Budget and Program Evaluation Sub-Committee

Administration

Planning for 2022-2023

Idea	Pro	Con	Option Decided Upon, with Alternatives	Estimated Cost Saving	Placement
Have one principal supervising two buildings, with a lead teacher (or learning coach?) at each building	The buildings would still be open, which allows less transition for students	Staff evaluations for two buildings	Elementary Principals of smaller schools will lead two elementary buildings, with the support of lead teachers to lead the building opposite of the principal	See below	Low, but close to Medium option
	Scale of effective leadership is now in two buildings	Public and staff perception of lack of leadership in a building	Hire a new individual on teacher's salary, but that whose time is committed to building leadership (increases certified FTE)	+/- $40,000 per shared buildings	
	Utilizes lead teachers in a stronger way, allowing them to gain additional leadership skills	Community members' access to the principal would be more limited	Use existing Learning Coach, LMS, Counselor (certified staff member that does not have a classes daily) with a $10,000 stipend to cover leadership	+/- $90,000 per shared buildings	
	Lead teacher empowerment	Relationships with staff, students, families would potentially not be as developed			
	Contributes to principal pipeline				
	Director level administration could office out of the building without the principal that day				
Is there a way we could incentivise retirement for higher wage earners	Room for career advancement for others	No cash flow for an inventive payment			
		Not enough administrators eligible for retirement			
Cut an administrator for LVS?	Could we use Dr. Bessolo's resignation as natural attrition in this area?	Eliminating an administrator for LVS might be too much for the number of students enrolled in LVS			
Combine AD for both high schools, eliminating two assistant principal positions (using a lead teacher or intern to fill some of that) and one AD for all middle schools	Consistency and effeciency - both HS are under the lead of one AD	Not having an AD at each school - would impact scheduling, communication with parents, etc.	Reduce one assistant principal at each high school, hiring an intern for each high school, paid on the teacher's salary schedule, with a $10,000 stipend	+/- $55,500	Medium, but close to Low option
	Begins a grow your own program for teachers looking to become administrators	Any less presence from leadership is not helpful for students			
AD lead at one school with intern and they'd split the responsibilities according to direction by AD.	The grow your own could be a recruitment incentive	Each Assistant Principal would have more students on their caseload for disciplinary matters			
AD responsibilities move to Director of Secondary schools, with school-wide ADs as a stipend		AD could not be at all of the games and events, legaue meetings, etc			
Can we eliminate a director (of elem/sec edu, or exec dir of engage/belong or other in curriculum and instruction arena) or chief academic?			Cut, at a minmum, one FTE on the director, executive director, or curriculum specialist level on the academic side of administration to streamline and gain efficiencies	See below	High
Cut, at minimum, one FTE on the director, executive director, curriculum specialist level on the academic side to streamline and gain efficiencies	Perception is that we are top-heavy. This will assist with this perception.	Increased workload for other administrators	For each executive director level cut	+/- $124,207	
	Increase time efficiencies for buildings, to ensure they know who to call and receive answers on the spot	Potential loss of institutional knowledge	For each director level cut	+/- $105,186	
	Less direct negative impact on students	Less attrition at this level, so would likely be a RIF	For each curriculum specialist level cut	+/- $77,843	
	Credibility could increase for staff because we are valuing the talents of certified staff if we use them for leads				
	The research supports that staff will go to colleagues, so leads will be well utilized and respected amongst their peers				
	Acknowledging the work certified staff leads do				
	Will have more lazer focus on their subject area, which creates more institutional knowledge				
Curriculum Specialists could be lead teachers instead of administrators, who would be lead with a stipend and still in the classroom?	Eliminate some crossover with Learning Coaches?				

2021-22 Budget and Programming Subcommittee Agenda/Minutes - Meeting #1

BPEC Subcommittee		Administration	
Meeting Date	11.29.21	Meeting Location/Link	SUPT. OFFICE

Committee Members/Attendance

Committee Member	Attending	Absent	Chairperson	Secretary
Anthony Lewis (BPEC)	☑	☐	☐	☐
Jared Comfort	☑	☐	☐	☐
Jill Anderson (BPEC)	☑	☐	☐	☐
Catie Gillespie	☑	☐	☐	☐
Sarah Hamlin	☑	☐	☐	☑
Anne Hawks	☑	☐	☐	☐
Kiley Luckett	☑	☐	☑	☐
Dee Kemp	☑	☐	☐	☐

Charge - Each subcommittee will identify and develop three (3) proposals for significant budget savings and provide those proposals to the Budget and Program Evaluation Committee (BPEC) by December 13, 2021. Proposals should be categorized as high, medium, and low with regard to the amount of cost savings for each proposal. All proposals must include an analysis of the "pros" and "cons" regarding the particular proposal. This analysis will be reviewed by BPEC and used in providing a recommendation to the Lawrence Board of Education.

Agenda/Minutes - Please complete minutes using this form.

I. **Select a chairperson and secretary for this subcommittee.** The chairperson will be responsible for facilitating each meeting (following the agenda, time boundaries, etc.). The secretary will record minutes on this form. Minutes are automatically submitted to BPEC and shared publicly.

Chairperson - Kiley Luckett
Secretary - Sarah Hamlin

II. **Establish future meeting dates/times.** It is recommended that the subcommittee meet once per week. The chairperson will send calendar invitations for future meetings. Online meetings are acceptable.

Meeting #1 - Nov 29, 2021 @ 4:00 p.m.
Meeting #2 - Dec 8, 2021 @ 4:00 p.m.
Meeting #3 - Dec 13, 2021 @ 4:00 p.m.

III. **Establish norms.** Some norms have been set. The group should also take some time to articulate,

discuss, and agree upon how the group will work together. Here are some suggestions.

Required Norms:

Minutes will be recorded by the secretary during the meeting and agreed upon by the committee.
The committee may only make budget proposals for the area assigned.
Additional Norms Established by the Committee:
We will enjoy our work.
We will respect confidentiality. This is a safe place for us to all throw ideas out and all ideas will remain within this group. This is a safe space, so we do not need to hold back.
We will assume positive intent.
We will remain solutions focused.
We will support our decisions with one voice and one team.
We will challenge ourselves and each other to think critically and creatively in order to explore all ideas.

IV. **Brainstorming**. Brainstorming is an effective way to produce a large number of ideas, generate ideas quickly, and solve tricky problems. We can't get to new places by only doing what's been done in the past. This will require the group to work outside its comfort zone and explore ideas even if they make us uncomfortable. Here are 7 Simple Rules for Brainstorming to help you stay curious and withstand the discomfort. You might even want to try a warm-up to get the group working together on something less daunting.

Below you will find a question framed for brainstorming. It is recommended you set a time limit to get as many ideas in the space as possible. Consider having some individual time and some group time.
After you have a number of ideas, group those ideas into "buckets" or themes and record them here.

Question: How might we reduce spending in this subcommittee's area of focus to address budget shortfalls and allow for more flexibility in prioritizing spending?

Ideas:
- Use teaching staff that have building leadership license, can we use them to help support building administration, for evals, or to handle issues while admin are completing other tasks?
    - Could provide a stipend to those leaders-in-training.
- One principal could be used for two schools, if we continue to operate small schools. Then the leader-in-training would be present in the school opposite of the principal.
- Cut administrator's salaries who earn more than $100,000.
- Cut all administrator's salaries by 10%.
- Move Activities and Athletics from assistant principal to Certified staff (pay stipend), and combine responsibilities and cut an assistant principal.
- Lead elementary principal who is responsible for evaluations for their colleagues, instead of directors.
- Use assistant superintendent for principal evaluations. Liaisons would visit schools and report back to the evaluator.
- Curriculum specialists could be lead teachers instead of administrators.
- Create 6th, 7th, 8th grade centers and staff the administration accordingly.
    - Same for primary, etc.
- Outsourcing portions of technology, HR, printing, finance, etc departments.
- Review formula for setting administrator salaries
- Other costs associated with administration - PD, conferences, etc?

V.	**Requests for Data.** The ideas your group identifies may create more questions. You may need more data and information before you can develop three proposals for significant budget savings in your assigned area of focus. This is your opportunity to identify what information you need. Please list below, with as much detail as possible, what additional data you need to help you develop your proposal. The items listed below will be reviewed by the Business and Finance and Data and Technology Departments. Responses will be provided prior to your next meeting.

Question: What additional data does your group need to assist in developing three proposals for significant budget savings in your subcommittee's assigned area?

Data Requests:

- List of administrators - positions, salaries - principals, assistant principals, superintendent, executive leadership team, directors, assistant directors - salary range with benefits, instead of individualized salaries
- List of classified staff that do not fall elsewhere in one of the groups so we can consider those departments as well - positions, salaries - HR, Finance, Printing, Technology
- District Organization Charts from current and back to 2009-2010
- Similar size district's administration setup
- From Kathy's Funding Planning 2022-2023 chart, can we get a breakdown of the $825,000 cost for 1% increases for staff by CE, CL, AD
- Are there programs that we are spending money on that's not associated with salary?
- Feedback from BPEC and clarification on what falls under the 9 subcommittees

Next Meeting: Review data provided and determine what additional information is needed; establish a process for evaluating/ranking proposals; begin to identify "pros" and "cons" for each proposal.

2021-22 Budget and Programming Subcommittee Agenda/Minutes - Meeting #2

BPEC Subcommittee		Administration	
Meeting Date	12.8.21	Meeting Location/Link	SUPT. OFFICE

Committee Members/Attendance

Committee Member	Attending	Absent	Chairperson	Secretary
Anthony Lewis (BPEC)	☑	☐	☐	☐
Jared Comfort	☐	☑	☐	☐
Jill Anderson	☑	☐	☐	☐
Catie Gillespie	☐	☑	☐	☐
Sarah Hamlin	☑	☐	☐	☐
Anne Hawks	☑	☐	☐	☐
Kiley Luckett	☑	☐	☐	☐
Dee Kemp	☐	☑	☐	☐

Charge - Each subcommittee will identify and develop three (3) proposals for significant budget savings and provide those proposals to the Budget and Program Evaluation Committee (BPEC) by December 13, 2021. Proposals should be categorized as high, medium, and low with regard to the amount of cost savings for each proposal. All proposals must include an analysis of the "pros" and "cons" regarding the particular proposal. This analysis will be reviewed by BPEC and used in providing a recommendation to the Lawrence Board of Education.

Agenda/Minutes - Please complete minutes using this form.

I. **Review Data requested.** The USD 497 finance and data departments have provided a link below to a folder with the data that was requested by the group at the last subcommittee meeting. A few questions are provided below that may be used by the group to discuss the data. The committee should feel free to add questions for discussion. Please record the minutes of the discussion below.

Administration Shared Folder

Sample Questions
When looking at the data what became clearer?

How does the data tell you what our district values?

What might we lose if we choose one value over another?

After looking at the data what are you still curious about?

