

Michael Defibaugh
Director, Labor Relations
Human Capital
Akron Public Schools
10 North Main Street
Akron, Ohio 44308

Dear Director Defibaugh:

Re: Follow-up Report of Investigation involving Carrie Stewart

I. INTRODUCTION

As a follow-up to an initial July 8, 2024 report concerning allegations of misconduct committed by Akron Public School's ("APS") employee Carrie Stewart, your office requested further investigation be conducted as to allegations made concerning Ms. Stewart's involvement in the supplemental contract process at APS' North High School ("North"). In addition to her many other supplemental duties, Ms. Stewart serves as North's Athletic Director.

This investigation included the review of documentation provided by APS regarding the North supplemental contracts for the 2022-2023 school year and other information relevant to this investigation.

The following documents are enclosed:

- Summary by Kathryn Rodocker titled "Carrie Stewart Coaching Supplementals" attached as Exhibit A;
- Athletic Director Job Description attached as Exhibit B;
- Limited Supplemental Contracts Google Form attached as Exhibit C;
- North Summary of Hiring Authorization attached as Exhibit D;
- July 8, 2024 Carrie Stewart Investigative Report attached as Exhibit E;
- APS Policy 1130 – Conflict of Interest attached as Exhibit F;
- APS Policy 3210 – Staff Ethics attached as Exhibit G; and
- Summary by Kathryn Rodocker titled "Carrie Stewart National Honor Society" attached as Exhibit H.

The investigation also included the following witness interviews:

- Kathryn Rodocker – 8:30 AM on August 13, 2023, at 10 North Main Street, Akron, OH 44308
- Eleanor Campbell – 12:00 PM on September 9, 2024, at 985 Gorge Blvd, Akron, OH 44310
- Jason Halverson – 12:45 PM on September 9, 2024, at 985 Gorge Blvd, Akron, OH 44310
- Tod Wammes – 12:00 PM on September 12, 2023, at 10 North Main Street, Akron, OH 44308
- Joe Vassalotti – 1:00 PM on September 12, 2023, at 10 North Main Street, Akron, OH 44308
- Judith Neusser – 2:00 PM on September 12, 2023, at 10 North Main Street, Akron, OH 44308

II. SUMMARY OF COMPLAINT

The alleged misconduct concerning supplemental contracts became known to APS' Department of Human Capital during a separate investigation of a workplace complaint against former North High School Principal Kathryn Rodocker. Specifically, the misconduct alleged is that:

1. Ms. Stewart improperly recommended certain supplemental contracts during the 2022-2023 school year;
2. Ms. Stewart failed to ensure that the supplemental contracts she recommended for the 2022-2023 school year were fulfilled by those who were awarded the supplemental contracts; and
3. Ms. Stewart did not fulfill certain obligations that were awarded to her via supplemental contract during the 2022-2023 school year.

See Summary by Kathryn Rodocker titled "Carrie Stewart Coaching Supplementals" attached as Exhibit A.

III. BACKGROUND INFORMATION

A. Supplemental Contract Process

It is important to first provide an overview of the APS supplemental contracts process.

- Typically, head coaching positions are recommended to Human Capital by the Principal, who, at all times relevant to this complaint, was permitted to delegate the responsibility of recommending supplemental contracts to their Building Athletic Director.
- Assistant coaches are typically recommended by a head coach to the Building Athletic Director and/ or Principal.
- The Building Athletic Director and/or Principal then submits a Google Form with their recommendation to Human Capital.

- Human Capital does not send recommendations for Board approval until all coaching credentials and permits are issued. Once the recommended individual has the required credentials, the hiring recommendation is submitted by Human Capital to the Board for approval.
- Ultimately, the building Athletic Director and District Athletics Office are responsible for removing individuals who are not properly credentialed from coaching.
- All athletics contracts are active for one year only. Individuals holding these contracts must be reappointed or hired every year

Both Ms. Rodocker and Ms. Stewart were able to submit the above referenced Google Form to recommend supplemental contracts. *See* Limited Supplemental Contracts Google Form attached as Exhibit C.

B. Summary of Interviews

Catherine Rodocker

Catherine Rodocker was Principal at North during 2022-2023. Ms. Rodocker stated that Ms. Stewart, as North High School Athletic Director, submits a Google Form with her or a head coach's recommended hires for a given supplemental contract. Then, for these supplemental contracts, the District receives that Google Form recommendation and assists in maintaining the required paperwork (which Ms. Rodocker stated was Ms. Stewart's responsibility to ensure that coaches had obtained such paperwork). Lastly, Human Capital sends the recommendation to the Board, and the Board effectively rubber-stamps the recommendation.

Ms. Rodocker stated that Ms. Stewart submitted herself as a freshman girls soccer coach and as a freshman wrestling coach. Ms. Rodocker said that Ms. Stewart was consistently in attendance at wrestling and soccer matches, but only in her capacity as athletic director. Ms. Rodocker said this meant Ms. Stewart was assisting in ticketing, getting gates set up, etc. as opposed to actually assisting in coaching the student athletes. Ms. Rodocker also stated that Ms. Rodocker herself recommended Ms. Stewart to head up National Honor Society ("NHS"), as Ms. Stewart was awarded the contract in previous years, yet no typical NHS events, activities, or meetings were held. Ms. Rodocker stated that Ms. Stewart also recommended her daughters Emily and Erika Johnson, along with North teacher Julie Piney for a new Board Games Club. She said that it seems the club never met.

Eleanor Campbell

Eleanor Campbell is Leader of Campus Support at North. She stated that she had zero input or dealings with supplemental contracts themselves, but that she assists in the administration of student clubs and activities. She expressed that Ms. Stewart had contracts for many clubs, such as Yearbook Club, National Honor Society, and Board Game Club. To Ms. Campbell's knowledge, little to no events were held for any of these clubs. National Honor Society did not

have an induction ceremony or any events that she was aware of. Ms. Campbell shared in Ms. Rodocker's concerns with regard to the supplemental contracts; she stated that things have been going "flagrantly" for years, but many feel threatened by Ms. Stewart. Ms. Campbell would inquire about certain clubs, and at one point Ms. Campbell was invited personally to a Board Game Club meeting, which Ms. Campbell did attend. Ms. Campbell was very skeptical of the meeting and believed that the meeting was held just for Ms. Campbell's benefit, as Ms. Campbell reported that she had previously asked Ms. Stewart about the schedule for the Board Games Club. Ms. Campbell recalled one NHS meeting where students were meant to assist in assembling boxes, but she never saw anyone at the meeting or any invoices for the club.

Jason Halverson

Mr. Halverson has been at North High School since Kenmore closed. He teaches the IT support services program and was the head baseball coach for the first time during 2022-2023 school year. The baseball season was cancelled due to a lack of players. He stated that he has a positive working relationship with North Athletic Director Carrie Stewart and that she works very hard to motivate people and get things done.

Mr. Wammes

Tod Wammes, Labor Relations Manager, has been with APS since 2012. He stated that all supplemental contracts go through Judy Neusser. Judy verifies that a given person has the proper credentials. Mr. Wammes stated that principals did pass off the responsibility of submitting recommendations for supplemental contracts to their athletic directors in the past, but now APS requires that principals are responsible and cannot delegate recommendations. For example, in 2022-2023, Carrie Stewart made supplemental contract recommendations, as she did for a number of years preceding 2022-2023 North Building Principal Ms. Rodocker. Mr. Wammes explained that Ms. Rodocker's concerns should have been expressed to Mr. Vassalotti, then to Labor Relations, if necessary.

Mr. Wammes stated that, ultimately, Ms. Stewart as Building Athletic Director was not responsible for ensuring that the contracts which she recommended were being fulfilled.

