

EMPLOYMENT RECOMMENDATIONS – September 17, 2025

Resignation

- **Rebecca Riva**, Payroll and Insurance Coordinator at Central Office, effective September 19, 2025.

Retirement

- **Mark Grounds**, Dean of Students at Jacksonville High School, effective at the end of the 2028-2029 school year. Eligible for retirement incentive. Irrevocable resignation pursuant to JEA contract.
- **Cammie Symons**, English Teacher at Jacksonville High School, effective at the end of the 2028-2029 school year. Eligible for retirement incentive. Irrevocable resignation pursuant to JEA contract.
- **Shawn Ford**, School Nurse at Early Years/Pre-Kindergarten Center, effective at the end of the 2026-2027 school year.
- **Sue Lovdahl**, Principal at Lincoln Elementary School, effective at the end of the 2025-2026 school year.
- **Monica Dixon**, Physical Education Teacher at Murrayville-Woodson Elementary School, effective at the end of the 2028-2029 school year. Eligible for retirement incentive. Irrevocable resignation pursuant to JEA contract.
- **Mary Camerer**, Principal at Washington Elementary School, revision of retirement date from the end of the 2027-2028 school year to the end of the 2026-2027 school year.
- **J.R. Dugan**, Physical Education Teacher at Jacksonville High School, revision of retirement date from end of 1st semester of the 2025-2026 school year to the end of the 1st semester of the 2026-2027 school year. Eligible for the retirement incentive. Irrevocable resignation pursuant to the JEA contract.
- **Brett Burchard**, Music/Band/Orchestra Teacher at Jacksonville Middle School, effective at the end of the 2028-2029 school year. Eligible for retirement incentive. Irrevocable resignation pursuant to JEA contract.
- **Kelly Maul**, Special Education Teacher at North Elementary School, effective at the end of the 2028-2029 school year. Eligible for retirement incentive. Irrevocable resignation pursuant to JEA contract.

Employment-Classified

- **Shelby Mibb**, Noon Supervisor at South Elementary School, *Salary: \$15.00 per hour*, contingent upon receipt and confirmation of required employment documentation, effective retroactively to August 28, 2025.
- **Savannah Robinson**, Special Education Paraprofessional at Lincoln Elementary School, *Salary: \$18.67 per hour*, contingent upon receipt and confirmation of required employment documentation, effective September 18, 2025.
- **Omari Murray**, Special Education Paraprofessional at Jacksonville High School, *Salary: \$18.67 per hour*, contingent upon receipt and confirmation of required employment documentation, effective September 18, 2025.
- **Charles Upchurch**, Noon Supervisor at Lincoln Elementary School, *Salary: \$15.00 per hour*, contingent upon receipt and confirmation of required employment documentation, effective retroactively to September 2, 2025.

Stipends

- **Amanda Alred**, Special Education Teacher at North Elementary School, Elementary Planning Period Stipend for the 2025-2026 school year – 1st semester, *Stipend: \$2,500*.
- **Abby Parks**, Special Education Teacher at North Elementary School, Elementary Planning Period Stipend for the 2025-2026 school year – 1st semester, *Stipend: \$2,500*.
- **Kelly Maul**, Special Education Teacher at North Elementary School, Elementary Planning Period Stipend for the 2025-2026 school year – 1st semester, *Stipend: \$2,500*.