II. **Determine the decision making process**. Making decisions is an absolutely necessary function of your subcommittee. Your proposal will be the result of the decisions your committee makes. It is important to spend some time discussing and agreeing upon how you will decide. You may be familiar with the consensus, democratic, or autocratic model. You may also want to consider the consent model. Don't feel you have to limit yourself to these ways of making decisions. Just make sure you have talked about it and have an agreement on how you are going to evaluate proposals. Share that plan below.

How we will decide which 3 proposals to forward to the Budget and Programming Evaluation Committee:

We will review ideas from last week and decide on several that we work on a pro and con list. Can narrow down from there by determining which of the ideas has the most balanced pros and cons.

We can identify our list of values.
- Reduce impact to kids with minimizing transitions, maintaining consistency - remain student focused.
- As much as possible, look at cuts in spending, versus staff

III. **Identifying "pros" and "cons"**. After brainstorming and data review some ideas or themes have probably started to emerge from your discussion. No matter the budget reduction, there will be loss. Your subcommittee needs to spend some time articulating those losses or what we will call "cons". As with any change, there will also be "pros". Balancing our budget would be one of those "pros". There may be others. Choose a few of the themes that have emerged from your discussion and begin to list the "pros" and "cons" of each one below.

Ideas:
- Have one principal supervising two buildings, with a lead (learning coach) at each building
- Is there a way we could incentivise retirement for higher wage earners
- Cut an administrator for LVS?
- Combine AD for both high schools and all middle schools
  - Cut one assistant principal at each high school and reduce AD responsibilities - Teacher has an extra plan to handle AD responsibilities
  - Maybe have an administrative intern, paid at CE salary
- Can we eliminate another director (of elem/sec edu, or exec dir of engage/belong or other in curriculum and instruction arena) or chief academic?
  - What are the scope and rolls of the chief academic officer versus executive director of engagement belonging?
  - Could we identify a lead
- Curriculum Specialists could be lead teachers instead of administrators, who would be lead with a stipend and still in the classroom?

IV. **Questions**. Your group may have determined that you still have questions before you can make a proposal. Please share below what additional information you need in order to make a proposal at your next meeting. The questions you provide below will be shared with the Business and Finance and Data and Technology Departments and will be in your folder prior to your next meeting.

Next Meeting: Review any additional data that was provided; using the established evaluation tool identify three proposals; rank proposals high, medium and low with regard to amount of cost savings; list "pros" and "cons" for each proposal

2021-22 Budget and Programming Subcommittee Agenda/Minutes - Meeting #3

BPEC Subcommittee	**Administration**	
Meeting Date	Meeting Location/Link	

Committee Members/Attendance

Committee Member	Attending	Absent	Chairperson	Secretary
Anthony Lewis (BPEC)	☑	☐	☐	☐
Jared Comfort	☑	☐	☐	☐
Jill Anderson	☑	☐	☐	☐
Catie Gillespie	☐	☐	☐	☐
Sarah Hamlin	☑	☐	☐	☑
Anne Hawks	☐	☐	☐	☐
Kiley Lucket	☑	☐	☑	☐
Dee Kemp	☐	☐	☐	☐

Charge - Each subcommittee will identify and develop three (3) proposals for significant budget savings and provide those proposals to the Budget and Program Evaluation Committee (BPEC) by December 13, 2021. Proposals should be categorized as high, medium, and low with regard to the amount of cost savings for each proposal. All proposals must include an analysis of the "pros" and "cons" regarding the particular proposal. This analysis will be reviewed by BPEC and used in providing a recommendation to the Lawrence Board of Education.

Agenda/Minutes - Please complete minutes using this form.

I. **Review Data requested.** At your first meeting, you developed a request for data. During the second meeting, your subcommittee reviewed that data and may have generated additional questions or requests. The Business and Finance and Data and Technology Departments have reviewed those questions/requests and provided responses/information/data in your group's shared folder. Take the time to review those responses and record the minutes of any discussion below. Some sample questions are listed below to help your team move toward making a proposal. Feel free to add questions.

Administration Shared Folder

Sample Questions

What did you learn?

If you had no fear, what would you say?

What are we willing to let go of?

What unpopular action might lead to progress?

II.	**Review your decision-making process**. At your last meeting, your subcommittee discussed how you were going to evaluate each proposal and make decisions. Spend some time reviewing that process and how you will hold each other accountable to that process.

III.	**Identify the three proposals.** Choosing one proposal over another doesn't necessarily feel good, but it is necessary for your group to make progress. Be mindful of the values behind each proposal and know that there is space to acknowledge the losses for a particular group or value in the next step. It is recommended that you set a time limit for this step and honor that boundary. Please give each proposal a title below.

Proposal #1 (Low) - Of the three proposals this one should have the smallest budgetary impact.

Proposal #2 (High) - Of the three proposals this one should have the highest budgetary impact.

Proposal #3 (Medium) - The budgetary impact for this one should be larger than Proposal #1, but smaller than Proposal #2.

IV.	**Pros and Cons.** For each proposal click on the link below. It will force you to make a copy of the proposal form. On the form record the title of your proposal, your subcommittee's **estimate** of the budget savings, and a description of what will be done to provide financial resources that can be allocated to other priorities. Then, spend some time identifying the "pros" and "cons" of each proposal. Please save the proposals in your shared subcommittee folder.

All links below will "force copy."

Proposal #1 (Low)

Proposal #2 (Medium)

Proposal #3 (High)

V.	**Recognition and Appreciation.** It is recommended that your group spend a little time appreciating the difficult task that you were charged with and recognizing the losses and competing values that were at play.

Next Steps: Your subcommittee's proposals will be shared with the Budget and Program Evaluation Committee and the Board of Education. Your committee may be convened at a later time to provide more details or input regarding the proposal. Committee members are encouraged to stay apprised of the Budget and Evaluation Committee's meetings.

Additional Information

Data

2019-20				
Position Group	**Sum FTE**	**Average Annual Salary**	**Average Annual Benefits**	**Average Salary and Benefits**
Assistant Director	4	94,673	8,071	102,744
Assistant Principal	12	92,574	8,071	100,645
Assistant Superintendent	1	135,329	8,071	143,400
Coordinator	2	71,000	8,071	79,071
Deputy Superintendent	1	176,327	8,071	184,398
Director	11	102,465	8,071	110,536
Executive Director	8	109,201	8,071	117,273
Head Principal	21	96,773	8,071	104,844
Superintendent	1	221,262	26,670	247,932
Grand Total	**61**	**101,598**	**8,376**	**109,974**

2020-21				
Position Group	**Sum FTE**	**Average Annual Salary**	**Average Annual Benefits**	**Average Salary and Benefits**
Assistant Director	5	96,994	7,813	104,807
Assistant Principal	12	90,196	7,813	98,009
Coordinator	3	72,460	7,813	80,273
Deputy Superintendent	1	180,525	7,813	188,338
Director	8	104,950	7,813	112,762
Executive Director	9	114,887	7,813	122,699
Head Principal	21	96,894	7,813	104,707
Specialist	2	70,000	7,813	77,813
Superintendent	1	226,530	25,912	252,442
Grand Total	**62**	**100,647**	**8,105**	**108,751**

2021-22				
Position Group	**Sum FTE**	**Average Annual Salary**	**Average Annual Benefits**	**Average Salary and Benefits**
Assistant Director	8	91,182	7,675	98,857
Assistant Principal	12	90,076	7,675	97,750
Chief	2	116,629	7,675	124,304
Coordinator	4	74,336	7,675	82,010
Director	6.5	98,059	7,127	105,186
Executive Director	8	116,533	7,675	124,207
Head Principal	21	95,593	7,675	103,267
Specialist	3	70,168	7,675	77,843
Superintendent	1	226,530	26,708	253,238
Grand Total	**65.5**	**97,032**	**7,905**	**104,937**

		2018-2019 Actual	2019-2020 Actual	2020-2021 Actual	2021-2022 Budget
2310 Board of Education					
300-900	Non Wage Expenditures	105,522	77,085	28,643	36,050
2312 Board Clerk					
300-900	Non Wage Expenditures	(65)	0	-	200
2313 Board Treasurer					
300-900	Non Wage Expenditures	180	180	180	250
2314 Board Election Services					
300-900	Non Wage Expenditures	-	-	-	10,000
2316 Board Staff Relations/Negotiations					
100-200	Wages and Employer Costs	12,985	15,496	15,108	18,000
300-900	Non Wage Expenditures	3,320	123	-	-
2317 Board Legal Services					
300-900	Non Wage Expenditures	25,655	21,232	23,433	54,500
2318 Board Audit Services					
300-900	Non Wage Expenditures	26,220	30,800	29,000	31,500
2319 Board Policies					
100-200	Wages and Employer Costs	69,513	72,231	70,112	
300-900	Non Wage Expenditures	-	-	-	-
Total Board of Education		**243,330**	**217,147**	**166,476**	**150,500**

Other Notes:		2018-2019 Actual	2019-2020 Actual	2020-2021 Actual	2021-2022 Budget
001	General Fund	173,817	144,916	96,363	151,000
002	Supplemental General (LOB)	69,513	72,231	70,112	-
		243,330	**217,147**	**166,476**	**151,000**

			2018-2019 Actual	2019-2020 Actual	2020-2021 Actual	2021-2022 Budget	Actual
a.	Director, Executive HR/Policy/Legal Admin Team Stipends Negotiations (2316) LEA/PAL added for 2021-2022	FTE	0.50	0.50	0.50	-	-
	Total FTE		-	-	-	-	-

Executive Director of HR/Policy/Legal is charged 50% to Policy and 50% to HR function 2570

2312: Board Clerk salary expenditure are paid from function 2320 Superintendent office, as the Administrative to the Superintendent serves as Board Clerk.

2313: Board Treasurer salary expenditure are paid from function 2510 Fiscal Services, as the board treasurer is a staff position within Fiscal Services department.

a. Superintendent reorganization, the legal and policy portion of the executive director of HR position was not replaced, legal services budget was increased to account for outside legal support, in lieu of having a lawyer on staff.

Activites around Board of Education. The Board of Education is a policy-making committee of elected officials who serve the district and community through their elected term. The job of the members is to set policies for operating the schools and to employ staff to carry out its policies. It adopts a budget and oversees how it is spent. Members hire the superintendent to serve as its chief executive officer and act upon his or her recommendations. There are seven members who are elected at-large for four-year staggered terms during elections which are held in November of odd-numbered years. Members serve without pay.

