

**Douglas County School District
Board of Trustees
Agenda for the Regular Meeting of
Tuesday, January 12, 2016
3:30 p.m.**

**Lake Tahoe Visitors Authority – Visitor Center
169 U.S. Hwy. 50
Stateline, Nevada**

Mission Statement

**The Douglas County School District, in partnership with
parents and community, will ensure that all students achieve
excellence in education, character and citizenship.**

Board of Trustees

Ross Chichester, President

Cynthia Trigg, Vice President

Neal Freitas, Clerk

Karen Chessell, Member

Teri Jamin, Member

Robbe Lehmann, Member

Thomas Moore, Member

DOUGLAS COUNTY SCHOOL DISTRICT
Information Concerning Board Policy and Procedures
For Communication with the Board of Trustees

We, the Members of the Board of Trustees, welcome visitors at our meetings and appreciate constructive suggestions and comments, which help to meet the educational needs of the District. The Board has a scheduled order of business to follow. The agenda, which is usually lengthy, has been available for study by the Members of the Board since the previous Thursday. The Board may take action on items not on the published agenda only when it finds that the need to discuss or act upon an item was truly unforeseen at the time the meeting agenda was posted and mailed and the matter requires immediate action and is found by unanimous vote to be an emergency as defined by Nevada Revised Statutes.

The Board may make approval of consent items with one motion. They will be approved in total by one action unless a Trustee, individual, or organization interested in one or more consent items has questions or wishes to make a statement. In that event, the Chairperson of the Board may defer action on the particular matter or matters and place the same on the regular agenda for consideration separately.

Although each Trustee represents a geographical area of the District, Trustees are elected at large and, as such, represent all citizens of Douglas County. All actions of the Board are taken in open meeting. It is the desire of the Board to avoid making decisions that will be detrimental to the best interests of the District, even when such decisions might please individuals or a small group. In arriving at decisions, Members of the Board attempt to be guided by the desire to provide a program that will meet the needs of every student enrolled in Douglas County schools and will best serve the interests of the entire District.

Members of the Board of Trustees are locally elected state officials and serve four-year terms of office. They are responsible for conducting the school system in accordance with requirements of: Nevada Revised Statutes (NRS) and Board Policies adopted by the Board of Trustees of the Douglas County School District.

If copies of the complete agenda (and supporting materials) are desired in advance, they may be obtained at the District Office on the Friday or Monday preceding a regular Tuesday meeting of the Board. Please contact Carolyn Moore at 775-782-5134 or cmoore@dcsd.k12.nv.us. Communication with the Board of Trustees as a unit may be either in writing, by personal appearance at a meeting of the Board, or by verbal communication through the District Superintendent.

Public Comment: During regular Board meetings, for any matter that is not specifically identified as a matter to be heard, public comment will always be scheduled to occur at 6:00 p.m. Members of the public who wish to address the Board on items not on the agenda can be assured of being heard at this time.

For each item on the agenda on which action may be taken, public comment will be allowed after the Board discusses the item, but before taking action. Members of the public who wish to address the Board on any item on the agenda on which action may be taken can be assured of being heard during this time.

The Board reserves the right to limit the amount of time that will be allowed for each member of the public to speak during any public comment period.

Written Communication: Written communication addressed to the Board of Trustees related to an action item on the agenda should reach the office of the District Superintendent no later than 12:00 noon on the Tuesday prior to the next Tuesday meeting in order that the communication may be available to the Board for review. When a holiday observed by the District falls on a Tuesday, the deadline shall be the Monday immediately preceding.

Personal Appearance at a Board Meeting: When an individual or group desires to communicate with the Board of Trustees by means of personal appearance at a meeting of the Board, the District Superintendent shall be notified no later than 12:00 noon on the Tuesday prior to the Tuesday meeting, and the Board President and Superintendent, in their discretion, will determine whether the subject of the communication will be placed on the agenda. When a holiday observed by the District falls on a Tuesday, the deadline shall be the Monday immediately preceding.

1. At the time of the meeting, the Superintendent, who is chief administrative officer, shall secure the names of those wishing to be heard. The Board may set a reasonable time limit for each speaker and for answering questions.
2. When a statement to be presented to the Board is extensive or is a formal request for consideration of a specific item or items, the statement should be written.