Joe Vassalotti

Joe Vassalotti is the Coordinator of Athletics at APS and has been with the District for ten years. He explained that assistant and head coaches are all under supplemental contracts and are required to have certain credentials. Human Capital works with his office to ensure that those recommended for supplemental contracts are properly credentialed. Mr. Vassalotti stated that he has a good working relationship with Ms. Stewart, and that it was not within Ms. Stewart's purview as Building Athletic Director to ensure that all credentials are on file. Mr. Vassalotti also stated that it was common in every district for coaches and assistant coaches to be relatives.

Judith Neusser

Ms. Neusser, APS Employee Benefits Manager, explained that she assisted in getting supplemental contracts on the Board agenda and ensuring that they are being paid out. Ms. Neusser explained that a building principal makes recommendations for hiring at the building level, but that in past, the principal could delegate this authority. Ms. Neusser explained that the recommendations are submitted via Google Form. Ms. Neusser receives a hiring authorization, and then will wait on the necessary credentials before adding to the Board agenda for approval. If someone who is recommended does not meet the necessary credentials, Ms. Neusser informs the District Athletic Office.

Ms. Neusser stated that Ms. Stewart as Building Athletic Director was not responsible for ensuring that the supplemental contracts she recommended were fulfilled.

IV. CONCLUSION OF FACTS

1. Claim: Certain recommendations for supplemental contracts by Ms. Stewart were improper.

As shown in the North Summary of Hiring Authorization attached as Exhibit D, as supplied by Judith Neusser, Ms. Stewart recommended a total of fifty-nine supplemental contracts for the 2022-2023 school year. In her interview, Ms. Rodocker stated that the number of recommendations made by Ms. Stewart was not atypical. Others who participated in the interview process throughout the course of this investigation confirmed that the number of supplemental contract recommendations was not an issue. Ms. Rodocker initially became concerned about Ms. Stewart's supplemental contract recommendations when she realized that Ms. Stewart had been recommending her daughters for awards of supplemental contracts. Ms. Stewart's daughters are Erika and Emily Johnson.

During the 2022-2023 school year, Ms. Stewart recommended the following athletic supplemental contracts to either herself or to her daughters. They were awarded as listed below respectively:

- Emily Johnson, Varsity Soccer Coach (Boys)
- Erika Johnson, Varsity Soccer Coach (Girls)
- Carrie Stewart, Freshman Soccer Coach (Girls)
- Carrie Stewart, Athletic Director
- Emily Johnson, Junior Varsity Wrestling Coach
- Carrie Stewart, Freshman Wrestling Coach
- Erika Johnson, Freshman Volleyball Coach
- Emily Johnson, Junior Varsity Softball Coach

2. **Claim: Ms. Stewart was obligated to ensure performance of the supplemental contracts that she recommended.**

It is not in Ms. Stewart's job description to ensure that the requirements of supplemental contracts are carried out. *See* Athletic Director Job Description attached as Exhibit B. Further, Ms Neusser and Ms. Vassalotti testified that it was not Ms. Stewart's responsibility to ensure that the supplemental contracts that she recommended were carried out.

3. **Claim: Ms. Stewart failed to carry out her own obligations under her own supplemental contracts.**

Regarding her athletic supplemental contracts, Ms. Rodocker said that Ms. Stewart was consistently in attendance at the wrestling matches and the soccer matches, but only in her capacity as Athletic Director. Ms. Rodocker said this meant Ms. Stewart was assisting in ticketing, getting gates set up, etc., as opposed to actually assisting in coaching the student athletes.

There is little record keeping as to when an assistant coach shows up to games, practices, etc. There is no requirement that assistant coaches be present at every game.

Along with her athletic supplemental contracts as stated, Ms. Stewart was also awarded the supplemental contract for National Honor Society Advisor and Yearbook Advisor by Ms. Rodocker.

According to Ms. Rodocker, Stewart also recommended her daughters Emily and Erika Johnson for a new Board Games Club, an after school program. Eleanor Campbell, the Leader of Campus Support, is in charge of the administration of clubs such as National Honor Society ("NHS"), Yearbook Club, and the Board Games Club.

As to the Board Games Club, Ms. Campbell stated that she saw the club meet once, but she never received the dates of any regularly scheduled meetings. Ms. Campbell also stated that she is not typically at North at night or after school. It is unclear to what extent this Club met. The same is true with regard to the Yearbook Club.

Ms. Rodocker also stated that Ms. Rodocker herself recommended Ms. Stewart to head up National Honor Society ("NHS"), as Ms. Stewart was awarded the contract in previous years, yet no typical NHS events, activities, or meetings were held. Ms. Campbell testified that this was true. *See also* Summary by Kathryn Rodocker titled "Carrie Stewart National Honor Society" attached as Exhibit H.

IV. FINDINGS

Relevant APS Policies:

APS Policy 1130, Conflict of Interest, attached as Exhibit F, in pertinent part specifically states that:

“No employee [...] shall engage in or have a financial or other interest, directly or indirectly, in any activity that conflicts or raises a reasonable question of conflict with his/her duties and responsibilities in the school system.”

Furthermore, if any of the funds used to pay these supplemental contracts are Federal funds, the following portion of the APS Policy 1130 also applies:

“Employees [...] can not participate in the selection, award, or administration of a contract supported by a Federal grant/award if s/he has a real or apparent conflict of interest. Such a conflict of interest would arise when the employee, officer or agent, any member of his/her immediate family, his/her partner, or an organization which employs or is about to employ any of the parties described in this section, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.”

1. Claim: Certain recommendations for supplemental contracts by Ms. Stewart were improper.

As to the first claim, Stewart violated APS Policy by recommending herself and her daughters for supplemental contracts. Doing so raises a “reasonable question of conflict” with her duties and responsibilities as Athletic Director, as she and her daughters both benefit financially from such recommendations, in clear violation of the APS Conflict of Interest Policy. *See* Exhibit F. Therefore, it follows that Ms. Stewart has also violated APS Policy 3210(E) – Staff Ethics for failing to comply with written Board policies. *See* Exhibit G.

2. Claim: Ms. Stewart was obligated to ensure performance of the supplemental contracts that she recommended.

As to the second claim, there is no evidence to suggest that Ms. Stewart was responsible for ensuring that those individuals who she had recommended for supplemental contracts carried out their obligations under their contracts. *See* Exhibit B.

3. Claim: Ms. Stewart did not fulfill certain obligations that were awarded to her via supplemental contract during the 2022-2023 school year.

As to the third claim, it is unclear whether Ms. Stewart was fulfilling her supplemental contract duties. At this time, it seems unlikely that clear evidence would be available which shows that Ms. Stewart failed to fulfil her obligations under her various supplemental contracts.

A. Next Steps

After extensive review of the claims and the available evidence, investigators submit the following recommendations for the APS' consideration.

- The process for oversight of supplemental contracts at the building level should be reviewed.
- Further investigation would be required to determine whether Ms. Stewart was not fulfilling her duties under her own supplemental contracts.
- Discipline for Ms. Stewart based on this report.

Please do not hesitate to contact me should you have any questions or desire to further discuss this investigation.