				2018-2019	2019-2020	2020-2021	2021-2022
				Actual	**Actual**	**Actual**	**Budget**
2320	**Superintendent Office**						
	100-200	Wages and Employer Costs	(a)	342,510	348,989	353,969	352,961
	300-900	Non Wage Expenditures		10,450	5,893	2,798	6,550
	Total Superintendent Office			**352,960**	**354,881**	**356,767**	**359,511**

		2018-2019	2019-2020	2020-2021	2021-2022
		Actual	**Actual**	**Actual**	**Budget**
Other Notes:					
001	General Fund	10,450	5,893	2,798	6,550
002	Supplemental General (LOB)	342,510	348,989	353,969	352,961
		352,960	**354,882**	**356,767**	**359,511**

		2018-2019	*2019-2020*	*2020-2021*	*2020-2021*	
		Actual	*Actual*	*Actual*	*Budget*	*Actual*
Superintendent	FTE	*1.00*	*1.00*	*1.00*	*1.00*	*1.00*
Clerk of the Board	FTE	*1.00*	*1.00*	*1.00*	*1.00*	*1.00*
Total FTE		*2.00*	*2.00*	*2.00*	*2.00*	*2.00*

(a) includes Overtime for Clerk of Board- required attaendance at board meetings.

Activities performed by the superintendent in generally directing and managing all affairs of the school district.

			2018-2019	2019-2020	2020-2021	2021-2022
			Actual	**Actual**	**Actual**	**Budget**
2321	**Deputy Superintendent Office**					
	100-200	Wages and Employer Costs	261,355	272,953	299,368	4,344
	300-900	Non Wage Expenditures	1,796	1,286	232	-
	Total Superintendent Office		**263,151**	**274,239**	**299,600**	**4,344**

		2018-2019	2019-2020	2020-2021	2021-2022
		Actual	**Actual**	**Actual**	**Budget**
Other Notes:					
001	General Fund	1,796	1,286	232	-
002	Supplemental General (LOB)	261,355	272,953	299,368	4,344
		263,151	**274,239**	**299,600**	**4,344**

		2018-2019	2019-2020	2020-2021	2021-2022	
		Actual	*Actual*	*Actual*	*Budget*	*Actual*
Superintendent, Deputy	FTE	1.00	1.00	1.00	-	-
Administrative Assistant, Sr.	FTE	1.00	1.00	1.00	-	-
Total FTE		2.00	2.00	2.00	-	-

Activities performed by the deputy superintendent in generally directing and managing affairs of the school district in collaboration with the superintendent.

Orgranizational restructure was done by the superintendent and the deputy superintendent position was not replaced after staff resignation in 2020-2021

		2018-2019	2019-2020	2020-2021	2021-2022
		Actual	Actual	Actual	Budget
2560	**Communications/Public Information**				
100-200	Wages and Employer Costs	167,571	181,624	182,900	192,795
300-900	Non Wage Expenditures	38,028	64,326	53,136	32,300
2560	**Total Communications/Public Information**	**205,599**	**245,950**	**236,036**	**225,095**

Note: $30,000 Transfer from Assessment Budget beginning in 19-20 for K-12 Insight "Let's Talk"
Note: $30,000 K-12 Insight "let's talk" was not renewed for 2021-2022

		2018-2019	2019-2020	2020-2021	2021-2022
Other Notes:		Actual	Actual	Actual	Budget
001	General Fund	38,028	64,326	53,136	32,300
002	Supplemental General (LOB)	167,571	181,624	182,900	192,795
		205,599	245,950	236,036	225,095

		2018-2019	2019-2020	2020-2021	2021-2022	
		Actual	Actual	Actual	Budget	Actual
Director, Executive	FTE	*1.00*	*1.00*	*1.00*	*1.00*	*1.00*
Specialist, Multimedia Communications	FTE	*1.00*	*1.00*	*1.00*	*1.00*	*1.00*
Total FTE		*2.00*	*2.00*	*2.00*	*2.00*	*2.00*

Communications office oversees the district's public, staff, and media relations program and is the information liaison between the school system and the community, responding to requests for public information and coordinating district special events, including district's teacher recognition program and bond issue elections and public referendums.

	2018-2019	2019-2020	2020-2021	2021-2022
	Actual	**Actual**	**Actual**	**Budget**
2400 Site Administration				
100-200 Wages and Employer Costs	5,236,262	5,303,391	5,256,872	5,189,076
300-900 Non Wage Expenditures				
2400 Site Administration	**5,236,262**	**5,303,391**	**5,256,872**	**5,189,076**

Non Wage Expenditures - reflecte in workbook as a part of building costs (within per pupil)

	Vacancy 2021-2022	*Principal*	*Associate Principal*	*Assistant Principal*	*Administrative Assistant*	*Bookkeeper*	*Registrar*	*Secretary Athletic*	*Secretary Attendance*	*Secretary*	*Total*
01	Lawrence High School	1.00	1.00	3.00	1.00	1.00	1.00	1.00	1.00	2.00	12.00
02	Free State High School	1.00	1.00	3.00	1.00	1.00	1.00	1.00	1.00	2.00	12.00
03	Liberty Memorial CMS	1.00		1.00	1.00					1.00	4.00
05	West Middle School	1.00		1.00	1.00					1.00	4.00
07	Billy Mills MS	1.00		1.00	1.00					1.00	4.00
09	Southwest Middle School	1.00		1.00	1.00					1.00	4.00
10	Broken Arrow Elementary	1.00			1.00						2.00
12	Cordley Elementary	1.00			1.00						2.00
13	Deerfield Elementary	1.00			1.00					1.00	3.00
16	Hillcrest Elementary	1.00			1.00					0.50	2.50
18	Prairie Park Elementary	1.00			1.00					1.00	3.00
20	New York Elementary	1.00			1.00						2.00
21	Pinckney Elementary	1.00			1.00						2.00
23	Schwegler Elementary	1.00			1.00					0.50	2.50
24	Sunset Hill Elementary	1.00			1.00					0.50	2.50
26	Woodlawn Elementary	1.00			1.00						2.00
27	Quail Run Elementary	1.00			1.00					1.00	3.00
28	Sunflower Elementary	1.00			1.00					1.00	3.00
29	Langston Hughes Elementary	1.00			1.00					1.00	3.00
36	Diploma Completion`	1.00			1.00						2.00
		20.00	**2.00**	**10.00**	**20.00**	**2.00**	**2.00**	**2.00**	**2.00**	**14.50**	**74.50**

	Vacancy in 2020-2021	*Principal*	*Associate Principal*	*Assistant Principal*	*Administrative Assistant*	*Bookkeeper*	*Registrar*	*Secretary Athletic*	*Secretary Attendance*	*Secretary*	*Total*
01	Lawrence High School	1.00	1.00	3.00	1.00	1.00	1.00	1.00	1.00	2.00	12.00
02	Free State High School	1.00	1.00	3.00	1.00	1.00	1.00	1.00	1.00	2.00	12.00
03	Liberty Memorial CMS	1.00		1.00	1.00					1.00	4.00
05	West Middle School	1.00		1.00	1.00					1.00	4.00
07	Billy Mills MS	1.00		1.00	1.00					1.00	4.00
09	Southwest Middle School	1.00		1.00	1.00					1.00	4.00
10	Broken Arrow Elementary	1.00			1.00						2.00
12	Cordley Elementary	1.00			1.00						2.00
13	Deerfield Elementary	1.00			1.00					1.00	3.00
16	Hillcrest Elementary	1.00			1.00					0.50	2.50
18	Prairie Park Elementary	1.00			1.00					0.50	2.50
19	Kenndy Elementary	1.00			1.00						2.00
20	New York Elementary	1.00			1.00						2.00
21	Pinckney Elementary	1.00			1.00						2.00
23	Schwegler Elementary	1.00			1.00					0.50	2.50
24	Sunset Hill Elementary	1.00			1.00					0.50	2.50
26	Woodlawn Elementary	1.00			1.00						2.00
27	Quail Run Elementary	1.00			1.00					1.00	3.00
28	Sunflower Elementary	1.00			1.00					1.00	3.00
29	Langston Hughes Elementary	1.00			1.00					1.00	3.00
36	Diploma Completion`	1.00			1.00						2.00
		21.00	**2.00**	**10.00**	**21.00**	**2.00**	**2.00**	**2.00**	**2.00**	**14.00**	**76.00**

			2018-2019	2019-2020	2020-2021	2021-2022
			Actual	**Actual**	**Actual**	**Budget**
2510 Fiscal Services						
	100-200	Wages and Employer Costs	517,729	556,889	568,669	679,028
	300-900	Non Wage Expenditures	14,606	13,024	9,059	12,330
	Total Fiscal Services		**532,335**	**569,913**	**577,728**	**691,358**

		2018-2019	2019-2020	2020-2021	2021-2022
		Actual	**Actual**	**Actual**	**Budget**
Other Notes:					
001	General Fund	14,606	13,024	9,059	12,330
002	Supplemental General (LOB)	517,729	556,889	568,669	679,028
		532,335	**569,913**	**577,728**	**691,358**

		2018-2019	*2019-2020*	*2020-2021*	*2020-2021*	
		Actual	*Actual*	*Actual*	*Budget*	*Actual*
Director, Executive	FTE	*1.00*	*1.00*	*1.00*	*1.00*	*1.00*
Director, Assistant	FTE				*2.00*	*2.00*
Budget Manager	FTE	*1.00*	*1.00*	*1.00*		
Supervisor Accounting	FTE	*1.00*	*1.00*	*1.00*		
Accountant/Acctg Specialist	FTE				*1.00*	
AP/AR Specialist	FTE	*4.00*	*4.00*	*4.00*	*4.00*	*4.00*
Administrative Assistant	FTE	*1.00*				
Administrative Assistant, Sr	FTE		*1.00*	*1.00*	*1.00*	*1.00*
Total FTE		*8.00*	*8.00*	*8.00*	*9.00*	*8.00*

The business and finance office provides support to all students and staff in Lawrence Public Schools. Budget and Finance includes general ledger account, purchasing, accounts payable and vendor management, accounts receivable, student fees and cash receipts, auditing and internal control, student activity fund accounting, grant accounting, cash management, debt issuance, investments, budget preparation, financial reporting, financial forecasting and analysis of the school district.

		2018-2019	2019-2020	2020-2021	2021-2022
		Actual	**Actual**	**Actual**	**Budget**
2520	**Warehouse and Distribution**				
100-200	Wages and Employer Costs	266,659	278,545	241,322	318,482
300-900	Non Wage Expenditures	104,106	89,117	109,712	142,610
2520	**Warehouse and Distribution**	**370,765**	**367,662**	**351,034**	**461,092**
2530	**Printing Department**				
100-200	Wages and Employer Costs	228,022	247,802	228,035	215,151
300-900	Non Wage Expenditures	299,834	230,467	93,824	240,500
2530	**Printing Department**	**527,856**	**478,269**	**321,859**	**455,651**

		2018-2019	2019-2020	2020-2021	2021-2022
		Actual	**Actual**	**Actual**	**Budget**
Other Notes:					
001	General Fund	403,940	319,584	203,536	383,110
002	Supplemental General (LOB)	494,681	526,347	469,357	533,633
		898,621	**845,931**	**672,893**	**916,743**

		2018-2019	2019-2020	2020-2021	2021-2022	
		Actual	*Actual*	*Actual*	*Budget*	*Actual*
Director, Executive	FTE	0.326	0.326	0.326	0.750	0.750
Supervisor, Warehouse	FTE	1.000	1.000	1.000	1.000	1.000
Network Analyst	FTE	0.210	0.210	-	-	-
Delivery Driver	FTE	3.500	3.500	4.000	3.000	3.000
Supervisor, Printing & Purchasing	FTE	1.00	1.00	1.00		
Coordinator, District Services	FTE				1.00	1.00
Duplication Technician	FTE	2.75	2.75	2.75	3.00	1.75
Creative Designer/Printer	FTE	0.50	0.50	0.50	0.50	0.50
Total FTE		9.286	9.286	9.576	9.250	8.000

Note: A portion of the Executive Director and Network Analyst are paid from general fund, the portion tied to warehouse and purchasing. The remaining position costs are from the Food Service Fund.