Public input is encouraged on action items on the agenda. Public comment is taken prior to Board deliberation and action. Individuals who wish to address the Board may do so by securing recognition from the Chair. Public comment will be generally limited to three minutes, though the Board President has discretion to extend or further limit the time as deemed necessary. Anyone with comments that will take more than three minutes is encouraged to put their testimony in writing and provide a copy to the Board prior to or at the meeting. While the Board may impose reasonable restrictions on the time, place and manner of public comments, it may not restrict comments based on viewpoint. Board meetings are generally conducted according to Roberts Rules of Order. No action may be taken on a matter raised during public comment that is unrelated to any agenda item. No person shall orally initiate charges or complaints against individual employees of the District at a public meeting of the Board. All such charges or complaints must be presented to the Superintendent in writing, signed by the complainant. The Superintendent may in his or her discretion determine whether the complaint will be placed on the agenda and heard by the Board. Any hearings by the Board of Trustees on a complaint against a District employee other than the Superintendent shall be held in closed session in compliance with the Open Meeting Law, unless the employee requests the session to be open to the public.

Notice to Individuals with Disabilities: Members of the public who require special assistance or accommodations at a meeting of the Board of Trustees are asked to notify the District Administration at 1638 Mono Ave., Minden, Nevada 89423, or by calling 782-7177, so that such notification is received at least twenty-four hours prior to the meeting.

Douglas County School District
 Regular Meeting
Lake Tahoe Visitors Authority – Visitor Center
169 U.S. Hwy 50
Stateline, Nevada
 Tuesday, January 12, 2016
 3:30 p.m.

AGENDA

1.	Call to Order	3:30 p.m.
	<p>A. Pledge of Allegiance B. Adoption of Agenda (For Possible Action)</p> <p>The Trustees reserve the right to take items in a different order to accomplish business in the most efficient manner.</p>	
2.	Consent Items (For Possible Action)	3:35 p.m.*
	<p>Information concerning the following consent items has been forwarded to each Board Member for study prior to this meeting. Unless a Trustee or member of the audience has a question concerning a particular item and asks that it be withdrawn from the consent list, the items are approved at one time by the Board of Trustees.</p> <p>Note: If one of the following items is removed for discussion, it will be heard at the end of the consent items:</p>	
	<p>A. Minutes of the Regular Board Meeting of December 8, 2015</p> <p>Attached are the Minutes of the Regular Board Meeting of December 8, 2015 for your review and approval.</p>	
	<p>RECOMMENDATION: Approve the Minutes of the Regular Board Meeting of December 8, 2015.</p>	
	<p>B. Personnel Report No. 16-01</p> <p>Listed on the attached Personnel Report No. 16-01 are personnel actions presented for consideration by the Board of Trustees. Salaries for individuals employed will be determined in accordance with salary regulations of the District.</p>	
	<p>RECOMMENDATION: Approve personnel actions in Personnel Report No. 16-01.</p>	
	<p>C. Second Reading Board Policy No. 235, “English Learners”</p> <p>Board Policy No. 235, “English Learners,” is offered for a second reading.</p>	
	<p>RECOMMENDATION: Approve for second reading Board Policy No. 235, “English Learners.”</p>	
	<p>D. Second Reading Board Policy No. 518, “Graduation Requirements”</p> <p>Board Policy No. 518, “Graduation Requirements,” is offered for a second reading.</p>	
	<p>RECOMMENDATION: Approve for second reading Board Policy No. 518, “Graduation Requirements.”</p>	

