	Advisor
Stewart, Pamela A.	Advisor
Stopp, Kristen	Teacher HS
Stouffer, Katelyn	Eng Lang Learner Teacher
Strausser, Madelyn G.	Advisor
Strausser, Shannon	Teacher HS
Strawn, Jeanne L.	Advisor
Strayer, Andrea	Teacher HS
Strbik, Elizabeth E.	504 Coordinator
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
Sullivan, Paige M.	Teacher Middle School
Sump, Melanie R.	Teacher Elementary School
Swaney, Elizabeth A.	Intervention Spec MS
Swart, Shelby M.	Intervention Spec MS
Syrett, Heather	Guidance Counselor
Taddeo, Ann	Teacher Elementary School
Tapp, Davis M.	Lead Teacher High School
Taylor, Sara P.	Guidance Counselor
Taylor-Edwards, Joli	Intervention Spec 35
Teeple, Dainta	Teacher HS
Tenbusch, Hannah	Intervention Spec K2
Tennant, Kristen N.	Teacher HS

Shoup, Jared J.	Teacher HS
Shymanski, Rachel S.	Teacher Middle School
Siebenaller, Kimberly S.	Teacher Middle School
Sieverts, Katherine	Intervention Spec HS
Simek, Amanda	Intervention Spec MS
Trapp, Staci R.	Teacher Elementary School
Traut, Courtney	Guidance Counselor
Traut, Tamara J.	Teacher HS
Trickett, Ashley N.	Teacher HS
Tripoulas, Angel D.	Lead Intervention Special
Turner, Mikayla R.	Teacher HS
Turner, Sydney	Intervention Spec HS
Turner, Tiffany	Intervention Spec K2
Twigg, Jennifer M.	Lead Intervention Special
Underwood, Kassandra D.	Teacher HS
Urbanik, Rebecca	Teacher Middle School
Urbas, Stacey L.	Teacher Middle School
Waldow, Sarah	Teacher HS
Warner, Clara	Teacher HS
Myers, Dana	Teacher HS
Gracia, Marissa	Teacher HS
Dorow, Renee	Teacher HS
Valentine, Shane F.	Teacher HS
Van Horn, Megan D.	Teacher HS
Vanneman, Jacob T.	Teacher HS
Vanscorder, Amy	Advisor
Varga, Christiane L.	Teacher HS
Vasquez, Megan N.	Advisor
Veauthier, McKenzie J.	Intervention Spec MS
Vogel, Ashley	Teacher MS
Wagner Barnes, Camille A.	Teacher Elementary School
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
Walters, Kathleen F.	Intervention Spec MS
Waltz, Jennifer L.	Transition Svcs Liaison
Warkentine, Serenity	Teacher Middle School
Warner, Louisa M.	Teacher Elementary School
Washington, Kimyana	Teacher HS
Wasserman, Signe J.	Intervention Spec HS
Watson, Tess N.	Teacher HS
Weber, Deanne	Teacher Elementary School
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
White, Chad A.	Teacher HS
White, Mark R.	Teacher HS
Whitmer, Teresa M.	Teacher Elementary School
Wiedemann, Taylor	Intervention Spec MS
Wiehe, Tracy	Teacher HS
Wigton, Carrie	Teacher HS
Wilkinson, Hannah	Intervention Spec HS
Williamson, Sue	School Psychologist
Willin, Stephanie L.	Teacher Middle School
Win, Molly E.	Eng Lang Learner Teacher
Wintrow, Ethan J.	Teacher HS
Wise, Kelly M.	Teacher Elementary School
Witalec, Allison M.	Teacher HS

Thompson, Jennifer L.	Teacher HS
Thompson, Katie M.	Advisor
Threlkeld, Ann-Sofia M.	Teacher Elementary School
Toke, Annette R.	Intervention Spec HS
Tolles, Heather N.	Teacher HS
Tomlinson, Kristina M.	Lead Advisor
Woodford, Rylee J.	Teacher Elementary School
Woodlock, Kelleen S.	Teacher Middle School
Woodrich, Patricia F.	Teacher Elementary School
Wray, Jacqueline A.	Teacher HS
Wright, Erin K.	Teacher Middle School
Wright, Rachel L.	Intervention Spec HS
Wunder, Rachelle C.	Advisor
Wynn, Lisa A.	Intervention Spec MS
Wysocki, Pamela S.	Teacher Elementary School
Yager, Harvey M.	Intervention Spec HS
Yarger, Sara M.	Intervention Spec HS
Yerian, Barbara A.	Teacher Elementary School
Yost, Jennifer L.	Lead Guidance Counselor
Young, Cathy	Teacher Elementary School
Young, Jena M.	Intervention Spec 35
Zakrzewski, Sharon L.	Teacher Elementary School
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

Wolf, Kenneth R.	Teacher HS
Wolfe-White, Jamie L.	Teacher HS
Wolff, Rebecca L.	Lead Teacher Middle School
Wollenburg, Michelle	Advisor
Wood, Meredith M.	Teacher Middle School
Woodberry, Shannon R.	Teacher HS