During 2020-2021: Restructure of unding due to vacant Network Analyst position was done, moving dollars from the Network Analyst FTE of .21 allowing the Delivery Driver position, to be 1.0 instead of .5FTE.

2520: Activities concerned with purchasing, receiving, storing and distributing supplies, furniture, equipment, and materials used in schools ans school system operations. Purchase Order processing, receiving and payment of are a fuction within Fiscal Services and the Business and Finance department.

2530: Activities of operating the district's centralized print shop, where requests from across

			2018-2019	2019-2020	2020-2021	2021-2022
			Actual	**Actual**	**Actual**	**Budget**
2514	**Payroll and Benefits**					
	100-200	Wages and Employer Costs	248,715	216,598	246,848	257,204
	300-900	Non Wage Expenditures	832	602	230	2,000
	Total Payroll and Benefits		**249,547**	**217,200**	**247,078**	**259,204**
2570	**Personnel - Human Resources**					
	100-200	Wages and Employer Costs	529,020	565,679	508,150	610,548
	300-900	Non Wage Expenditures	32,213	16,492	16,757	22,100
	Total Personnel - Human Resources		**561,233**	**582,172**	**524,908**	**632,648**
2572	**Personnel - Recruitment**					
	100-200	Wages and Employer Costs	544	794	-	60,568
	300-900	Non Wage Expenditures	74,281	49,071	54,028	76,700
	Total Personnel Recruitment		**74,825**	**49,865**	**54,028**	**137,268**
2575	**Employee Health and Medical**					
	100-200	Wages and Employer Costs	-	-		-
	300-900	Non Wage Expenditures	6,531	4,998	4,020	10,000
	Total Employee Health and Medical		**6,531**	**4,998**	**4,020**	**10,000**
	Total Payroll, Benefits, Personnel					
	100-200	Wages and Employer Costs	778,279	783,071	754,998	928,320
	300-900	Non Wage Expenditures	115,042	71,163	75,036	112,500
	Total Human Resources		**893,321**	**854,234**	**830,034**	**1,040,820**

			2018-2019	2019-2020	2020-2021	2021-2022
Other Notes:			**Actual**	**Actual**	**Actual**	**Budget**
	001	General Fund	140,028	94,007	102,313	112,500
	002	Supplemental General (LOB)	753,293	760,228	727,721	928,320
			893,321	**854,234**	**830,034**	**1,040,820**

		2018-2019	2019-2020	2020-2021	2021-2022	
		Actual	Actual	Actual	Budget	Actual
Director, Executive HR/Policy/Legal	FTE	0.50	0.50	0.25		
Director, Executive HR	FTE			0.25	1.00	1.00
Director, Human Resources	FTE	1.00	1.00	1.00		
Director, Human Resources/Transpn	FTE			1.00	1.00	1.00
Supervisor, HR/PR	FTE	1.00	1.00	0.50		
Director, Assistant HR/PR	FTE			0.50	1.00	1.00
Recruiter	FTE				1.00	1.00
Coordinator II - HRIS	FTE	1.00	1.00			
Administrative Assistant, HR	FTE	1.00	1.00	1.00	2.00	2.00
HR Specialist	FTE	3.60	4.00	4.00	4.00	4.00
Coordinator II, Benefits	FTE	1.00				
Specialist, Benefits	FTE		1.00	1.00	1.00	1.00
HR Assistant, Benefits	FTE	1.00	1.00	1.00	1.00	1.00
Coordinator II, Payroll	FTE	1.00	1.00	1.00	1.00	1.00
HR Assistant Payroll	FTE	1.00	1.00	1.00	1.00	1.00
*Temporary, Sub Secretary						
Total FTE		12.10	12.50	12.50	14.00	14.00

Note: The Coordinator II-HRIS position was transferred to the technology department in 2020-2021

Executive Director of HR/Policy/Legal is charged 50% to HR and 50% to Legal/Policy function 2319

Supervisor HR/PR is charged 50% to HR and 50% to Payroll and Benefits function 2514

Supervisor HR/PR became Assistant Director mid-way through 2020-2021

Assistant Director HR/PR is charged 50% to Payroll and Benefits and 50% to Human Resources function 2570

* Temporary Position, budget $20,000 included in 100-200 Wages and Employer costs; in 21-22 through administrative restructure, the temporary secretary became an administrative assistant position

2514: The payroll and benefits is part of the Human Resources department. This represents expenditures tied to the management of all payroll and benefits activities for Lawrence Public Schools.

2570: The human resources activities include recruitment, hiring, supporting and retain the most highly qualified staff dedicated to ensuring student achievement.

2572: Activities with recruiting and assigning personnel to the school district. This falls within the human resources department.

2574: Activities associated with the professional development and training of non-instructional personnel.

			2018-2019	2019-2020	2020-2021	2021-2022
			Actual	**Actual**	**Actual**	**Budget**
2577	**Employee Wellness**					
	100-200	Wages and Employer Costs	-	-	-	-
	300-900	Non Wage Expenditures	29,151	21,930	9,452	28,800
	Total Employee Health and Medical		**29,151**	**21,930**	**9,452**	**28,800**

		2018-2019	2019-2020	2020-2021	2021-2022
Other Notes:		**Actual**	**Actual**	**Actual**	**Budget**
001	General Fund	29,151	21,930	9,452	28,800
002	Supplemental General (LOB)	-	-	-	-
		29,151	**21,930**	**9,452**	**28,800**

	2018-2019	2019-2020	2020-2021	2021-2022	
	Actual	*Actual*	*Actual*	*Budget*	*Actual*
Total FTE	-	-	-	-	

Activities of the district employee wellness program. The program includes discounts on fitness and cooking classes throughout Lawrence, educational seminars, and health screenings.

			2018-2019	2019-2020	2020-2021	2021-2022	
Technology Department (0061*-budgetcode)			**Actual**	**Actual**	**Actual**	**Budget**	
Wages and Employer Costs (Benefits)							
1005 100-200	Wages and Employer Costs	*	352,867	373,538	361,779	398,289	25%
2210 100-200	Wages and Employer Costs		1,672				
2232 100-200	Wages and Employer Costs		79,137	48,774			
2580 100-200	Wages and Employer Costs		1,134,725	1,162,939	1,273,884	1,206,307	75%
2581 100-200	Wages and Employer Costs		133,346	106,474			
Total Wages and Employer Costs (Benefits)			**1,701,747**	**1,691,726**	**1,635,663**	**1,604,596**	
Non Wage Expenditures							
1005 300-900	Non Wage Expenditures		616,962	237,656	79,906	127,000	
2100 300-900	Non Wage Expenditures		-	9,300	(929)	15,000	
2114 300-900	Non Wage Expenditures		204,294	252,233	263,735	278,000	
2210 300-900	Non Wage Expenditures		26,053	13,008	13,221	16,000	
2580 300-900	Non Wage Expenditures		667,337	559,458	569,115	607,800	
2581 300-900	Non Wage Expenditures		3,151	562			
2585 300-900	Non Wage Expenditures					90,000	
Total Non Wage Expenditures			**1,517,797**	**1,072,218**	**925,048**	**1,133,800**	
Total Technology			**3,219,544**	**2,763,943**	**2,560,711**	**2,738,396**	

Note: Director of Learning and Technology split 50-50 with Technology and Curriculum and Instruction

Note: Application Support Specialsit split 50-50 with Curriculum and Instruction Department

Note: The Coordinator II-HRIS positiion was transferred to the technology department in 2020-2021 and classified as Application Support Specialist

Note: Executive Director of Research Evaluation and Accountability oversees Technology - reflected in function 2240 currently

* Pro-Rate a portion of Support Technician to Instruction at year end, relcassification for time spent with Instructional Staff

Assistant Superintendent Technology budget code 00570, no longer used after 2019-2020 fiscal year

		2018-2019	2019-2020	2020-2021	2021-2022	
Positions		**Actual**	**Actual**	**Actual**	**Budget**	**Actual**
Administrative Assistant, Sr	FTE	1.00	1.00	1.00	1.00	1.00
Application Support Specialist T&L	FTE	0.50	0.50	0.50	0.50	0.50
Application Support Specialist	FTE	1.00		3.00	1.00	1.00
Assistant Superintendent, Technology	FTE	1.00	1.00			
Business Systems Analyst	FTE	1.00	1.00	1.00	1.00	1.00
Database Administrator, FIN/PR/HR	FTE	1.00	1.00		1.00	1.00
Database Administrator, SIS	FTE	1.00	1.00	1.00	1.00	1.00
Director, Technology	FTE	0.50	0.50	1.00	1.00	1.00
Integration Support Specialist	FTE	1.00	1.00			
IT Engineer	FTE	1.00	1.00	1.00	1.00	1.00
IT Help Desk Support	FTE	2.00	2.00			
Network Analyst	FTE	5.00	5.00	7.00	6.00	6.00
Supervisor, Project Manager	FTE		1.00			
Support Technician	FTE	7.00	7.00	7.00	7.00	7.00
Support Technician, Senior	FTE	1.00	1.00	1.00	1.00	1.00
Systems Support, FIN/PR/HR	FTE			1.00		
Tech Integration Support Specialsit	FTE				1.00	1.00
Technology Resource Technician	FTE	1.00	1.00			
Total FTE		**25.00**	**25.00**	**24.50**	**22.50**	**22.50**

Function	Definition
1005	Instructional Technology
2100	Student Support
2114	Student Accounting
2210	Instructional Support (C&I)
2230	Instruction Related Technology
2585	Administrative Technology
2581	Administrative Technology/Asst Supt
2585	Administrative Technology/Admin Svs

Vacant - Budget Reduction in 2021-2022

		2018-2019	2019-2020	2020-2021	2021-2022
		Actual	**Actual**	**Actual**	**Budget**
2240	**Academic Assessments/Research Evaluation**				
100-200	Wages and Employer Costs	176,338	195,439	269,123	213,247
300-900	Non Wage Expenditures	194,079	50,020	33,218	47,407
2240	**Total Academic Assessments/Research/Evaluation**	**370,417**	**245,459**	**302,341**	**260,654**

Note: Reduction in 19-20 and forward, transfer $30,000 to Communications Budget; K-12 Insight "Let's Talk"
Note: Reduction of MAP, hiring of Psychometrician
Note: Executive Director of Research Evaluation and Accountability oversees Technology - reflected in function 2240.