2.	Consent Items (For Possible Action) (Continued)	3:35 p.m.*
<p>E. Second Reading Board Policy No. 404, “Probationary Period” Board Policy No. 404, “Probationary Period,” is offered for a second reading.</p>		
<p>RECOMMENDATION: Approve for second reading, Board Policy No. 404, “Probationary Period.”</p>		
<p>F. Accounts Payable Special and Regular Run Vouchers A complete list of payments contained in Accounts Payable Special Run Voucher Numbers 1617 and 1618; and Regular Run Voucher Number 1619 for FY2015-16 is provided to the Board members via e-mail for review prior to the meeting. Copies of the Vouchers are available for review by the public at the Superintendent’s office prior to the meeting.</p>		
<p>RECOMMENDATION: Approve Special Run Voucher Number2 1617 and 1618; and Regular Run Voucher Number 1619 for FY2015-16.</p>		
<p>G. Second Reading Board Policy No. 040, “Membership” Board Policy No. 040, “Membership,” is offered for a second reading.</p>		
<p>RECOMMENDATION: Approve for second reading Board Policy No. 040, “Membership.”</p>		
<p>H. Family Life Sex Education AIDS Advisory Council Members The composition of the Family Life, Sex Education, AIDS (FLSEA) Advisory Council is controlled by NRS 389.065 (see NRS 389.065) and the appointments of members are made by the Board under advisement of the Council. Membership should represent the following: parents, students, medicine or nursing, counseling, religion, and teaching. The following members seek approval of new terms or are returning. New members are approved for an initial term of two years. There is no limit to the number of terms a person may serve on the Council. Family Preview Nights are as follows: Valley Elementary Schools – December 1, 2015, 5:30 p.m.; Lake Elementary/Middle Schools – November 18, 2015, 6:00 p.m. @ George Whittell High School; Valley Middle Schools – November 18, 2015, 5:30 p.m. @ Carson Valley Middle School. The meeting dates for the FLSEA Advisory Council for the 2015-2016 school year are as follows: October 19, 2015, December 14, 2015, February 1, 2016, and April 4, 2016.</p>		

H. Family Life Sex Education AIDS Advisory Council Members (Continued)

Council Members	Role	New or Returning
Brandon Swain	Director of Education Services- Area 4	Returning
Vincent Gonzales	Student	Returning
Pam Gilmartin	Principal – JVES	New
Jennifer Tyndall	Nurse - Chief Nurse DCSD	Returning
Vacant	Religion	-
Sherry Martin	Counselor	Returning
Roger Cramer	Teacher/Trainer	New
Sarah Demuth	Parent	New
Vacant	Parent	-
Vacant	Parent	-
Adrienne Weintz	Parent	Returning
Deonne York	Parent	Returning
Mary Garcia	Counselor	Returning
Carrie McGill	Teacher/Parent	New

RECOMMENDATION: Approve the Family Life Sex Education AIDS Advisory Council Members.

I. Application for Grant Funding for Fiscal Year 2016-2017

The District requests authorization to apply for funding for the programs including, but not limited to:

- No Child Left Behind Act – Title IX, Part C, Sections 9301-9306 of the Elementary and Secondary Education Act and its successor legislation
- Title I, Part A – Basic
- Title I, Part A – School Improvement
- Title I, Part A – Comprehensive School Reform Demonstration Projects
- Title I, Part C – Migrant Education
- Title I, Part D – Neglected and Delinquent
- Section 2121 – Title II, Teacher Quality (includes Class-Size Reduction)
- Section 3412(a)(s)(A), Title II, Technology Formula Grant
- Section 3412(a)(s)(A), Title II, Technology (Infrastructure or Professional Development) Competitive Grant
- Title III – Limited English Proficient Students
- Title III – Immigrant Subgrant
- Section 4112(b)(1) – Title IV, Safe and Drug-Free Schools
- Section 5112(a) – Title V, Innovative Program
- P.L. 108-446, Special Education Early Childhood
- P.L. 108-446, Individuals with Disabilities Education Improvement Act (IDEIA) and related mini grants
- P.L. 108-446, District Assistance Center Subgrants
- P.L. 106-554, School Repair and Renovation Grant
- Carl Perkins Vocational Education Act/Technology Preparation – Formula and Competitive Subgrants
- State and Federal Career and Technical Education Formula and Competitive Grants
- Adult High School Education grants
- Federal and State School-to-Career Subgrants
- Advanced Placement Incentive Subgrants
- Federal and State Technology Subgrants
- Federal and State Literacy Subgrants
- Federal and State Alternative Education Funding
- Federal and State Special Education-related Subgrants
- Federal and State Remediation Subgrants
- Federal and State Pre-school Education Subgrants
- Federal and State Drug and/or Safety-Related Subgrants
- State Accountability Systems’ Information
- Federal and State English Language Learners Subgrants
- Federal and State Full Day Kindergarten Subgrants
- Grant funding related to the implementation of the District’s Strategic and District Improvement Plans that may become available during a Nevada Legislative Session, Interim Session, or Fiscal Year 2016-2017.

RECOMMENDATION: Authorize the District to apply for entitlement and competitive grant funds listed above as well as other grant opportunities that may arise during Fiscal Year 2016-2017.