- **Kelly Maul**, Special Education Teacher at North Elementary School, Long Term Sub Extra Duty Stipend for the 2025-2026 school year, *Stipend: \$3,000*.
- **Sharon Donovan-Besterfeldt**, Special Education Teacher at North Elementary School, Elementary Planning Period Stipend for the 2025-2026 school year – 1st semester, *Stipend: \$2,500*.
- **Allyson Maul-Wherely**, Grade Level Leader for Kindergarten for the 2025-2026 school year, *Stipend: \$1,292.43, 3% on the base of \$43,081*, effective September 18, 2025.
- **Melissa Bourne**, Grade Level Leader for 1st Grade for the 2025-2026 school year, *Stipend: \$1,292.43, 3% on the base of \$43,081*, effective September 18, 2025.
- **Cheney Brewer**, Grade Level Leader for 2nd Grade for the 2025-2026 school year, *Stipend: \$1,292.43, 3% on the base of \$43,081*, effective September 18, 2025.
- **Ashton Skaggs**, Grade Level Leader for 3rd Grade for the 2025-2026 school year, *Stipend: \$1,292.43, 3% on the base of \$43,081*, effective September 18, 2025.
- **Rebecca Heaton**, Grade Level Leader for 4th Grade for the 2025-2026 school year, *Stipend: \$1,292.43, 3% on the base of \$43,081*, effective September 18, 2025.
- **Lisa Horton**, Grade Level Leader for 5th Grade for the 2025-2026 school year, *Stipend: \$1,292.43, 3% on the base of \$43,081*, effective September 18, 2025.
- **Ashley Lawson**, MTSS Committee Member for the 2025-2026 school year, *Stipend: \$861.62, 2% on the base of \$43,081*, effective September 18, 2025.
- **Karen Fezler**, MTSS Committee Member for the 2025-2026 school year, *Stipend: \$861.62, 2% on the base of \$43,081*, effective September 18, 2025.
- **Amy Pieper**, MTSS Committee Member for the 2025-2026 school year, *Stipend: \$861.62, 2% on the base of \$43,081*, effective September 18, 2025.
- **Rebecca Heaton**, MTSS Committee Member for the 2025-2026 school year, *Stipend: \$861.62, 2% on the base of \$43,081*, effective September 18, 2025.
- **Mallory Martin**, MTSS Committee Member for the 2025-2026 school year, *Stipend: \$861.62, 2% on the base of \$43,081*, effective September 18, 2025.
- **Carol Hauser**, MTSS Committee Member for the 2025-2026 school year, *Stipend: \$861.62, 2% on the base of \$43,081*, effective September 18, 2025.
- **Stephanie Upton**, MTSS Committee Member for the 2025-2026 school year, *Stipend: \$861.62, 2% on the base of \$43,081*, effective September 18, 2025.
- **Michael Burke**, MTSS Committee Member for the 2025-2026 school year, *Stipend: \$861.62, 2% on the base of \$43,081*, effective September 18, 2025.
- **Elise Black**, MTSS Committee Member for the 2025-2026 school year, *Stipend: \$861.62, 2% on the base of \$43,081*, effective September 18, 2025.
- **Abby Crow**, MTSS Committee Member for the 2025-2026 school year, *Stipend: \$861.62, 2% on the base of \$43,081*, effective September 18, 2025.
- **Darla Hamilton**, Math Department Chair at Jacksonville Middle School for the 2025-2026 school year, *Stipend \$3,015.67, 7% on the base of \$43,081*, effective September 18, 2025.
- **Lauren Range**, Science Department Chair at Jacksonville Middle School for the 2025-2026 school year, *Stipend \$3,015.67, 7% on the base of \$43,081*, effective September 18, 2025.
- **Pat Kelly**, Social Studies Department Chair at Jacksonville Middle School for the 2025-2026 school year, *Stipend \$3,015.67, 7% on the base of \$43,081*, effective September 18, 2025.
- **Stephanie Upton**, Language Arts Department Chair at Jacksonville Middle School for the 2025-2026 school year, *Stipend \$3,015.67, 7% on the base of \$43,081*, effective September 18, 2025.
- **Lesley Dillard**, Special Education Department Chair at Jacksonville Middle School for the 2025-2026 school year, *Stipend \$3,015.67, 7% on the base of \$43,081*, effective September 18, 2025.
- **Kimmie Byers**, Electives Department Chair at Jacksonville Middle School for the 2025-2026 school year, *Stipend \$3,015.67, 7% on the base of \$43,081*, effective September 18, 2025.

- **Cory Bunner**, Physical Education Department Chair at Jacksonville Middle School for the 2025-2026 school year, *Stipend \$3,015.67, 7% on the base of \$43,081*, effective September 18, 2025.
- **Brett Burchard**, Band Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$1,292.43, 3% on the base of \$43,081*, effective September 18, 2025.
- **Brett Burchard**, Jazz Band Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$1,292.43, 3% on the base of \$43,081*, effective September 18, 2025.
- **Brett Burchard**, Orchestra Band Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$1,292.43, 3% on the base of \$43,081*, effective September 18, 2025.
- **Mackenzie Strong**, Spring Musical Director at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$2,154.05, 5% on the base of \$43,081*, effective September 18, 2025.
- **Mackenzie Strong**, Fall Play Set Builder at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$861.62, 2% on the base of \$43,081*, effective September 18, 2025.
- **Mackenzie Strong**, Musical Set Builder at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$861.62, 2% on the base of \$43,081*, effective September 18, 2025.
- **Jennifer Davis**, Student Council Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$1,292.43, 3% on the base of \$43,081*, effective September 18, 2025.
- **Christine Smith**, Vocal Music Director at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$1,292.43, 3% on the base of \$43,081*, effective September 18, 2025.
- **Tiffany Hickox**, Yearbook Sponsor at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$1,292.43, 3% on the base of \$43,081*, effective September 18, 2025.
- **Jo Horabik**, Adaptive Physical Education Teacher at Jacksonville Middle School, 6th Period Stipend for the 2025-2026 school year (1/5 time/30 minutes), *Stipend: \$900*.
- **Matt Menacher**, Physical Education Teacher at Jacksonville Middle School, 6th Period Stipend for the 2025-2026 school year, 1st semester, *Stipend: \$2,250*.
- **Daisy Wood**, Physical Education Teacher at Jacksonville Middle School, 6th Period Stipend for the 2025-2026 school year, 2nd semester, *Stipend: \$2,250*.
- **Ashley Turner**, Language Arts Teacher at Jacksonville Middle School, 6th Period Stipend for the 2025-2026 school year, *Stipend: \$4,500 (1st and 2nd semester)*.
- **Rachel Weber**, Special Education Teacher at Jacksonville Middle School, Long Term Sub Extra Duty Stipend for the 2025-2026 school year, *Stipend: \$3,000*.
- **Bill Gibson**, Assistant Cross Country Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$2,584.86, 6% on the base of \$43,081*, effective September 18, 2025.
- **Derek James**, Head Golf Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$3,015.67, 7% on the base of \$43,081*, effective September 18, 2025.
- **Doug Moy**, Boys Head 6th Grade Basketball Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$3,015.67, 7% on the base of \$43,081*, effective September 18, 2025.
- **George Sparrow**, Girls Head 6th Grade Basketball Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$3,015.67, 7% on the base of \$43,081*, effective September 18, 2025.
- **Ashton Cook**, Girls Head 7th Grade Basketball Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$3,877.29, 9% on the base of \$43,081*, effective September 18, 2025.
- **Daisy Wood**, Girls Head 8th Grade Basketball Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$3,877.29, 9% on the base of \$43,081*, effective September 18, 2025.
- **Emily Hudson**, Cheer Head Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$3,877.29, 9% on the base of \$43,081*, effective September 18, 2025.
- **Lesley Dillard**, Head 8th Grade Volleyball Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$3,877.29, 9% on the base of \$43,081*, effective September 18, 2025.
- **Mary Parks**, Head 7th Grade Volleyball Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$3,877.29, 9% on the base of \$43,081*, effective September 18, 2025.