Very Truly Yours,

Hailee Kepchar

Enclosures

Carrie Stewart
Coaching Supplementals

- During the spring of 2022 I became aware that Carrie Stewart had sent her daughter, Erika Johnson, to board for the freshman boys volleyball supplemental contract (Attachment A). During an admin touchbase, I asked if any of my admin has seen Erika at any of the games, because I did not recall seeing her at any of the practices after school. Admin that had covered softball so far that season had not observed her at the games. We took note for the remainder of the season that none of the admin observed her at any of the games or practices after school. Erika was in attendance at one softball game with her sister Emily Johnson, witnessed by Kelly Ryan, Academy Principal, possibly doing stats for the team but no other home volleyball games or practices.
 - This realization prompted me to review all supplementals submitted by Mrs. Stewart for the 2022-2023 school year.
- July 2022: Mrs. Stewart submitted to the board an assistant marching band director supplemental for Mandi Eder, wife of Richard Eder, North HS Band Director and teacher (Attachment B). Mrs. Eder was not observed by any administrator to have attended any of the football games with the marching band.
- August 2022: Mrs. Stewart submitted herself as the freshman girls soccer coach to the board (Attachment C). She did not coach the soccer team at games or practices but did attend on a regular basis in the role as the athletic director.
- September 2022: High school athletic directors and principals received an email from Joe Vassalotti with a list of coaches that did not have a Pupil Activity Permit (PAP) (Attachment D). North HS TSS, Ross Matteson who was submitted as a volunteer girls soccer coach was listed as having applied for his PAP but was pending approval. His PAP was eventually declined by ODE (Attachment E) but continued to coach soccer, wrestling and conduct summer sports camps during the 2022-2023 school year. Mr. Matteson continued to be a volunteer coach during the 2023-2024 school year for both soccer and wrestling.
- November 2022: Three names were submitted for boys basketball for the November 28, 2022 board meeting (Attachment F). Administration only observed two coaches the entire season, head coach Marc Smith Sr, and assistant coach Anthony Teague, run practices or coach at games. A fourth name was submitted in January (see below).
- December 2022-January 2023: Mr. Vassalotti emailed Athletic Directors and Campus Principals regarding missing certifications for winter coaches. North had two coaches listed. Mrs. Stewart replied in her email that Heather Lockard was a volunteer but had applied for her Pupil Activity Permit and it would be here within a week (Attachment G). Heather had not applied and still currently does not have her PAP (Attachment H). The second was the son of the head basketball coach. While Marc Smith Jr did get his PAP completed, he was not observed to have ever coached any game or attended any practice that admin had observed. He was given the freshman boys basketball coach supplemental on January 9, 2023 (Attachment I) which was over halfway through the season (10 games of 22 were left to play for the season) (Attachment J).
- February 2023: Mrs. Stewart submitted herself as the freshman wrestling coach on February 13, 2023 to the board (Attachment K). Similar to the soccer supplemental Mrs. Stewart was consistently in attendance at wrestling matches serving in the athletic director position not as a coach. By the date of submission to the board the entire regular wrestling season had been completed.
- February 2023 - April 2023 (Baseball): At board meetings in February and March Mrs. Stewart submitted two baseball coaches (Arpan Tamang for freshman coach and Jason Halverson for varsity coach) (Attachments L & M). Practices were canceled on a regular basis due to lack of players. The first four games (3/27, 3/28, 4/3, 4/4) were all postponed (Attachment N). All other games scheduled for after 4/4 were canceled. No games were played during the 2022-2023 season, however a third name

was submitted to the board on April 10, 2023. The son of head coach Jason Halverson, Jonathan Halverson, was given the JV baseball coach supplemental (Attachment O). Administration did not observe or meet Jonathan Halverson during any of the practices that the team held prior to canceling the season.

- A baseball roster that was submitted in March 2023 drew admin's attention due to it including a student that had not attended North since February, meaning he was not even attending North when the season started. Academy Principal Kelly Ryan then met with the students listed on the roster to determine their status on the baseball team. Fourteen of the students listed stated that they were not playing, while four students said they were (Attachment P).
- I sent a clarification email regarding the status of the baseball team and next steps regarding practices (Attachment Q). Administration did observe 2 to 3 additional practices after this email but they were only attended by one to three students.
- A coach, Chris Stevens, that was given the freshman softball contract was observed at a couple of baseball practices but not at any of the softball games covered by admin. Mr. Stevens for the two prior years had been the JV baseball coach at North (Attachment M, R & S).
- February 2023 - April 2023 (Track): There were five coaches submitted to coach track in the spring of 2023. Joe Thomas was submitted to the board on 2/27/23 for freshman track (Attachment T). Anthony Magee and Juan Rodriguez-Hernandez were submitted for assistant varsity track contracts on 3/27/23 (Attachment U). Track practices started approximately the beginning of March with the first meet on 3/25/23. Head coach Nicholas Lane was issued his PAP from ODE on 3/28/23 (Attachment V) and went to board on 4/10/23 (Attachment W). Demonte Powell, who had recently been hired as the head football coach, went to board on 4/24/23 for the other freshman track contract (Attachment X). By the time Mr. Powell was submitted to the board two thirds of the season had been completed. Mr. Powell did not get issued his PAP until 4/15/23 (Attachment Y).
 - Due to the multiple events and often multiple teams at track meets, it was difficult for administration to make note of what coaches seemed to be in attendance on a consistent basis. Admin were able to observe both Mr. Lane and Mr. Thomas on a regular basis both at practices and meets. There was often one more assistant coach present but at no time did any admin observe all five coaches present at a practice or a meet. Aaron DeHart, academy principal, spoke with Coach Lane at a track meet at the end of April due to multiple ineligible athletes participating. Mr. Lane shared that he was not provided the eligibility list from Mrs. Stewart and that next year he wants more say in who his assistant coaches are.

Requested items:

-List of all coaches, paid and volunteer, submitted for North for the 2022-2023 and 2023-2024 school years.

Athletic Director - HS

Teachers, Administrators and Other Professionals

School Principal

- **Job Code:** 872
- **FLSA Status:** Exempt
- **Salary Range:** \$5,156.76 - \$5,672.44 (15% of the B.A. Minimum)

Functions:

Prepares the athletic budget with the Principal's approval.

Assists Coaches with equipment requisitions and orders following the Principal's approval.

Administers, in cooperation with the school treasurer, all matters of athletic finance.

Supervises the sale of tickets within the school; assists the Program Manager of Athletics in the distribution of tickets and return of proceeds; completes the proper ticket financial reports, as necessary.

Prepares original eligibility lists, in conjunction with the head coach, for each sport in season.

Sends to the office of the Program Manager of Athletics a copy of the eligibility list one week prior to the first scheduled contest of the sport.

Distributes eligibility sheets to opponents (other than those in City Series or Greater Akron League) and to the office of the Ohio High School Athletic Association, when requested.

Assures that either the Head Coach or the building Athletic Director keeps on file the Ohio High School Participation cards, signed by parents.

Assists coaches in checking eligibility of athletes each grading period.

Assures that coaches maintain an inventory of all athletic equipment.

Assures that coaches clean, repair and store all athletic equipment.

Provides for parking and seating of spectators, bands, and news media.

Supervises and assists as necessary in maintaining proper playing conditions of contest sites, such as marking the fields and providing a scoreboard, public address system, and any other item that is necessary for the operation of the contest.

My Schools Limited Supplemental Contracts

2023-2024

1. Email *

2. School

Mark only one oval.