		2018-2019	*2019-2020*	*2020-2021*	*2021-2022*	
		Actual	*Actual*	*Actual*	*Budget*	*Actual*
Director	*FTE*	*1.00*				
Director, Executive (b)	*FTE*		*1.00*	*1.00*	*1.00*	*1.00*
Psychometrician	*FTE*			*1.00*	*1.00*	*1.00*
Administrative Assistant	*FTE*	*1.00*				
Administrative Assistant, Sr (a)	*FTE*		*1.00*	*1.00*	*-*	*-*
Total FTE		*2.00*	*2.00*	*3.00*	*2.00*	*2.00*

(a) Position was transferred to support Executive Director Inclusion, Engagement and Belonging - Student Support Services
(b) Executive Director also supports technology

Academic Student Assessmenta, this function is inclusive of those services rendered for the academic assessment of the student.

		2018-2019	2019-2020	2020-2021	2021-2022
		Actual	Actual	Actual	Budget
2595 Receptionist					
100-200	Wages and Employer Costs	37,649	37,860	36,625	-
300-900	Non Wage Expenditures	-	-	32	-
2595 Receptionist		**37,649**	**37,860**	**36,657**	**-**

			2018-2019	2019-2020	2020-2021	2021-2022	
			Actual	Actual	Actual	Budget	Actual
	Receptionist	FTE	1.00	1.00	1.00	-	
	Total FTE		1.00	1.00	1.00	-	
Part Time receptionist reflected in Function 2600 shared with F&O					0.50		
			1.00	1.00	1.50	-	

The ESC Receptionist works with the Communications Department

2020-2021 .5 FTE of time being split with one of the facilities and operations administrative assistants - 100% of that position is

2021-2022 When Virtual Education was moved to ESC, virtual office staff began serving as the ESC receptionist. This position was

Lawrence Public Schools
Organizational Structure

Board of Education

Superintendent of Schools
Randy Weseman

Professional Teaching Staff

Principals

Deputy Superintendent of Schools
Dr. Bruce Passman

School Leadership and Development
Dr. Dan Neuenswander

Lawrence Education Achievement Partners (LEA)
TBA

Lawrence Schools Foundation
Susan Esau

Communications
Julie Boyle

Operations and Facility Planning
Tom Bracciano

Human Resources
Mary Rodriguez

Food Service
Paula Murrish

Special Operations, Transportation and Safety
Rick Gammill

Finance
Kathy Johnson

Grants, Board Services and Strategic Planning
Dr. Karen Vespestad

Educational Programming and Student Services
Drs. Christie, Crowther, Nicklaus, and Passman

2007-08
Organization Structure

LAWRENCE PUBLIC SCHOOLS

Citizens

Board of Education

Superintendent of Schools
Randy Weseman

Deputy Superintendent
Bruce Passman

School Leadership: Principals

Teaching Staff

Information Technology Services
Mike Eltschinger

Chief Operations Officer:
Administrative Support
Mary Rodriguez

- Food Services - Paula Murrish
- Facilities & Operations - Tom Bracciano
- Finance - Kathy Johnson
- H-R: Certified - David Cunningham
- H-R: Classified - Bob Arevalo

Chief Academic Officer:
Teaching & Learning
Kim Bodensteiner

- Student Interv. Services - Kevin Harrell
- Instructional Services - Angelique Kobler
- Curriculum Services - Ann Bruemmer

2007-08
Organization Structure

LAWRENCE
PUBLIC SCHOOLS

Citizens

Board of Education

Superintendent of Schools
Randy Weseman

Special Operations, Safety &
Transportation Director
Rick Gammill

Grants, Board Services &
Strategic Planning Director Karen
Vespestad

Deputy Superintendent
Bruce Passman

Communications Director
Julie Boyle

Lawrence Schools Foundation,
LEAP Director Susan Esau

Assessment, Research & School
Improvement Director
Terry McEwen

Teaching and Learning

LAWRENCE
PUBLIC SCHOOLS

Chief Academic Officer:
Teaching & Learning
Kim Bodensteiner

Division Director
Curriculum Services
Ann Bruemmer

Division Director
Instructional Services
Angelique Kobler

Division Dir Student
Intervention Services
Kevin Harrell

Division Dir Information
Technology Services
Mike Eltschinger

Teaching and Learning

2007-2008

Chief Academic Officer:
Teaching & Learning
Kim Bodensteiner

Division Director:
Curriculum Services
Ann Bruemmer

- Specialist:
  Curriculum
  Ron May
- Specialist:
  Curriculum
  Anne Hawks
- Spclst: Arts &
  Career Tech Ed
  Patrick Kelly
- Specialist:
  Info Resources
  Chantel Nicolay
- Curric Interv Fac Rebecca
  Peronteaux

Division Director:
Instructional Services
Angelique Kobler

- Peer Assistants
  M. Pendry, J.Stafford
- Instr Coaches J.Humburg,
  B.Spradlin
- SPED Coach
  Linda Townsend
- Instr Tech L. Harrod, K Mehl, P. Robinson,
  M. Andersen, T.Grieb

Division Director:
Student Intervention Services
Kevin Harrell

- Fed Prog Spclsts
  Kim Young,
  Ellen Willets
- Mental Hlth Fac C.Squier,
  T.H-Taylor
- Special Education
  Donna
  Patton-Bryant
- Native Am Stu
  Serv
  J. Attockrie
- Adult Education
  Linda McGuire
- Health Serv. Fac
  Sonja Gaumer

Administrative Support

2007-2008

LAWRENCE PUBLIC SCHOOLS

Chief Operations Officer: Administrative Support
Mary Rodriguez

Div Dir HR - Classified Bob Arevalo

Div Dir HR - Certified David Cunningham

Div Dir Finance Kathy Johnson

Div Dir Facilities & Operations Tom Bracciano

Div Dir Food Services Paula Murrish

Div Dir ITS Mike Eltschinger

2667-2668

Administrative Support

KEY

Administrative Contract

Classified
Salary At-Will

Chief Operations Officer:
Administrative Support
Mary Rodriguez

Division Director: Human
Resources-Classified Bob Arevalo

Benefits, Payroll
Supv Wilma
Dehart

Division Director:
Human Resources-Certified
David Cunningham

Division Director: Finance
Kathy Johnson

Accts Payable
Supv Eloise
Bornheim

Division Director: Facilities &
Operations Tom Bracciano

Maintenance
Supervisor
Bryan Hunter

Grounds
Supervisor Roger
Paschke

Custodial
Supervisor
Gerald Bullelgh

Energy Manager
John Gelst

Division Director: Food Services
Paula Murrish

Supervisor
TBA

Information Technology Services

2007-2008

LAWRENCE
PUBLIC SCHOOLS

Chief Operations Officer:
Administrative Support
Mary Rodriguez

Chief Academic Officer:
Teaching & Learning
Kim Bodensteiner

Division Director:
Information Technology Services
Mike Eltschinger

Assistant Director:
Information Technology Services
Paul Dawson

2008-09
Organization Structure

LAWRENCE PUBLIC SCHOOLS

Citizens

Board of Education

Superintendent of Schools
Randy Weseman

Deputy Superintendent
Bruce Passman

Chief Operations Officer:
Administrative Support
Mary Rodriguez

- Food Services & Purchasing - Paula Murrish
- Facilities & Operations - Tom Bracciano
- Finance - Kathy Johnson
- HR Certified - David Cunningham
- HR Classified - Bob Arevalo

Chief Academic Officer:
Teaching & Learning
Kim Bodensteiner

- Student Interv. Services - Kevin Harrell
- Instructional Services - Angelique Kobler
- Curriculum Services - Ann Buenmner

School Leadership: Principals

Teaching Staff

Technology Services
Frank Harwood

2009-10
Organization Structure

LAWRENCE PUBLIC SCHOOLS

Community

Board of Education

Superintendent of Schools
Dr. Rick Doll

School Leadership
Principals

Teaching Staff

Technology & Library Media
Chantel Nicolay

Chief Operations Officer:
Administrative Operations Support
Frank Harwood

Human Resources
Bob Arevalo

Finance
Kathy Johnson

Facilities & Maintenance
Tom Bracciano

Food Services & Purchasing
Paula Murrish

Chief Academic Officer:
Teaching & Learning
Kim Bodensteiner

Assessment, Research, Grants &
School Improvement
Terry McEwen

Curriculum and Instructional Services
Angelique Kobler

Student Intervention Services
Kevin Harrell

2011-12 Organization Structure

LAWRENCE PUBLIC SCHOOLS

Community

Board of Education

Superintendent of Schools
Dr. Rick Doll

Chief Operations Officer:
Kyle Hayden

- Food Services & Purchasing
  Paula Murrish
- Facilities & Maintenance
  Tom Bracciano
- Finance
  Kathy Johnson
- Human Resources
  Bob Arevalo

School Leadership
Principals

Teaching Staff

Technology & Library Media
Chantel Nicolay

Chief Academic Officer:
Teaching & Learning
Kim Bodensteiner

- Student Intervention
  Kevin Harrell
- Curriculum & Instruction
  Dr. Angelique Kobler
- Assessment, Research, & School
  Improvement
  Dr. Terry McEwen

2011-12 Organization Structure

LAWRENCE PUBLIC SCHOOLS

Community

Board of Education

Superintendent of Schools
Dr. Rick Doll

Communications Director
Julie Boyle

Lawrence Schools Foundation,
LEAP Director
Susan Esau

2011-12
Teaching & Learning

LAWRENCE PUBLIC SCHOOLS

Chief Academic Officer
Teaching & Learning
Kim Bodensteiner

Division Director Assessment,
Research, School Improvement
Dr. Terry McEwen

Division Director
Curriculum & Instruction
Dr. Angelique Kobler

Division Director
Student Intervention
Kevin Harrell

Division Director
Technology & Library Media
Chantel Nicolay

2011-12
Teaching & Learning

LAWRENCE PUBLIC SCHOOLS

updated 05/23/11

Chief Academic Officer Teaching and Learning
Kim Bodensteiner

Division Director Assessment, Research, School Improvement
Dr. Terry McEwen

Division Director Curriculum & Instruction
Dr. Angelique Kobler

Specialist Curriculum & Instruction
Kim Young

Specialist Curriculum & Instruction
Ellen Willets

Specialist Curriculum & Instruction
Leah Wisdom

Specialist Curriculum & Instruction
Ron May

Specialist Curriculum & Instruction
Patrick Kelly

Specialist Curriculum & Instruction
Anne Hawks

Juvenile Detention Center
Dr. Marty Gunn
Becky Pittman

Suspension Alternative Program
Mary Maurer

Learning Coaches
Kathy Gates
Melody Gatti (.5)
Kris Hase
Kristin Ryan
Cheryl Wright