3.	Election of Officers for 2016: (For Possible Action)	3:40 p.m.*
	A. President B. Vice President C. Clerk	

4.	Annual Organization: (For Possible Action)	3:50 p.m.*
	A. Designate the Record-Courier, as the newspaper to be utilized for all legally required notices. B. Designate regular meetings of the Board of Trustees to be held on the second Tuesday of each month at 3:30 p.m. at the DCSD Airport Training Center or Lake Tahoe Visitors Authority – Visitor Center unless otherwise announced as follows:	

4-B. Regularly Scheduled Board Meeting Dates –

Additional meetings will be scheduled as necessary.

Date	Location	Time
Tuesday, February 9, 2016	Airport Training Center	3:30 p.m.
Tuesday, March 8, 2016	Airport Training Center	3:30 p.m.
Tuesday, April 12, 2016	Lake Tahoe Visitors Authority – Visitor Center	3:30 p.m.
Wednesday, May 18, 2016	Airport Training Center	3:30 p.m.
Tuesday, June 14, 2016	Airport Training Center	3:30 p.m.
Tuesday, July 12, 2016	Lake Tahoe Visitors Authority – Visitor Center	3:30 p.m.
Tuesday, August 9, 2016	Airport Training Center	3:30 p.m.
Tuesday, September 13, 2016	Airport Training Center	3:30 p.m.
Tuesday, October 11, 2016	Lake Tahoe Visitors Authority – Visitor Center	3:30 p.m.
Tuesday, November 8, 2016	Airport Training Center	3:30 p.m.
Tuesday, December 13, 2016	Lake Tahoe Visitors Authority – Visitor Center	3:30 p.m.
Tuesday, January 10, 2017	Airport Training Center	3:30 p.m.

5.	Appointment of Board Representatives (For Possible Action)	3:55 p.m.*
	A. Debt Management Commission B. Nevada Association of School Boards - Board of Directors C. Douglas County Parks and Recreation Board D. Liaison Between Board and County Commission and Planning E. Liaison to Douglas County Education Foundation F. School Safety Task Force G. Expulsion Hearing Subcommittee H. Employee Relations Communications Committee I. Liaison to Parent Teacher Organizations J. Liaison to Tahoe/Douglas Chamber of Commerce K. Liaison to Carson Valley Chamber of Commerce L. Career and Technical Committee M. Gifted and Talented Task Force N. Legislative Liaison	

5.	Appointment of Board Representatives (For Possible Action) (Continued)	3:55 p.m.*
The following is a list of Board members who served during 2015 as representatives:		
A. Debt Management Commission	Ross Chichester <u>Alternate:</u> Neal Freitas	
B. Board of Directors – Nevada Association of School Boards	Karen Chessell <u>Alternate:</u> Cynthia Trigg	
C. Douglas County Parks and Recreation Board	Thomas Moore <u>Alternate:</u> Teri Jamin	
D. Liaison between Board of Trustees, County Commission, and Douglas County Planning Commission	Robbe Lehmann <u>Alternate:</u> Neal Freitas	
E. Liaison to Douglas County Education Foundation	Teri Jamin Cynthia Trigg	
F. School Safety Task Force	Neal Freitas <u>Alternate:</u> Karen Chessell	
G. Expulsion Hearings Subcommittee	Neal Freitas Ross Chichester Thomas Moore Cindy Trigg Robbe Lehmann Karen Chessell Teri Jamin	
H. Employee Relations Communications Committee	Cindy Trigg <u>Alternate:</u> Teri Jamin	
I. Liaison to Family Involvement Team	Neal Freitas Teri Jamin	
J. Liaison to Tahoe/Douglas Chamber of Commerce	Cynthia Trigg	
K. Liaison to Carson Valley Chamber of Commerce	Ross Chichester	
L. Career and Technical Committee	Teri Jamin Ross Chichester	
M. Gifted and Talented Task Force	Robbe Lehmann <u>Alternate:</u> Teri Jamin	
N. Legislative Liaison	Cynthia Trigg	