- Akron Alternative Academy *Skip to question 5*
- Akron Early College *Skip to question 5*
- Helen E. Arnold CLC *Skip to question 3*
- Barber CLC *Skip to question 3*
- Betty Jane CLC *Skip to question 3*
- Bridges *Skip to question 4*
- Buchtel CLC *Skip to question 5*
- Case *Skip to question 3*
- Crouse CLC *Skip to question 3*
- David Hill CLC *Skip to question 3*
- East CLC *Skip to question 5*
- Ellet *Skip to question 5*
- Findley CLC *Skip to question 3*
- Firestone CLC *Skip to question 5*
- Firestone Park *Skip to question 3*
- Forest Hill CLC *Skip to question 3*
- Glover CLC *Skip to question 3*
- Harris-Jackson CLC *Skip to question 3*
- Hatton CLC *Skip to question 3*
- Hyre CLC *Skip to question 4*
- Innes CLC *Skip to question 4*
- I Promise *Skip to question 3*
- Jennings CLC *Skip to question 4*
- Kenmore-Garfield *Skip to question 5*
- King CLC *Skip to question 3*
- Leggett CLC *Skip to question 3*
- Litchfield CLC *Skip to question 4*
- Mason CLC *Skip to question 3*
- McEbright CLC *Skip to question 3*
- Miller South *Skip to question 4*
- NIHF-STEM *Skip to question 4*
- North *Skip to question 5*
- Pfeiffer *Skip to question 3*
- Portage Path CLC *Skip to question 3*

- REACH
- Resnik CLC *Skip to question 3*
- Rimer CLC *Skip to question 3*
- Ritzman CLC *Skip to question 3*
- Robinson CLC *Skip to question 3*
- Sam Salem CLC *Skip to question 3*
- Schumacher CLC *Skip to question 3*
- Seiberling CLC *Skip to question 3*
- STEM *Skip to question 5*
- Voris CLC *Skip to question 3*
- Windemere CLC *Skip to question 3*

3. Elementary Season

Mark only one oval.

- Winter *Skip to question 6*

4. Middle School Season

Mark only one oval.

- Fall *Skip to question 10*
- Winter *Skip to question 11*
- Spring *Skip to question 12*

5. High School Season

Mark only one oval.

- Fall *Skip to question 7*
- Winter *Skip to question 9*
- Spring *Skip to question 8*

Winter Limited Supplemental Contracts

Elementary (Please check all to receive in an email.)

6.

Check all that apply.

494 Activity Supervisor (Middle/Elementary School--Non-Employee. 11.35/day) See ADA/ADM report for # allowed

885 Testing Coordinator - ELEM (1-10 Classrooms)

885 Testing Coordinator - ELEM (11-15 Classrooms)

885 Testing Coordinator - ELEM (16+ Classrooms)

939 Technology Coordinator - ELEM

941 Activity Supervisor (See Hub for ADA/ADM Spreadsheet determining # allowed)

944 Art Building Coordinator

945 Audio Visual Coordinator - ELEM (NON CLC ONLY)

948 Interv Asst. Team Member - ELEM (3 Contracts)

952 Art Building Coordinator - ELEM (No Room)

953 Safety Patrol

Fall Limited Supplemental Contracts

High (Please check all to receive in an email.)

7.

Check all that apply.

- 840 Varsity Football Coach
- 846 Varsity Cross Country Coach (Boys)
- 846 Varsity Cross Country Coach (Girls)
- 847 Varsity Tennis Coach (Girls)
- 848 Varsity Golf Coach (Boys)
- 848 Varsity Golf Coach (Girls)
- 849 Varsity Soccer Coach (Boys)
- 849 Varsity Soccer Coach (Girls)
- 852 Varsity Volleyball Coach
- 854 Asst. Varsity Cross Country Coach (Boys)
- 854 Varsity Asst. Cross Country Coach (Girls)
- 855 Asst. Varsity Football Coach (2 contracts)
- 858 Asst. Varsity Tennis Coach (Girls)
- 859 Jr. Varsity Volleyball Coach
- 860 Jr. Varsity Football Coach
- 863 Jr. Varsity Soccer Coach (Boys)
- 863 Jr. Varsity Soccer Coach (Girls)
- 866 Freshman Football Coach
- 870 Freshman Soccer Coach (Boys)
- 870 Freshman Soccer Coach (Girls)
- 871 Asst. Athletic Director
- 872 Athletic Director
- 874 Freshman Volleyball Coach
- 882 Cheerleading Supervisor
- 889 Asst. Cheerleading Supervisor
- 898 Jr. Varsity Golf Coach (Boys)
- 898 Jr Varsity Golf Coach (Girls)

Spring Limited Supplemental Contracts

High (Please check all to receive in an email.)

8.

Check all that apply.

- 842 Varsity Track Coach
- 842 Varsity Track Coach (Girls)
- 843 Varsity Baseball Coach
- 847 Varsity Tennis Coach (Boys)
- 850 Varsity Softball Coach
- 856 Asst. Varsity Track Coach
- 856 Asst. Varsity Track Coach (Girls)
- 858 Asst. Varsity Tennis Coach (Boys)
- 862 Jr. Varsity Baseball Coach
- 868 Freshman Track Coach
- 868 Freshman Track Coach (Girls)
- 873 Freshman Softball Coach
- 888 Jr. Varsity Softball Coach
- 890 Freshman Baseball Coach

Winter Limited Supplemental Contracts

High (Please check all to receive in an email.)

9.

Check all that apply.

- 841 VARSITY BASKETBALL COACH (Boys)
- 841 VARSITY BASKETBALL COACH (Girls)
- 844 Varsity Swimming Coach (Boys)
- 844 Varsity Swimming Coach (Girls)
- 845 Varsity Wrestling Coach
- 857 Asst. Varsity Swimming Coach (Boys)
- 857 Asst. Varsity Swimming Coach (Girls)
- 861 Jr. Varsity Basketball Coach (Boys)
- 861 Jr. Varsity Basketball Coach (Girls)
- 864 Jr. Varsity Wrestling Coach
- 867 Freshman Basketball Coach (Boys)
- 867 Freshman Basketball Coach (Girls)
- 869 Freshman Wrestling Coach
- 878 Sr. Class Advisor
- 879 Debate Coach
- 880 Drama Coach
- 881 School Treasurer
- 883 Newspaper Supervisor
- 884 Yearbook Advisor
- 885 Testing Coordinator, HS (1-700)
- 885 Testing Coordinator, HS (700+)
- 891 Future Educators Club Advisor
- 892 Student Council Advisor
- 893 Varsity Diving Coach
- 897 Audio Visual Coordinator (NON CLC)
- 899 Interv Asst. Team Member - SR. (3 Contracts)
- 900 National Honor Society Advisor
- 901 Bowling Coach (Boys)
- 901 Bowling Coach (Girls)
- 902 Technology Coordinator - SR.
- 926 Intramurals Director (AEC Only)

Fall Limited Supplemental Contracts

Middle (Please check all to receive in an email.)

10.

Check all that apply.

- 921 Soccer Coach
- 924 Volleyball Coach

Winter Limited Supplemental Contracts

Middle (Please check all to receive in an email.)

11.

Check all that apply.

- 494 Activity Supervisor (Middle/Elementary School--Non-Employee. Payment made each payroll period based on # of days worked/11.35/day)
- 885 Testing Coordinator (1 - 700)
- 885 Testing Coordinator (700+)
- 919 Jazz Band Director
- 920 Varsity Basketball Coach (Boys)
- 920 Varsity Basketball Coach (Girls)
- 923 Wrestling Coach
- 926 Intramurals Director
- 928 Activity Supervisor (See ADA/ADM spreadsheet on Hub for #)
- 929 School Treasurer
- 933 Drama Coach
- 934 Newspaper Advisor
- 935 Audio Visual Coordinator (NON CLC ONLY)
- 937 Interv Asst. Team Member - Middle (3 Contracts)
- 938 Technology Coordinator - M.S.

Spring Limited Supplemental Contracts

Middle (Please check all to receive in an email.)

12.

Check all that apply.

- 922 Track Coach (Boys)
- 922 Track Coach (Girls)
- 925 Softball Coach

This content is neither created nor endorsed by Google.