Director Administrative Services
Lucy Haines DeChairo

Division Director Student Intervention
Kevin Harrell

Health Services Facilitator
Sonja Gaumer

Adult Education Services
Sharen Steele

Native American Services
Jennifer Attocknie

Special Education Assistant Directors
Sheila Smith
Lori Stithem

Special Education Facilitators
Paige Buckingham
Donna Patton-Bryant
Rusty Schnur
Jenna Viscomi

KEY

Administrative Contract

Classified Salary At-Will

Certified Contract

**2011-12
Operations
Support**

LAWRENCE PUBLIC SCHOOLS

Chief Operations Officer
Kyle Hayden

Division Director
Technology & Library Media
Chantel Nicolay

Director
Administrative Services
Lucy Haines DeChairo

Division Director
Food Services &
Purchasing
Paula Murrish

Division Director
Facilities &
Maintenance
Tom Bracciano

Division Director
Finance
Kathy Johnson

Director
Legal Services, Human
Resources, & Board Policy
David Cunningham

Division Director
Human Resources
Bob Arevalo

2011-12
Operations Support

KEY

Administrative Contract
Classified Salary At-Will

LAWRENCE PUBLIC SCHOOLS
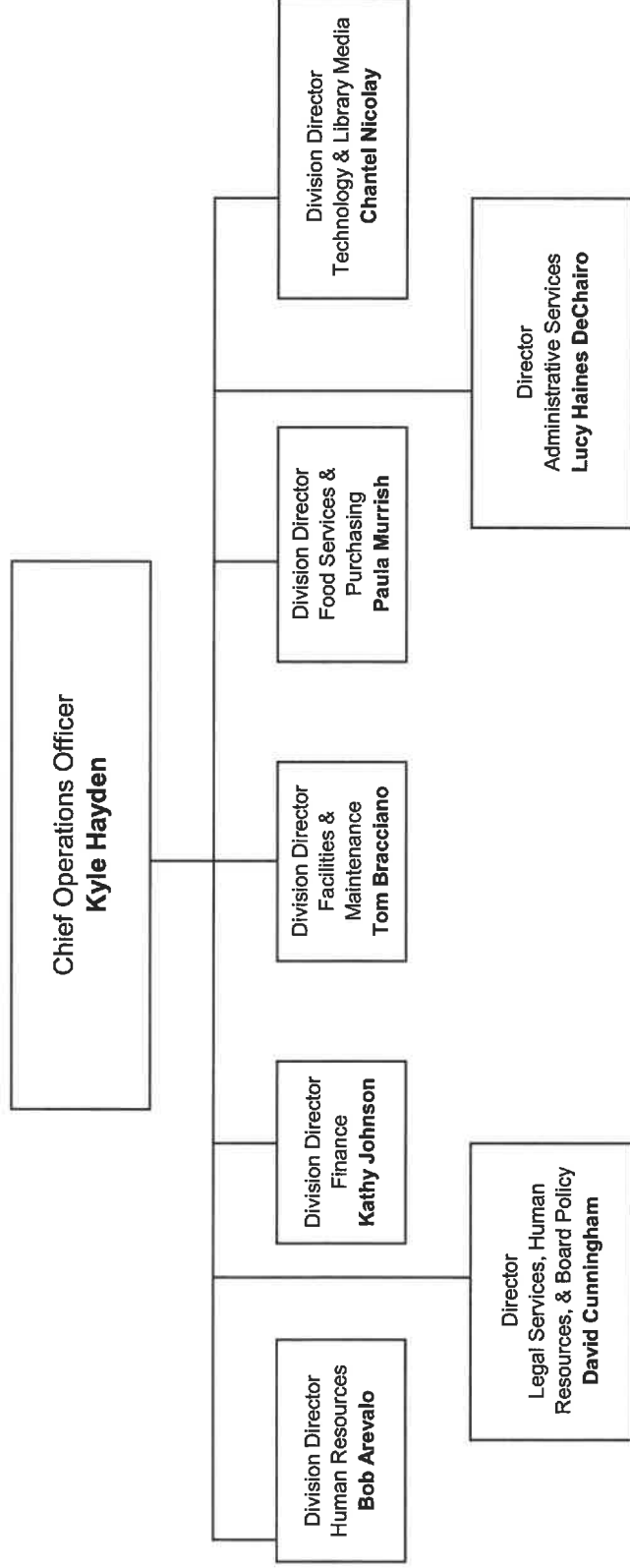
Chief Operations Officer
Kyle Hayden

Division Director
Human Resources
Bob Arevalo

Supervisor
Benefits Payroll
Susan Fowler

Director
Legal Services, Human Resources, & Board Policy
David Cunningham

Division Director
Finance
Kathy Johnson

Supervisor Accounts
Payable
Pam Fraley

Division Director
Facilities & Maintenance
Tom Bracciano

Supervisor
Building Services
Ernie Steinbach

Supervisor
Grounds
Roger Paschke

Supervisor
Maintenance
Bryan Hunter

Division Director
Food Services & Purchasing
Paula Murrish

Registered Dietician
Supervisor
Lindsey Morgan

Director
Special Operations, Safety,
Transportation
Rick Gammill

updated 05/23/11

2011-12 Technology & Library Media Services

LAWRENCE PUBLIC SCHOOLS

Chief Operations Officer
Kyle Hayden

Chief Academic Officer
Teaching & Learning
Kim Bodensteiner

Division Director
Technology & Library Media
Chantel Nicolay

Analyst, Support
Technology
Bonnie Briscoe
Carrie Coffey
Paul Dawson
Gail Flowers
Ron Fowler
Sherri Fowler
John Gottstein
Karl Hague
Pat Nicholas
Jason Wallace

Specialist
Technology Professional
Development
Gregg Burcham

KEY

Administrative Contract

Classsified
Salary
At-Will

Certified Contract

2012-13 Administrative Organizational Structure

LAWRENCE PUBLIC SCHOOLS

Community

Board of Education

Superintendent of Schools
Rick Doll

School Leadership
Principals

Assistant Superintendent
Business & Operations
Kyle Hayden

- Division Director
Facilities & Maintenance
Tom Bracciano

- Director
Administrative
Services
Ron May

- Division Director
Finance
Kathy Johnson

- Division Director
Food Service & Purchasing
Paula Murrish

- Director
Human Resources –
Payroll, Benefits, &
Legal Services
David Cunningham

- Division Director
Human Resources
Anna Stubblefield

- Division Director
Technology & Library
Media
Chantel Nicolay

Assistant Superintendent
Teaching & Learning
Adam Holden

- Division Director
Technology & Library
Media
Chantel Nicolay

- Division Director
Student Intervention
Kevin Harrell

- Division Director
Instruction
Angelique Kobler

- Division Director
Curriculum
Lucy Haines-Dechairo

- Division Director
Assessment, Research,
School Improvement
Terry McEwen

2012-13
Superintendent's Office

LAWRENCE PUBLIC SCHOOLS

Community

Board of Education

Superintendent of Schools
Rick Doll

Clerk of the Board
Janice Dunn

Director
Lawrence Schools Foundation, LEAP
Susan Esau

Director
Communications
Julie Boyle

2012-13
Teaching & Learning

LAWRENCE PUBLIC SCHOOLS

KEY

| Administrative Contract |
| Classified Salary |
| Certified Contract |

Assistant Superintendent
Teaching & Learning
Adam Holden

Division Director
Assessment, Research, School Improvement
Terry McEwen

Division Director
Curriculum
Lucy Haines Dechairo

Specialist
Curriculum & Instruction
Kimberly Young

Specialist
Curriculum & Instruction
Ellen Willets

Specialist
Curriculum & Instruction
Leah Wisdom

Specialist
Curriculum & Instruction
Anne Wallace

Specialist
Curriculum & Instruction
Anita Carlson

Specialist
Curriculum & Instruction
Rick Henry

Division Director
Instruction
Angelique Kobler

Division Director
Student Intervention
Kevin Harrell

Director
Native American Services
Jennifer Attocknie

Assistant Directors
Special Education
Laura Basham
Sheila Smith
Lori Stithem

Special Education Facilitators
Paige Buckingham
Donna Patton-Bryant
Jenna Viscomi
Miko Kooken

Director
Adult Education Services
Sharen Steele

Health Services Facilitator
Sonja Gaumer

Division Director
Technology & Library Media
Chantel Nicolay

2012-13
Business & Operations

KEY
Administrative
Classified
Salary

LAWRENCE PUBLIC SCHOOLS

Assistant Superintendent
Business & Operations
Kyle Hayden

Division Director
Human Resources
Personnel
Anna Stubblefield

Supervisor
Benefits Payroll
Susan Fowler

Director
Human Resources
Payroll, Benefits & Legal Services
David Cunningham

Division Director
Finance
Kathy Johnson

Supervisor
Accounts Payable
Pam Fraley

Division Director
Facilities & Maintenance
Tom Bracciano

Supervisor
Building Services
Ernie Steinbach

Supervisor
Grounds
Roger Paschke

Supervisor
Maintenance
Bryan Hunter

Division Director
Food Services & Purchasing
Paula Murrish

Supervisor
Warehouse & Printing
Don Brents

Supervisor
Food Service
Lindsey Morgan

Division Director
Technology & Library Media
Chantel Nicolay

Director
Administrative Services
Ron May

2013-14 Administrative Organizational Structure

LAWRENCE PUBLIC SCHOOLS

- Community
  - Board of Education
    - Superintendent of Schools — Rick Doll
      - Assistant Superintendent Business & Operations — Kyle Hayden
        - Manager Bond Projects — Dean Youngers
        - Director Human Resources — Anna Stubblefield
        - Director HR & Legal Services — David Cunningham
        - Director Finance — Kathy Johnson
        - Director Facilities & Operations — Tony Barron
        - Director Food Services & Purchasing — Paula Murrish
        - Director Administrative Services — Ron May
      - Assistant Superintendent Teaching & Learning — Angelique Kobler
        - Director Assessment, Research, & Instructional Resources — Terry McEwen
          - Assistant Director Assessment, Research, & Instructional Resources — Ellen Willets
        - Assistant Director Teaching & Learning — Sarah Oatsvall
        - Director Student Intervention Services — Kevin Harrell
          - Assistant Directors Special Education — Laura Basham, Sheila Smith, Lori Stithem
      - Assistant Superintendent Educational Technology Programs — Jerri Kemble
        - Director Adult Education Services — Rick Henry
        - Director Information Technology — Chantel Nicolay
        - Director Career & Technical Education — Patrick Kelly
        - Manager Bond Projects — Dean Youngers