6.	Principal's Report – (George Whittell High School) (Administrative Report/Program Review)	4:00 p.m.*
	Crespin Esquivel, Principal, George Whittell High School, will present his report on progress toward school performance goals.	
7.	Nevada Association of School Boards (NASB) Report	4:20 p.m.*
	Karen Chessell will present details of NASB accomplishments, current issues and goals.	
8.	Board Reports (Information and Discussion)	4:25 p.m.*
	Brief updates from the Board regarding District activities.	
9.	Superintendent's Report (Administrative Report)	4:30 p.m.*
	Superintendent Teri White will report to the Board regarding activities of the past month and upcoming District events that may be of interest to them.	
10.	Correspondence	4:35 p.m.*
11.	Closed Session	4:40 p.m.*
	The Board will recess to closed session in order to discuss matters with its management representatives pursuant to NRS 288.220(4).	
12.	Revision of Leadership Project - Douglas County Administrator Association (Discussion and For Possible Action)	4:50 p.m.*
	<p>The District, using a Meet & Confer process, has reached agreement with the Douglas County Administrators Association (DCAA) for 2015-16. The agreement includes the following changes:</p> <ul style="list-style-type: none"> ▪A 2.45% increase in salary for 2015-16 – retroactive to 2015-16 ▪A 1.0% increase in responsibility factor – retroactive to 2015-16 ▪Step advancement for 2015-16 – retroactive to 2015-16 ▪Language Addition – Personal Leave Compensation ▪Language Change – Placement on Salary Schedule upon Promotion ▪Language Change – Work Year Flexibility <p>RECOMMENDATION: Approve the agreement with the Douglas County Administrators Association, which represents DCSD Site Administrators.</p>	
13.	Eight Period Day Schedule Review – Douglas High School (Administrative Report/Program Review)	4:55 p.m.*
	Marty Swisher, Principal, Douglas High School will present an updated report on the work he and his staff have been conducting regarding the feasibility of implementing an 8 period day schedule at Douglas High School. Mr. Swisher is expected to review the work of the committee he assigned to research schedules and to share with the Board the information they have gathered.	
14.	Certified Staff Evaluation Data Report (Administrative Report/Program Review)	5:15 p.m.*
	Mr. Lewis will share baseline data collected through the Nevada Educator Performance Framework teacher evaluation pilot study from year two. This report was requested from the Board and will provide an overview of the results of educator performance from the validation study participants.	

15.	Board Policy Status Review (Administrative Report/Program Review)	5:25 p.m.*
The Board will receive an update on policies that have been reviewed, revised or consolidated over the past 12 months. A revised plan of review will be shared regarding policy revisions for the next 12 months.		
16.	Foreign Language Competency Revisions (Discussion and For Possible Action)	5:30 p.m.*
Rommy Cronin, Education Services Director, Area 3, will present proposed revisions to the Foreign Language Competency. The proposed change will eliminate the district required competency.		
RECOMMENDATION: Approve proposed revision.		
17.	First Reading Board Policy No. 104, “Fair Employment Practices” (Discussion and For Possible Action)	5:40 p.m.*
Board Policy 104 is being revised to combine Board Policy 104, Equal Employment Opportunity, and Board Policy 109, Americans with Disabilities Act (ADA) Non-Discrimination into one policy, titled “Fair Employment Practices”. It is recommended that the directional portions of the existing policy be moved to a new Administrative Regulation for this policy.		
RECOMMENDATION: Approve for First Reading, Board Policy No. 104, “Fair Employment Practices.”		
18.	First Reading for Revocation, Board Policy No. 109, “Americans With Disabilities Act (ADA) Non-Discrimination Policy” (Discussion and For Possible Action)	5:45 p.m.*
Board Policy 109 is being revoked, as it is being consolidated with Board Policy 104 into a policy titled “Fair Employment Practices.”		
RECOMMENDATION: Approve for First Reading, Revocation of Board Policy No. 109, “Americans With Disabilities Act (ADA) Non-Discrimination Policy.”		
19.	First Reading Board Policy No. 103, “Equal Educational Opportunity” (Discussion and For Possible Action)	5:50 p.m.*
The Board will consider changes to the Board Policy No. 103, “Equal Educational Opportunity,” which outlines objectives related to the Equal Education Opportunity for DCSD students. The changes are updates as part of ongoing policy review.		
RECOMMENDATION: Approve for First Reading, Board Policy No. 103, “Equal Educational Opportunity.”		
Public Comment:		6:00 p.m.
Comments from the public are invited at this time on topics not specifically addressed elsewhere in the agenda. A sign-up sheet is provided and individuals who wish to address the Board are asked to indicate their desire to speak and the topic about which they will speak. The Board reserves the right to limit the amount of time that will be allowed for each individual to speak. The Board is precluded from acting on items raised during Public Comment that are not already on the agenda. The Nevada Open Meeting Law prohibits the discussion of the character, conduct, or competency of any person without proper notice being given to that person.		