Google Forms

Issuer email	Date	School	Season	Contract				Issuer Name
cstewart@apslearns.org	6/23/2022	North	Fall	840 Varsity Football Coach	Douglas	Miller		Carrie Stewart
cstewart@apslearns.org	5/26/2022	North	Fall	840 Varsity Football Coach	Doug	Miller		Carrie Stewart
cstewart@apslearns.org	6/23/2022	North	Fall	846 Varsity Cross Country (Girls)	Eric	Mathews		Carrie Stewart
cstewart@apslearns.org	6/23/2022	North	Fall	846 Varsity Cross Country Coach (Boys)	Eric	Mathews		Carrie Stewart
cstewart@apslearns.org	6/23/2022	North	Fall	847 Varsity Tennis Coach (Girls)	Ger	Vang		Carrie Stewart
cstewart@apslearns.org	6/23/2022	North	Fall	848 Varsity Golf Coach (Girls)	Patrick	D'Andrea		Carrie Stewart
cstewart@apslearns.org	6/16/2022	North	Fall	849 Varsity Soccer Coach (Boys)	Emily	Johnson		Carrie Stewart
cstewart@apslearns.org	6/23/2022	North	Fall	849 Varsity Soccer Coach (Girls)	Erika	Johnson		Carrie Stewart
cstewart@apslearns.org	6/23/2022	North	Fall	852 Varsity Volleyball Coach	Detra	Brown		Carrie Stewart
cstewart@apslearns.org	8/2/2022	North	Fall	855 Varsity Asst. Football Coach (2 contracts)	Marc	Fitzgerald		Carrie Stewart
cstewart@apslearns.org	6/30/2022	North	Fall	855 Varsity Asst. Football Coach (2 contracts)	Dan	Dario		Carrie Stewart
cstewart@apslearns.org	6/30/2022	North	Fall	855 Varsity Asst. Football Coach (2 contracts)	Eric	Wilson		Carrie Stewart
cstewart@apslearns.org	7/7/2022	North	Fall	858 Varsity Asst. Tennis Coach (Girls)	Peyton	Young		Carrie Stewart
cstewart@apslearns.org	6/23/2022	North	Fall	859 Jr. Varsity Volleyball Coach	Tiara	Guice		Carrie Stewart
cstewart@apslearns.org	6/30/2022	North	Fall	860 Jr. Varsity Football Coach	Brandon	Campbell		Carrie Stewart
cstewart@apslearns.org	6/30/2022	North	Fall	860 Jr. Varsity Football Coach	Brandon	Johnson		Carrie Stewart
cstewart@apslearns.org	6/23/2022	North	Fall	863 Jr. Varsity Soccer Coach (Boys)	JUAN	RODRIGUEZ HERNANDEZ		Carrie Stewart
cstewart@apslearns.org	6/23/2022	North	Fall	863 Jr. Varsity Soccer Coach (Girls)	Arpan	Tamang		Carrie Stewart
cstewart@apslearns.org	8/2/2022	North	Fall	866 Freshman Football Coach	Chase	Laudato		Carrie Stewart
cstewart@apslearns.org	6/23/2022	North	Fall	870 Freshman Soccer Coach (Boys)	Frederick	Fryberger		Carrie Stewart
cstewart@apslearns.org	6/23/2022	North	Fall	870 Freshman Soccer Coach (Girls)	Carrie	Stewart		Carrie Stewart
cstewart@apslearns.org	6/23/2022	North	Fall	871 Asst. Athletic Director	Nicole	Delahanty		Carrie Stewart
cstewart@apslearns.org	6/23/2022	North	Fall	871 Asst. Athletic Director	Jaimee	Merrell		Carrie Stewart
cstewart@apslearns.org	6/16/2022	North	Fall	872 Athletic Director	Carrie	Stewart		Carrie Stewart
cstewart@apslearns.org	6/23/2022	North	Fall	874 Freshman Volleyball Coach	Deandra	Brown		Carrie Stewart
cstewart@apslearns.org	8/8/2022	North	Fall	882 Cheerleading Supervisor	RaiYana	Rigby		Carrie Stewart
cstewart@apslearns.org	8/30/2022	North	Fall	889 Asst. Cheerleading Supervisor	Tara	Bozeman		Carrie Stewart
cstewart@apslearns.org	11/4/2022	North	Winter	841 VARSITY BASKETBALL COACH (BOYS)	Marc	Smith		Carrie Stewart
cstewart@apslearns.org	11/4/2022	North	Winter	841 VARSITY BASKETBALL COACH (GIRLS)	Jane	Uecker		Carrie Stewart
cstewart@apslearns.org	11/4/2022	North	Winter	845 VARSITY WRESTLING COACH	Shane	Reed		Carrie Stewart
cstewart@apslearns.org	11/4/2022	North	Winter	845 VARSITY WRESTLING COACH	Shane	Reed		Carrie Stewart
cstewart@apslearns.org	11/4/2022	North	Winter	861 JR. VARSITY BASKETBALL COACH (BOYS)	Anthony	Teague		Carrie Stewart
cstewart@apslearns.org	11/4/2022	North	Winter	861 JR. VARSITY BASKETBALL COACH (GIRLS)	Keianna	Rice		Carrie Stewart
cstewart@apslearns.org	11/4/2022	North	Winter	864 JR. VARSITY WRESTLING COACH	Emily	Johnson		Carrie Stewart
cstewart@apslearns.org	11/4/2022	North	Winter	864 JR. VARSITY WRESTLING COACH	JUAN	RODRIGUEZ HERNANDEZ		Carrie Stewart

cstewart@apslearns.org	11/4/2022	North	Winter	867 FRESHMAN BASKETBALL COACH (BOYS)	Marc	Smith	Carrie Stewart
cstewart@apslearns.org	11/4/2022	North	Winter	867 FRESHMAN BASKETBALL COACH (GIRLS)	Stephanie	Leonardi	Carrie Stewart
cstewart@apslearns.org	11/4/2022	North	Winter	869 FRESHMAN WRESTLING COACH	Carrie	Stewart	Carrie Stewart
cstewart@apslearns.org	11/11/2022	North	Winter	869 FRESHMAN WRESTLING COACH(BOYS)	Arpan	Tamang	Carrie Stewart
cstewart@apslearns.org	11/4/2022	North	Winter	901 BOWLING COACH (BOYS)	FREDERICK	FRYBERGER	Carrie Stewart
cstewart@apslearns.org	11/4/2022	North	Winter	901 BOWLING COACH (GIRLS)	FREDERICK	FRYBERGER	Carrie Stewart
cstewart@apslearns.org	2/20/2023	North	Spring	842 Varsity Track Coach (Boys)	Nicholas	Lane	Carrie Stewart
cstewart@apslearns.org	2/13/2023	North	Spring	842 Varsity Track Coach (Girls)	Nicholas	Lane	Carrie Stewart
cstewart@apslearns.org	2/13/2023	North	Spring	843 Varsity Baseball Coach	Jason	Halverson	Carrie Stewart
cstewart@apslearns.org	2/13/2023	North	Spring	847 Varsity Tennis Coach (Boys)	Brian	Batley	Carrie Stewart
cstewart@apslearns.org	2/13/2023	North	Spring	850 Varsity Softball Coach	Frederick	Fryberger	Carrie Stewart
cstewart@apslearns.org	2/13/2023	North	Spring	852 Varsity Volleyball(Boys)	Tiara	Guice	Carrie Stewart
cstewart@apslearns.org	3/2/2023	North	Spring	856 Asst Varsity Track Coach (Girls)	Anthony	Magee	Carrie Stewart
cstewart@apslearns.org	2/13/2023	North	Spring	856 Asst Varsity Track Coach (Girls)	Shayla	Kimble	Carrie Stewart
cstewart@apslearns.org	3/9/2023	North	Spring	856 Asst. Varsity Track Coach(Boys)	Juan	Rodriguez	Carrie Stewart
cstewart@apslearns.org	2/13/2023	North	Spring	858 Asst. Varsity Tennis Coach (Boys)	Peyton	Young	Carrie Stewart
cstewart@apslearns.org	3/2/2023	North	Spring	859 Jr Varsity Volleyball(Boys)	Daja	Thomas	Carrie Stewart
cstewart@apslearns.org	3/2/2023	North	Spring	862 Jr. Varsity Baseball Coach	Jonathan	Halverson	Carrie Stewart
cstewart@apslearns.org	4/8/2023	North	Spring	868 Freshman Track Coach (girls)	Demonte	Powell	Carrie Stewart
cstewart@apslearns.org	2/13/2023	North	Spring	868 Freshman Track Coach(Boys)	Joseph	Thomas	Carrie Stewart
cstewart@apslearns.org	3/2/2023	North	Spring	873 Freshman Softball Coach	Chris	Stevens	Carrie Stewart
cstewart@apslearns.org	3/2/2023	North	Spring	874 Freshman Volleyball	Erika	Johnson	Carrie Stewart
cstewart@apslearns.org	2/13/2023	North	Spring	888 Jr. Varsity Softball	Emily	Johnson	Carrie Stewart
cstewart@apslearns.org	2/13/2023	North	Spring	890 Freshman Baseball Coach	Arpan	Tamang	Carrie Stewart
kshem@apslearns.org	8/31/2022	North	Winter	878 SR. CLASS ADVISOR	Georgia	Flores	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	878 SR. CLASS ADVISOR	Jaimee	Merrell	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	880 DRAMA COACH	Richard	Eder	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	881 SCHOOL TREASURER (No AAA)	Georgia	Flores	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	881 SCHOOL TREASURER (No AAA)	John	Brannan	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	883 NEWSPAPER SUPERVISOR	Marie	Cottrill	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	884 YEARBOOK ADVISOR	Carrie	Stewart	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	884 YEARBOOK ADVISOR	Jamiee	Merrell	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	885 TESTING COORD, HS (700+)	Georgia	Flores	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	891 FUTURE EDUCATORS CLUB ADVISOR	Lindsey	Trivisonno	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	892 STUDENT COUNCIL ADVISOR	Lindsey	Trivisonno	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	897 AUDIO VISUAL COORDINATOR - SR (Non CLC)	Nicole	Delhanty	Kathryn Rodocker