2013-2014 Superintendent's Office

LAWRENCE PUBLIC SCHOOLS

Community

Board of Education

Superintendent of Schools
Rick Doll

Clerk of the Board
Janice Dunn

Director
Communications
Julie Boyle

Director
Lawrence Schools Foundation, LEAP
Susan Esau

2013-14
Educational Technology Programs

LAWRENCE PUBLIC SCHOOLS

Assistant Superintendent
Educational Technology Programs
Jerri Kemble

Director
Career & Technical Education
Patrick Kelly

Director
Information Technology
Chantel Nicolay

Director
Adult Education Services
Rick Henry

2013-14
Teaching & Learning

LAWRENCE PUBLIC SCHOOLS

Assistant Superintendent
Teaching & Learning
Angelique Kobler

Assistant Director
Teaching & Learning
Sarah Oatsvall

Director
Student Intervention Services
Kevin Harrell

Coordinator
Native American
Services
Jennifer Attocknie

Coordinator
Student Intervention
Programs
Leah Wisdom

Facilitator
Health Services
Sonja Gaumer

Assistant Directors
Special Education
Laura Basham
Shelia Smith
Lori Stithem

SPED Facilitators
Paige Buckingham
Miko Kooken
Donna Patton-Bryant
Jenna Viscomi

Director
Assessment, Research, &
Instructional Resources
Terry McEwen

Assistant Director
Assessment, Research, &
Instructional Resources
Ellen Willets

Assistant Superintendent
Business & Operations
Kyle Hayden

2013-2014
Business & Operations

Director
Human Resources
Anna Stubblefield

Director
HR & Legal Services
David Cunningham

Supervisor
Payroll & Benefits
Susan Fowler

Director
Finance
Kathy Johnson

Supervisor
Accounts Payable
Pam Fraley

Director
Facilities & Operations
Tony Barron

Supervisor
Maintenance
Bryan Hunter

Supervisor
Grounds
Roger Paschke

Supervisor
Building Services
Ernie Steinbach

Director
Food Services & Purchasing
Paula Murrish

Supervisor
Food Service
Lindsey Morgan

Supervisor
Warehouse & Printing
Don Brents

Director
Administrative Services
Ron May

Administrative Organizational Structure

Community

Board of Education

Superintendent of Schools
Rick Doll

LAWRENCE PUBLIC SCHOOLS

Assistant Superintendent
Business & Operations
Kyle Hayden

- Director
  Administrative Services
  Ron May

- Director
  Food Services & Purchasing
  Paula Murrish

- Director
  Facilities & Operations
  Tony Barron

- Director
  Finance
  Kathy Johnson

- Director
  HR & Legal Services
  David Cunningham

- Director
  Human Resources
  Anna Stubblefield

- Manager
  Bond Projects
  Dean Youngers

Assistant Superintendent
Teaching & Learning
Angelique Kobler

- Director
  Assessment, Research, &
  Instructional Resources
  Terry McEwen
  - Assistant Director
    Assessment, Research,
    &Instructional Resources
    Ellen Willets

- Assistant Director
  Teaching & Learning
  Sarah Oatsvall

- Director
  Student Intervention Services
  Kevin Harrell
  - Assistant Directors
    Special Education
    Laura Basham
    Sheila Smith
    Lori Stithem

Assistant Superintendent
Educational Programs &
Technology
Jerri Kemble

- Director
  Adult Education Services
  Rick Henry

- Director
  Information Technology
  Melinda Stanley

- Director
  Career & Technical Education
  Patrick Kelly

- Manager
  Bond Projects
  Dean Youngers

Superintendent's Office

Lawrence Public Schools

Community

Board of Education

Superintendent of Schools
Rick Doll

Clerk of the Board
Janice Dunn

Director
Lawrence Schools Foundation, LEAP
Adina Morse

Director
Communications
Julie Boyle

Educational Programs & Technology

LAWRENCE PUBLIC SCHOOLS

Assistant Superintendent
Educational Programs & Technology
Jerri Kemble

Director
Career & Technical Education
Patrick Kelly

Director
Information Technology
Melinda Stanley

Director
Adult Education Services
Rick Henry

Teaching & Learning

Lawrence Public Schools

Assistant Superintendent
Teaching & Learning
Angelique Kobler

Assistant Director
Teaching & Learning
Sarah Oatsvall

Coordinator
Health & Wellness
Curriculum
Denise L. Johnson

Director
Student Intervention Services
Kevin Harrell

Coordinator
Student Intervention
Programs
Leah Wisdom

Coordinator
Native American
Services
Jennifer Attocknie

Facilitator
Health Services
Sonja Gaumer

Facilitator
Mental Health Services
Jose Cornejo

Assistant Directors
Special Education
Laura Basham
Shelia Smith
Lori Stithem

Facilitators
Special Education
Paige Buckingham
Amie Tripp-Bristol
Donna Patton-Bryant
Jenna Viscomi

Director
Assessment, Research, &
Instructional Resources
Terry McEwen

Assistant Director
Assessment, Research, &
Instructional Resources
Ellen Willets

Assistant Superintendent
Business & Operations
Kyle Hayden

Business & Operations

Director
Human Resources
Anna Stubblefield

Director
HR & Legal Services
David Cunningham

Supervisor
Human Resources
Susan Fowler

Director
Finance
Kathy Johnson

Supervisor
Accounts Payable
Pam Fraley

Director
Facilities & Operations
Tony Barron

Supervisor
Maintenance
Trisha Brooke-Fruendt

Supervisor
Grounds
Roger Paschke

Supervisor
Building Services
Ernie Steinbach

Supervisor
HS Facilities Services
Nick Taylor

Director
Food Services & Purchasing
Paula Murrish

Supervisor
Food Service
Lindsey Morgan

Supervisor
Warehouse &
Printing
Don Brents

Director
Administrative Services
Ron May

Administrative Organizational Structure

Community

Board of Education

Superintendent of Schools
Rick Doll

Assistant Superintendent
Business & Operations
Kyle Hayden

- Director
Administrative Services
Ron May
- Director
Human Resources
Anna Stubblefield
- Director
HR & Legal Services
David Cuningham
- Director
Finance
Kathy Johnson
- Director
Facilities & Operations
Tony Barron
- Director
Food Services & Purchasing
Paula Murrish

Assistant Superintendent
Teaching & Learning
Angelique Nedved

- Director
Student Intervention Services
Kevin Harrell
  - Assistant Directors
Special Education
Laura Basham
Sheila Smith
Lori Stithem
- Director
Curriculum, Instruction &
Assessment
Terry McEwen
  - Assistant Director
Curriculum, Instruction &
Assessment
Kirsten Wondra
  - Assistant Director
Curriculum, Instruction &
Assessment
Ellen Willets

Assistant Superintendent
Educational Programs & Technology
Jerri Kemble

- Director
Career & Technical Education
Patrick Kelly
- Director
Adult Education Services
Rick Henry

LAWRENCE PUBLIC SCHOOLS

Superintendent's Office

LAWRENCE PUBLIC SCHOOLS

Community

Board of Education

Superintendent of Schools
Rick Doll

Clerk of the Board
Janice Dunn

Director
Communications
Julie Boyle

Director
Lawrence Schools Foundation, LEAP
Adina Morse

Educational Programs & Technology

LAWRENCE PUBLIC SCHOOLS

Assistant Superintendent
Educational Programs & Technology
Jerri Kemble

Director
Career & Technical Education
Patrick Kelly

Director
Adult Education Services
Rick Henry

Supervisor
Technology Services
Jennifer Stones

Teaching & Learning

Assistant Superintendent
Teaching & Learning
Angelique Nedved

Director
Student Intervention Services
Kevin Harrell

Coordinator
Native American Services
Jennifer Attocknie

Coordinator
Student Intervention Programs
Leah Wisdom

Facilitator
Health Services
Sonja Gaumer

Facilitator
Mental Health Services
Jose Cornejo

Assistant Directors
Special Education
Laura Basham
Shelia Smith
Lori Stithem

Facilitators
Special Education
Paige Buckingham
Amie Tripp-Bristol
Donna Patton-Bryant
Jenna Viscomi

Director
Curriculum, Instruction & Assessment
Terry McEwen

Assistant Director
Curriculum, Instruction & Assessment
Ellen Willets

Assistant Director
Curriculum, Instruction & Assessment
Kirsten Wondra

Coordinator
Health & Wellness Curriculum
Denise L. Johnson

Assistant Superintendent
Business & Operations
Kyle Hayden

Business & Operations

Director
Human Resources
Anna Stubblefield

Director
HR & Legal Services
David Cunningham

Supervisor
Human Resources
Susan Fowler

Director
Finance
Kathy Johnson

Supervisor
Accounts Payable
Pam Fraley

Director
Facilities & Operations
Tony Barron

Supervisor
Maintenance
Patricia Brooke-Fruendt

Supervisor
Grounds
Roger Paschke

Supervisor
Building Services
Ernie Steinbach

Supervisor
HS/MS Facilities
Services
Nick Taylor

Director
Food Services & Purchasing
Paula Murrish

Supervisor
Food Service
Lindsey Morgan

Supervisor
Warehouse &
Printing
Don Brents

Director
Administrative Services
Ron May

LAWRENCE PUBLIC SCHOOLS

2017-18 District Leadership

Engaging our Community in Supporting Student & Staff Success

8/28/2017

School Families & Community Partners

Board of Education

Interim Superintendent / Deputy Superintendent
Anna Stubblefield

Executive Director Communications
Julie Boyle

Executive Director Lawrence Schools Foundation/LEAP
Dena Johnston

Chief Operations Officer
Kyle Hayden

Executive Director Facilities & Operations
Tony Barron

- **Director Operations** — Ron May
- **Supervisor Grounds** — Mike Perryman
- **Supervisor Custodial Support** — Nick Taylor
- **Supervisor Facility Maintenance & Construction** — Patricia Brooke-Fruendt

---

Executive Director Nutrition & Wellness Printing & Purchasing
Paula Murrish

- **Assistant Director Health & Wellness** — Denise L. Johnson
- **Supervisor Nutrition & Wellness Registered Dietitian** — Lindsey Morgan
- **Supervisor Printing & Purchasing** — Don Brents
- **Supervisor Warehouse** — Brian Jones

Executive Director Finance
Kathy Johnson

- **Supervisor Accounting** — Pam Fraley
- **Manager Budget** — Skyler Mendez

Executive Director Human Resources Chief Legal Counsel
David Cunningham

- **Director Human Resources** — Semrie Devin
- **Assistant Director Health & Wellness** — Denise L. Johnson
- **Supervisor Human Resources** — Susan Fowler

Executive Director Student Support & Special Education
Kevin Harrell

- **Assistant Director Equity & Student Support** — Leah Wisdom
- **Coordinator Native American Student Services** — Jennifer Attocknie
- **Assistant Director Special Education Secondary** — Lori Stithem
- **Assistant Director Special Education Elementary** — Shelia Smith
- **Assistant Director Special Education Early Childhood** — Laura Basham
- **Coordinator Early Childhood** — Marie Taylor