20.	Possible Agenda Items for Future Board Meetings	6:05 p.m.*
	Requests by Board Members for possible future agenda items.	
21.	Closed Session	6:10 p.m.*
	The Board will recess to closed session in order to discuss matters with its management representatives pursuant to NRS 288.220(4).	
22.	Adjournment	

(*) Times are estimated. Items on the Agenda may be taken out of order. The Board of Trustees may combine two or more agenda items for consideration, and may remove an item from the agenda or delay discussion relating to an item on the agenda at any time. Generally speaking, the item will be heard no earlier than the time indicated.

If copies of the complete agenda (and supporting materials) are desired in advance, they may be obtained at the District Office on the Friday or Monday preceding a regular Tuesday meeting of the Board. Please contact Carolyn Moore at 775-782-5134 or cmoore@dcsd.k12.nv.us.

Notice to Individuals with Disabilities: Members of the public who require special assistance or accommodations are asked to notify the District Administration at 1638 Mono Avenue, Minden, Nevada, 89423, or by calling 782-5135, so that such notification is received at least twenty four (24) hours prior to the meeting. In conformance with the Open Meeting Law, it is hereby noted that the agenda for the meeting of the Douglas County School Board of Trustees has been posted at the following locations:

Gardnerville Post Office, Gardnerville, NV
Minden Post Office, Minden, NV
Douglas County School District Office, Minden, NV

Genoa Post Office, Genoa, NV
Zephyr Cove Post Office, Zephyr Cove, NV
Stateline Post Office, Stateline, NV
District website: www.dcsd.k12.nv.us
State of Nevada website: <https://notice.nv.gov/>

Classified Personnel

2015-2016 CLASSIFIED NEW HIRES				
Name	Position/Location	Effective Date	Salary	Replacing
Shannon Dry	SRCL Kindergarten Aide – PHEs (2 nd semester only)	01-05-2016	14EE1	Tisha Rice
Tamrah Torres	SRCL Kindergarten Aide – PHEs (2 nd semester only)	01-05-2016	14EE1	Amythest Murrillo-Holt

CLASSIFIED RESIGNATIONS / LOA			
Name	Position/Location	Last Day Worked / End of Contract	
David Gowin Sr	Head Custodian – CVMS	12-30-2015	12-30-2-15
April Krouskoupf	SRCL Kindergarten Aide – GES	12-18-2015	12-18-2015
Ariel Borgman	ESL Aide – JVES	12-18-2015	12-18-2015
Holly Kuhlmann	Library Assistant – DHS	12-18-2015	12-18-2015
Phyllis Hasner	Director of Student Nutrition – SNP	12-31-2015	12-31-2015

CLASSIFIED CHANGES				
Name	Former Position/Location	New Position/Location	Effective Date	Replacing
Leeann Caires	Classroom Aide – PWLMS	Secretary I – SES	01-04-2016	Gloria Johnson

CLASSIFIED RETIREMENTS		
Name	Position/Location	Last Day Worked / End of Contract
None		

CLASSIFIED TERMINATIONS		
Name	Position/Location	Last Day Worked / End of Contract
None		

Certified Personnel

2015 - 2016 CERTIFIED NEW HIRES			
Name	Position/Location	Information	School Year
Ann Hughes	ECE/MES	Two Year Contract	2015-2016
Brittany Brisson	Third Grade Classroom Teacher/GSES	One Year Teacher Contract/License in progress sub until confirmed	2015-2016
Ryan Bugg	English Classroom Teacher/DHS	One Year Contract	2015-2016

2015-2016 CERTIFIED CHANGES			
Name	From Position/Location	To Position/Location	School Year
Ariel Borgman	ESL Aide/JVES	One Year Teacher Contract /JVES/Pending Licensure	2015-2016

2015 - 2016 CERTIFIED RESIGNATIONS/RETIREMENT/LOA			
Name	Position/Location	Reason	School Year

2015-2016 CERTIFIED LEAVE OF REQUEST-BOARD REQUIRED APPROVAL			
Name	Position/Location	Reason	Dates
Ginny Thomas	Teacher/DHS	Leave Without Pay	12/9/15