kshem@apslearns.org	8/31/2022	North	Winter	899 INTERV ASST TEAM MEMBER - SR (3 Contracts)	Jen	Lyle	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	899 INTERV ASST TEAM MEMBER - SR (3 Contracts)	Jeannie	Lafame	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	899 INTERV ASST TEAM MEMBER - SR (3 Contracts)	Lisa	Hoobler	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	900 NATIONAL HONOR SOCIETY ADVISOR	Carrie	Stewart	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	902 TECHNOLOGY COORDINATOR - SR.	Bruce	Brown	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	942 Breakfast Coordinator	Mark	Nicolino	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	942 Breakfast Coordinator	Nicole	Delahanty	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	942 Breakfast Coordinator	Jennifer	Lyle	Kathryn Rodocker
kshem@apslearns.org	8/31/2022	North	Winter	942 Breakfast Coordinator	Richard	Cola	Kathryn Rodocker

July 8, 2024

Michael Defibaugh
Director, Labor Relations
Human Capital
Akron Public Schools
10 North Main Street
Akron, Ohio 44308

Re: Report of Investigation involving Carrie Stewart

Dear Director Defibaugh

INTRODUCTION

Your office requested an investigation of allegations of misconduct committed by Akron Public School's ("APS") employee Carrie Stewart. Stewart is a teacher at APS' North High School ("North"). Among her many other supplemental duties, Stewart also serves as North's Athletic Director.

The alleged misconduct became known during the investigation of an anonymous workplace complaint made against North's then principal, Kathryn Rodocker. The alleged misconduct concerns Stewart's: (1) failure to remove unauthorized, non-APS cameras from the Athletic Director's office; (2) failure to move offices; and (3) failure to prevent students from accessing the Athletic Director's office. The misconduct also concerns (4) issues with coaching supplementals, (5) requests for building permits, and (6) student-eligibility and accurate sport/club rosters, as well as Stewart's involvement with (7) the National Honor Society, and (8) a missing student incident.

APS placed Stewart on administrative leave on May 2, 2024 as a result of the allegations of misconduct.

This investigation included the review of documentation provided by APS regarding the above-referenced incidents. The majority of documents of reviewed were email correspondence regarding the above-referenced incidents. The investigation also included the following witness interviews:

- Kelly Ryan
- Josh Anderson

- Ross Mattison
- Don Zesiger
- Kristy Campbell
- Frank Kalain
- Officer Kevin Evans
- Sam Gordon
- Reggie Lockhart
- Eleanor Campbell
- Kathryn Rodocker

This investigator requested an interview with Carrie Stewart concerning the above-referenced incidents by contacting Stewart's union representation via email on June 13, 2024 to schedule. Patricia Shipe, President of the Akron Education Association ("AEA"), respond to this investigator's email the same day advising that AEA's counsel was out-of-country until the following week. This investigator followed up with the AEA's President on June 19, 2024 regarding the interview. The AEA's legal counsel emailed this investigator on June 19, 2024 advising that Stewart would not sit for an interview. A true and accurate copy of AEA's legal counsel's email declining the interview is attached hereto as **Exhibit A**.

SUMMARY OF INVESTIGATION

Each of the above-referenced allegations of misconduct will be addressed separately below. The documentary and testimonial evidence establishes the following facts:

1. Stewart's failure to remove non-APS cameras from the Athletic Director's office as directed.

The issues with the cameras in the Athletic Director's office became known on September 28, 2022 when Kristy Campbell, an Academy Principal at Nort, found three students—two male students and one female student inside the Athletic Director's office unsupervised. The students were cuddled together on a bean bag chair when Campbell found them. Campbell instructed the students to leave the office and sent them to ISS. Campbell followed-up with the female student about being alone and unsupervised in a room with 2 boys in light of the fact that the female student had been victim of unwanted sexual contact on school property the previous year. The female student told Campbell nothing happened or would happen because of the camera's in the office. See Relevant Documentation, attached as **Exhibit B**.

Campbell subsequently informed Stewart of the incident involving the female student and two male students and noticed the cameras in the office. Campbell asked Stewart if the cameras were real, which prompted Stewart to respond, "promise not be a snitch." Stewart proceeded to show Campbell how the cameras worked, even explaining that you could talk through the cameras if needed. Campbell recalled telling Stewart that she did not believe Stewart could use these type of cameras.

Campbell promptly informed Rodocker of the cameras in Stewart's office because Rodocker was the building principal and she needed to know about the cameras. Rodocker confirmed the cameras' existence and then sought guidance from other APS officials on how to address the situation. *See* Email correspondence between Rodocker and APS officials regarding camera issue, attached as **Exhibit C**. Donald Zeisger, APS' Director of Security, advised Rodocker via email dated November 11, 2022 that the cameras needed be removed because they are "not authorized by APS and may have undesirable consequences (persons going into that room to change clothes, etc.)." *Id.*

Rodocker spoke to Stewart on November 11, 2022 and instructed her to remove the cameras from her office. Stewart told Rodocker that she put of the camera the previous school year after a considerable sum of money was stolen from the office and that the former principal did not have an issue with the cameras. Rodocker explained to Stewart District officials ordered the cameras removed and that they needed to be removed no matter the reason for putting them up.

Rodocker followed up with Stewart via email on November 15, 2022 instructing her to remove the cameras from her office. Stewart responded stating that she had only been using the cameras on the weekend and unplugging the cameras during the week. Rodocker responded and instructed Stewart that the cameras had to come completely down. *See* Rodocker/Stewart email correspondence, dated 11/15/2022, attached as **Exhibit D**.