- **Michelle Thomas-Vogel**, 6th Grade Volleyball Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend \$3,015.67, 7% on the base of \$43,081*, effective September 18, 2025.
- **Cory Bunner**, Physical Education Teacher, Early Bird Class Stipend at Jacksonville Middle School, for the 2025-2026 school year, *Stipend: \$7,417.62*.
- **Cory Bunner**, Baseball Head Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$3,877.29, 9% on the base of \$43,081*, effective September 18, 2025.
- **Shelby Koehler**, Physical Education/Health Teacher, Early Bird Class Stipend at Jacksonville Middle School, for the 2025-2026 school year, *Stipend: \$6,380.58*.
- **Jim Chelsvig**, Head Wrestling Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$4,308.10, 10% on the base of \$43,081*, effective September 18, 2025.
- **Brexton Hall**, Wrestling Assistant Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$2,584.86, 6% on the base of \$43,081*, effective September 18, 2025.
- **Leon Clinton**, Track Boys Head Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$4,308.10, 10% on the base of \$43,081*, effective September 18, 2025.
- **Whitney Campbell**, 8th Grade Assistant Track Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$2,584.86, 6% on the base of \$43,081*, effective September 18, 2025.
- **Amie Sims**, 6th Grade Assistant Track Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$2,584.86, 6% on the base of \$43,081*, effective September 18, 2025.
- **Ricky Padilla**, 8th Grade Head Football Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$4,308.10, 10% on the base of \$43,081*, effective September 18, 2025.
- **Jason Mehaffy**, 7th Grade Assistant Football Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend: \$2,584.86, 6% on the base of \$43,081*, effective September 18, 2025.
- **Austin Crowder**, 7th Grade Head Football Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend \$4,308.10, 10% on the base of \$44,937*, effective September 18, 2025.
- **Amy Scoggins**, Dance Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend \$3,015.67, 7% on the base of \$44,937*, effective September 18, 2025.
- **Leslie Sparrow**, Scholastic Bowl Coach at Jacksonville Middle School for the 2025-2026, *Stipend \$3,015.67, 7% on the base of \$44,937*, effective September 18, 2025.
- **Kelly Brockhouse**, Co-Head Softball Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend split at 50%: \$1,938.64, 9% on the base of \$43,081*, effective September 18, 2025.
- **Bill Gibson**, Co-Head Softball Coach at Jacksonville Middle School for the 2025-2026 school year, *Stipend split at 50%: \$1,938.64, 9% on the base of \$43,081*, effective September 18, 2025.
- **Bailey Brammeier**, Special Education Teacher at TAP Program, Loss of Planning Period Stipend for the 2025-2026 school year, *Stipend: \$4,000*.
- **Meredith Blevins**, Special Education Teacher at TAP Program, Loss of Planning Period Stipend for the 2025-2026 school year, *Stipend: \$4,000*.
- **Ashley Crowder**, Geography Bowl at Lincoln Elementary School for the 2025-2026 school year, *Stipend: \$861.62, 2% on the base of \$43,081*, effective September 18, 2025.
- **Austin Crowder**, Geography Bowl at Lincoln Elementary School for the 2025-2026 school year, *Stipend: \$861.62, 2% on the base of \$43,081*, effective September 18, 2025.

Leaves of Absence

- **Sarah Jackson**, Special Education Paraprofessional at Early Years/Pre-Kindergarten Center, requesting family medical leave from August 18, 2025, through September 14, 2025 (4 weeks).
- **Johanna Horabik**, Special Education Teacher at Jacksonville Middle School, requesting family medical leave from September 9, 2025, until March 31, 2026, on an intermittent basis (up to a maximum of 12 weeks).
- **Emily Welbourne**, Title I Teacher at Washington Elementary School, requesting maternity leave from October 3, 2025 until February 2, 2026 (14 weeks).