Assistant Superintendent Leading, Learning, & Technology
Jerri Kemble

- **Director High School Support** — Rick Henry
- **Director Middle School Support** — Jennifer Bessolo
- **Director Elementary School Support** — Darcy Kraus
- **Director Assessment, Research & Accountability** — Terry McEwen
- **Assistant Director Learning & Instructional Resources** — Ellen Willats
- **Assistant Director Learning & Technology** — Kirsten Wondra
- **Supervisor Technology Support** — Jennifer Fessenden

High School Principals & Learning Coaches

Middle School Principals & Learning Coaches

Elementary School Principals & Learning Coaches

Teachers & Staff

LAWRENCE PUBLIC SCHOOLS

2018-19 District Leadership

Engaging our School Community in Supporting Student Achievement & Success

6/25/2018

- School Families & Community Partners
- Board of Education
- Superintendent **Anthony Lewis**
- Deputy Superintendent **Anna Stubblefield**

Executive Director Lawrence Schools Foundation/LEAP — Dena Johnston

Chief Operations Officer — Kyle Hayden
- Executive Director Facilities & Operations — Tony Barron
- Director Operations — Ron May
  - Supervisor Grounds — Mike Perryman
  - Supervisor Custodial Support — Nick Taylor
  - Supervisor Facility Maintenance & Construction — Patricia Brooks-Fruendt

Executive Director Communications — Julie Boyle

Executive Director Finance — Kathy Johnson
- Supervisor Accounting — Pam Fraley
- Manager Budget — Kevin Etzel

Executive Director Nutrition & Wellness Printing & Purchasing — Paula Murrish
- Assistant Director Health & Wellness — Denise L. Johnson
- Supervisor Nutrition & Wellness Registered Dietitian — Lindsey Morgan
- Supervisor Printing & Purchasing — Don Brents
- Supervisor Warehouse — Brian Jones

Executive Director Human Resources Chief Legal Counsel — David Cunningham
- Director Human Resources — Samie Devin
- Assistant Director Health & Wellness — Denise L. Johnson
- Supervisor Human Resources — Susan Fowler

Executive Director Student Services & Special Education — Kevin Harrell
- Director Early Childhood — Laura Basham
- Coordinator Early Childhood — Marie Taylor
- Coordinator Early Childhood (birth-3) — Suzy Green
- Assistant Director Special Education Elementary — Shella Smith
- Assistant Director Special Education Secondary — Lori Stithem
- Coordinator Native American Student Services — Jennifer Attocknie

- Middle & High School Principals
- Elementary School Principals

Assistant Superintendent Leading, Learning, & Technology — Jerri Kemble
- Director Instruction, Equity & Student Services — Leah Wisdom
- Director Curriculum — Jennifer Bessolo
- Director Secondary Schools — Rick Henry
- Director Elementary Schools — Darcy Kraus
- Director Career & Technical Education — Patrick Kelly
- Director Virtual Education — Monte Westfall
- Assistant Director Virtual Education — Jayci Hamm
- Director Assessment, Research & Accountability — Terry McEwen
- Director Learning & Technology — Ellen Willets
- Assistant Director Learning & Technology — Kirsten Wondra

Teachers & Staff

LAWRENCE PUBLIC SCHOOLS

2019-20 District Leadership
All Students, One Team

LAWRENCE PUBLIC SCHOOLS

School Families & Community Partners

Board of Education

Superintendent
Anthony Lewis

Executive Assistant & Board Clerk
Alyse Donnell

Deputy Superintendent
Anna Stubblefield

Executive Director
Communications
Julie Boyle

Executive Director
Lawrence Schools Foundation/LEAP
Dena Johnston

Assistant Superintendent Technology & Innovation
Jerri Kemble

- Director Secondary Schools — Rick Henry
- Middle & High School Principals
- Director Elementary Schools — Darcy Kraus
- Elementary School Principals
- Director Safety, Security, Administration — Ron May

- Director Technology — Ellen Willets
- Director Career & Technical Education — Patrick Kelly
- Principal, Adult Education & Alternative Programming — Bill DeWitt
- Supervisor Project Manager — Susan Fowler
- Director Virtual Education — Monte Westfall
- Coordinator Virtual Education — Candace Stewart

Executive Director Research, Evaluation & Accountability
Zachary Conrad

- Director Equity, Instruction, & Student Support — Leah Wisdom
- Coordinator Native American Student Services — Jennifer Attocknie

Executive Director Student Services & Special Education
Kevin Harrell

- Director Curriculum — Jennifer Bessolo
- Assistant Director Fine Arts, Health & Wellness — Denise L. Johnson
- Assistant Director Instructional Technology & Curriculum — Shaun Hanson

Executive Director Human Resources Chief Legal Counsel
David Cunningham

- Director Early Childhood, Student Services, & Special Education — Laura Basham
- Coordinator Early Childhood — Esther Kottwitz
- Coordinator Early Childhood (B-3) — Suzy Green
- Assistant Director Elementary Special Education — Sheila Smith
- Assistant Director Secondary Special Education — Lori Stithem

Executive Director District Services
Paula Murrish

- Director Human Resources — Sammie Devin
- Supervisor Human Resources — Sarah Hamlin

Executive Director Finance
Kathy Johnson

- Supervisor Nutrition & Wellness Registered Dietitian — Lindsey Morgan
- Supervisor Printing & Purchasing — Don Brents
- Supervisor Warehouse — Brian Jones

Executive Director Facilities & Operations
Tony Barron

- Supervisor Accounting — Pam Fraley
- Manager Budget — Kevin Etzel

- Supervisor Grounds — Mike Perryman
- Supervisor Custodial Support — Colin Neill
- Supervisor Maintenance & Construction — Tom Lautis

Teachers & Staff

2020-21 District Leadership
All Students, One Team

LAWRENCE Public Schools

7/20/2021

School Families & Community Partners

Board of Education

Superintendent
Anthony Lewis

Deputy Superintendent
Anna Stubblefield

Executive Assistant & Board Clerk
Alyse Donnell

Executive Director Schools Foundation/LEAP
Dena Johnston

Executive Director Communications
Julie Boyle

Executive Director Data and Technology — Zachary Conrad
- Director Technology — **David Vigney**

Executive Director Curriculum & Instruction — Patrick Kelly
- Director Equity, Instruction, & Student Support — **Leah Wisdom**
- Coordinator Native American Student Services — **Jennifer Attocknie**
- Assistant Director Curriculum & Federal Programs — **Jennifer Bessolo**
- Assistant Director Fine Arts, P.E., Health & Wellness — **Denise L. Johnson**
- Assistant Director Instructional Technology & Curriculum — **Shaun Hanson**
- Specialist Curriculum — **Kris Hase**
- Specialist Curriculum — **Annette Kanoly**
- Specialist Curriculum — **Jennifer Schmitt**

Executive Director Student Services & Special Education — Kevin Harrell
- Director Early Childhood, Student Services, & Special Education — **Laura Basham**
- Coordinator Early Childhood — **Esther Kottwitz**
- Coordinator Early Childhood (B-3) — **Susy Green**
- Assistant Director Elementary Special Education — **Shella Smith**
- Assistant Director Secondary Special Education — **Lori Stithem**
- Coordinator Special Education — **Elaina Honas**

Executive Director Human Resources Chief Legal Counsel — David Cunningham
- Director Human Resources — **Sammie Devin**
- Assistant Director Fine Arts, P.E., Health & Wellness — **Denise L. Johnson**
- Director Human Resource & Safety — **Ron May**
- Supervisor Human Resources — **Sarah Hamlin**

Executive Director District Services — Paula Murrish
- Assistant Director Fine Arts, P.E., Health & Wellness — **Denise L. Johnson**
- Supervisor Nutrition & Wellness Registered Dietitian — **Lindsay Morgan**
- Supervisor Printing & Purchasing — **Don Brents**
- Supervisor Warehouse — **Brian Jones**

Executive Director Finance — Kathy Johnson
- Supervisor Accounting — **Pam Frazley**
- Manager Budget — **Kevin Etzel**

Executive Director Facilities & Operations — Tony Barron
- Supervisor Grounds — **Mike Perryman**
- Supervisor Custodial Support — **Colin Neill**
- Supervisor Maintenance & Construction — **Tom Lauto**

(Schools — reporting under Data and Technology / Curriculum column)
- Director Secondary Schools — **Rick Henry**
- Middle & High School Principals
- Principal LCCC, Adult Education & Alternative Programming — **Bill DeWitt**
- Director Elementary Schools — **Darcy Kraus**
- Elementary School Principals
- Director Virtual Education — **Monte Westfall**
- Coordinator Virtual Education — **Candace Stewart**

Teachers & Staff

2021-22 District Leadership
All Students, One Team

LAWRENCE Public Schools

School Families & Community Partners

Board of Education

Superintendent
Dr. Anthony Lewis

Executive Assistant & Board Clerk
Alyse Donnell

Executive Director Lawrence Schools Foundation/LEAP
Dana Johnston

Executive Director Communications
Julie Boyle

Interim Chief Operations Officer (COO)
Dr. Larry Englebrick

Chief Academic Officer (CAO)
Patrick Kelly

Executive Director Finance
Kathy Johnson

Assistant Director Budget & Finance
Kevin Etzel

Assistant Director Accounting
Pam Fraley

Executive Director District Services
Paula Murrish

Assistant Director Registered Dietitian Nutrition & Wellness
Lindsey Morgan

Supervisor Warehouse
Brian Jones

Executive Director Human Resources
Samrie Devin

Director Human Resources & Transportation
Ron May

Assistant Director Human Resources
Sarah Hamlin

Assistant Director Fine Arts, P.E., Health & Wellness
Denise L. Johnson

Director Facilities & Operations
TBD

Supervisor Custodial Support
Colin Neill

Supervisor Maintenance & Construction
Tom Lantis

Executive Director Inclusion, Engagement, & Belonging
Dr. Cynthia Johnson

Director Secondary Schools
Rick Henry

Principals of Middle, High, & Virtual Schools; LCCC, Adult Ed., & Alt. Programs

Director Elementary Schools
Kristen Ryan

Elementary School Principals

Coordinator Native American Student Services
Kelly Walker

Coordinator Mental Health
Jose Cornejo

Executive Director Data and Technology
Zachary Conrad

Director Technology
David Vignery

Psychometrician
Pete Ramler

Director Instruction & Professional Development
Leah Wisdom

Instructional Coaches

Director Curriculum & Virtual Education
Dr. Jennifer Bessolo

Coordinator Virtual Education
Candace Stewart

Curriculum Specialist
Kris Hase

Curriculum Specialist
Annette Kenedy

Assistant Director Fine Arts, P.E. Health & Wellness
Denise L. Johnson

Assistant Director Instructional Technology & Curriculum
Shaun Hanson

Executive Director Special Services
Kevin Harrell

Director Student Services
Laura Basham

Coordinator Early Childhood
Esther Kottwitz

Elementary Special Education
Sheila Smith

Assistant Director Secondary Special Education
Lori Stithem

Coordinator Special Education
Elaina Honas

Teachers & Staff

7/12/2021