On December 9, 2022, North administrators received a radio call that students were congregating in the Athletic Director's office. Rodocker and other North administrators went to the office to clear out the students. Rodocker noticed that the cameras were still up while clearing out the students from the office. Rodocker and Kelly Ryan, an Academy Principal at North, removed three cameras from the Athletic Director's office. Rodocker advised Stewart the following week that the cameras had been removed. Rodocker explained that Stewart was upset that the cameras were removed.

2. Stewart's failure to move offices.

During the spring of 2022, Rodocker developed a plan to move and rearrange offices among the staff at North so that the offices were in closer proximity to the needs and resources of teachers. Stewart's Athletics Director office was one of 12 rooms that Rodocker wanted to move. Rodocker planned to convert Stewart's office into the freshman MD classroom, which was currently meeting in secluded part of the building with equipped with an accordion wall/door for privacy.

The proposed office moves were controversial and there were several meetings between Rodocker and the Building Leadership Team ("BLT") about the proposed moves and whether Rodocker as the building principal had the sole authority to move offices without collaborating with and getting BLT approval. The available evidence establishes that building principals, like

Rodocker, have the final say on office/classroom moves. In this regard, it is important to note that the Union never filed a grievance challenging Rodocker's plan to move offices, including the Athletic Director's office. This confirms that Rodocker had the final say on office moves and not the BLT.

Stewart did not want to move offices and expressed concerns about having adequate storage in her new office. *See* Relevant Rodocker/Stewart Email Correspondence, attached as **Exhibit E**. Rodocker secured lockable storage cabinets and gave Stewart the option of choosing between two different rooms. *Id.* Stewart chose her new office on June 8, 2022. *Id.*

Rodocker sent an email on June 14, 2022 to the teachers moving offices and offered the assistance of a student intern to help them move. *Id.* According to Rodocker, Stewart did not respond to this email.

Stewart sent an email to Rodocker on June 29, 2022 that she would begin marking her items to move and wanted an extra office for storage. *Id.*

Rodocker sent an email to Stewart on July 12, 2022 asking what she could do help with the move and that workers were available to help Stewart move. *Id.* Stewart responded by email the following day and ignored Rodocker's question. Stewart's email simply stated that she stopped by Rodocker's office before she left and would stop by the next day. *Id.*

Rodocker sent Stewart another email on July 26, 2022 requesting an update on her office move. *Id.* Stewart did not respond to this email.

Stewart still had not moved her office by August 7, 2022 when Rodocker when placed on administrative as a result of the workplace complaint filed against her by anonymous North staff. This was approximately 3 months after Rodocker announced the room moves and approximately 2 months after Stewart selected her new room.

Ryan followed up Stewart after Rodocker was placed on leave and asked if she planned to move her office. Stewart responded no. Ryan did not push the issue because she believed she did not have the necessary support to do so.

3. Stewart's failure to prevent students from accessing the Athletic Director's office.

Unsupervised students congregating in the Athletic Director's office was an ongoing issue throughout the 2022-2023 school year. Rodocker, Campbell, Ryan, Officer Evans, Reggie Lockhart, Sam Gordon, and Joshua Anderson all stated during their interviews that they would routinely find unsupervised students in the Athletic Director's office.

Campbell learned that the students did not need a key to get into the Athletic Director's office and would use a piece of metal instead to shimmy open the door. The piece of metal was hidden behind in a picture in Stewart's office that Campbell eventually confiscated. Some students, however, did have a key at some point to Stewart's office. Campbell remembered seeing some students wearing lanyards with "Stew's Crew" on it with a key attached. Campbell confiscated one of the lanyards and confirmed that the key opened the door to the Athletic Director's office. Ryan also indicated that she was aware that Stewart gave keys to her office to her favorite students.

Students would often miss class while they were in Stewart's office. According to Ryan, students treated the office like a "party room." Stops would routinely stop by the office to get ice or snacks. Students would take advantage of a paper accordion blind that Stewart kept on her office door window and would keep it down to avoid being dedicated inside the office from the outside. Rodocker removed the paper blind on two occasions because of the unsupervised student issue. Rodocker believed that the removing the blind would cut down on unsupervised students in the office. Stewart, however, put the blind back up each time Rodocker had taken it down. Students would also climb over a wall partition and hide in an area kept locked by Stewart and used as storage to avoid detection by North administrators. Only Stewart had the key to the locked area in the office.

Rodocker told Stewart multiples times to prevent students from being in her office unsupervised. For example, on October 13, 2022, Rodocker emailed Stewart stating "[c]an you please not allow students in your AD office anymore during the school day." *See* Rodocker/Stewart Email dated 10/13/2022, attached as **Exhibit F**. Stewart responded the same day indicating that she would convey the message to the "frequent flyers." *Id.*

Campbell emailed Stewart on November 2, 2022 stating that the custodian found five male students unsupervised in the Athletic Director's office. *See* Campbell/Stewart Email dated 11/2/2022, attached as **Exhibit G**.

Rodocker also emailed Stewart on November 15, 2022 about two male students found unsupervised in her office. *See* Rodocker/Stewart Email dated 11/15/2022, attached as **Exhibit H**. One of the students climbed over the wall partition because he was found hiding in the locked storage area of the office. *Id.* Rodocker told Stewart that students were no longer permitted in the Athletic Director's office because of the issues being caused. *Id.* Rodocker stated in the email that parents are upset at disciplinary consequences and other consequences and lack of action to address the issue. *Id.* Rodocker stated in her reasonable estimation, at least six students faced truancy issues because they spent more time in Stewart's office than in class.

4. Coaching Supplemental Contracts.

The issue of coaching supplemental contracts got on Rodocker's radar when she learned that Stewart submitted a coaching supplemental contract for her daughter, Erika Johnson, to coach freshman boys' volleyball to the Board for approval. Rodocker asked other administrators and staff

if anyone witnessed Erika Johnson at games or practices because she did not recall seeing her at any. No North administrator saw Erika Johnson at any volleyball games or practices.

This prompted Rodocker to scrutinize the coaching supplemental contracts issued by Stewart as Athletic Director. Rodocker discovered that:

- a. Coaching supplemental issued to Mandi Eder, wife of Richard Eder, North Band Director and teacher, for an assistant marching band director position. No one observed Ms. Eder at football games assisting with the marching band.
- b. Coaching supplemental issued to Stewart to coach freshman girls soccer. No one observed Stewart coaching in games or practices and only witnessed her attend games/practices in her Athletic Director capacity.
- c. Coaching supplemental was issued to Stewart to coach freshman wrestling but she was only observed at games and practices in her Athletic Director capacity.
- d. Three individuals received coaching supplemental contracts for boys basketball, but only two of the three individuals were observed attending games and practices. A fourth individual, the son of the varsity basketball coach, was given a coaching supplemental contract for boys freshman basketball even though the season was almost half-complete. No observed him at games or practices.
- e. Two coaching supplemental contracts had been issued prior to the start of the baseball season in the 2022-2023 school year. The first four games of the season were cancelled due to lack of players and all games after April 4, 2023 were canceled resulting in the cancellation of the season. However, a third coaching supplemental had been submitted on April 10, 2023 by Stewart for the varsity coach's son to coach JV baseball. No administrator, however, saw the coach's son at any of the practices before the season was canceled.
- f. Coaching supplemental contract had been issued to an individuals for girls' softball, but North administrators never saw him at practices or games that they attended.
- g. Five coaching supplemental contracts were issued for track, but North administrators never saw all five coaches together at practices or track meets.

It should be noted that Stewart's other daughter, Emily Johnson, has multiple coaching supplemental contracts at North, but there have been no issues with her attendance at games or practices for the sports she coaches. Relevant documentation on this issue is attached as **Exhibit I**.

5. Building Permits.

An on-going problem at North has been the lack of building permits for after school events, especially for athletic events including games and practices. For example, there were instances where a sports practice would be taking place at the same time that another club had reserved the gym. In addition, games between other schools would be scheduled without building permits being secured in advance. Relevant documentation concerning the Building Permit issue are attached as **Exhibit J**.

6. Student-eligibility and inaccurate sport/club rosters.

There have been numerous incidents during the 2022-2023 school year of ineligible student athletes participating in games. Rodocker, Ryan, and Campbell all indicated during their interviews that the Athletic Director is ultimately responsible for submitting rosters and verifying which student athletes are eligible or ineligible.

In addition to the eligibility issues, there were issues involving the accuracy of the sport and club rosters. One instance involved the “roster” for the baseball team that was submit in March of 2023 by Stewart. One of the names on the baseball roster included a student no longer enrolled at North. This prompted Ryan to check with all of the students on the baseball roster to confirm their participation. Only four of the 14 names listed on the roster confirmed they were playing baseball. See **Exhibit I**, Student Baseball Roster.

Stewart submitted paperwork for an extended learning program at North called the Board Games Clubs. The paid moderators were Stewarts two daughters—Emily and Erika Johnson, and Julie Pinney, a North teacher. However, Pinney did not participate in the club or receive compensation. Hours had only been submitted for Stewart’s daughters. Elenor Campbell, Leader of Campus Support, requested a roster for the Board Games Club, but it was never provided. North administrators eventually secured a roster, and it appeared that names on the roster were involved in other activities occurring at the same date and time as the Board Games Club. This prompted Rodocker and Kristy Campbell to check with the students listed on the roster. None of the students listed on the roster had participated in the club during the 2022-2023 school year.

It also turned out that the Board Games Club did not secure any permits during the 2022-2023 school year for after-school meetings. When asked where the club had been meeting, Stewart told Kristy Campbell that the club would meet at her house. According to Campbell, club meetings at Stewart’s home would have been considered a “fieldtrip” requiring proper documentation and approval. There is no documentation demonstrating that the proper protocols were followed an approval given to have the club meet off campus at Stewart’s home.

7. National Honor Society.

Stewart held the supplemental contract as advisor to the National Honor Society (“NHS”) for 2022-2023 school year at North. However, the issue at hand is whether the NHS met throughout the school year. Rodocker stated that no building permits were issued for NHS activities during the 2022-2023, no announcements were made about NHS during the 2022-2023 school year, there was no induction ceremony, and no record of applying for/renewing an NHS charter. In addition, the NHS honor wall had not been updated to reflect current students in the NHS. Rodocker also stated that she enlisted Stewart and the NHS to do an activity for Black History Month. The activity that that Stewart created had no relationship with NHS. Stewart had non-NHS volunteer students conduct the activity.

Stewart was asked to provide the NHS roster, but never officially did so. Stewart, however, confirmed in an email dated April 3, 2023 that three specific students were members of the NHS. Relevant Documentation is attached as **Exhibit K**.

8. Missing Student Incident.

On May 8, 2023, Rodocker received a message that the mother of a student was at the school wishing to speak to Rodocker about her daughter [REDACTED], a [REDACTED] student who was missing since the weekend. According to the parent, [REDACTED] went to work that Saturday but never came home after work. The mother learned on Sunday from her other daughter that [REDACTED] coach helped her leave, and was now renting a room with her money. [REDACTED] did not come home or to school on May 8, 2023. The mother wanted to know where the coach took [REDACTED] and if she had any contact with her since Saturday.

The coach in question was Emily Johnson, Stewart’s daughter. Rodocker reached out to Stewart to find out the level of communication between Emily Johnson and [REDACTED] and to get the name of the student and address where she took [REDACTED]. Stewart provided the name of a [REDACTED] student advising Rodocker that this was the student in question. Rodocker spoke to this student and according to Rodocker, the student did not know who [REDACTED] was. Rodocker messaged Stewart again asking for the correct information. Stewart provided the address where Emily Johnson took [REDACTED] to on Saturday.

Rodocker and her staff where able to determine the student’s name via a reverse address search and spoke to the student about [REDACTED]. According to this student, [REDACTED] was dropped off at her house around 10:30 pm and left around 1 am after a getting a phone call. The student also stated that Stewart came to her house on Sunday looking for [REDACTED] and asking the student if she knew where [REDACTED] was. Relevant documentation regarding the missing student incident is attached as **Exhibit L**.

RELEVANT APS POLICIES

Policy 3210 – Staff Ethics

Under this policy, “[an effective educational program and successful operation of the District requires the services of individuals with integrity, high ideals, and human understanding.” *Policy 3210 – Staff Ethics*, at p. 1, attached as **Exhibit M**. In order “[t]o maintain and promote these essentials, the Board ... expects all professional staff members to maintain high standards in their working relationships, and in the performance of their professional duties, to:

- C. [E]xercise due care to protect the mental and physical safety of students, colleagues, and subordinates;
- D. [S]eek and apply the knowledge and skills appropriate to assigned responsibilities;

Id. at p. 1.

The Board also requires professional staff to maintain standards of exemplary conduct and conform behavior to a code of ethics to demonstrate a commitment to the education profession and:

- A. [A]ssume responsibility and accountability for his/her performance and continually strive to demonstrate competence;
- B. [E]ndeavor to maintain the dignity of the profession by respecting and obeying the law, and by demonstrating personal integrity;

- D. [C]omply with written Board policies, administrative guidelines, or applicable laws and regulations.

See **Exhibit M**, at p. 2.

Board policy is clear that employees are expected to follow instructions whether or not the employee is in agreement with the instruction. *See* Administrative Guidance Manual for Policy 3210, Staff Ethics, attached hereto as **Exhibit N**.

FINDINGS

1. APS policy requires professional staff to maintain high standards in the performance of their professional duties.

2. Professional staff are required to exercise due care to protect the mental and physical safety of students, colleagues, and subordinates;

3. Professional staff are required to seek and apply the knowledge and skills appropriate to assigned responsibilities;

4. Professional staff are required to assume responsibility and accountability for his/her performance and continually strive to demonstrate competence;

5. Professional staff are required to endeavor to maintain the dignity of the profession by respecting and obeying the law, and by demonstrating personal integrity;

6. Professional staff are required to comply with written Board policies, administrative guidelines, or applicable laws and regulations.

7. Stewart violated Policy 3210 when she did not comply with APS' and Rodocker's directives to take the cameras down. The evidence gathered in this investigations demonstrates that Stewart did not intended to comply and the cameras where only removed once Rodocker decided to remove them herself due to Stewart's failure to do so.

8. Stewart violated Policy 3210 when she did not comply with Rodocker's directive to move her office. The evidence gathered during this investigation demonstrates that Stewart had no intention of complying with this directive as evidence by the fact that Stewart told Kelly Ryan she was not moving offices even after Rodocker was placed on leave.

9. Stewart violated Policy 3210 when she failed to follow Rodocker's directive to keep unsupervised students out of the Athletic Director's Office. There is no evidence demonstrating that Stewart took any meaningful action to curtail this issue. In fact, there is evidence demonstrating that Stewart encouraged this behavior by giving certain students keys to her office. This is a violation of Policy 3210 as well because Stewart is required to exercise due care to protect the mental and physical safety of students. Stewart actions and/or lack of actions exposed students to potentially unsafe situations in the Athletic Director's office. Moreover, the

fact that Stewart put the window blind on her door back up even after Rodocker expressed a safety issue with the unsupervised students also demonstrates a violation of Policy 3210.

10. There is no evidence to suggest any nefarious intent on Stewart's part with respect to the issues raised with the coaching supplemental contracts, building permits, student-athlete eligibility and accurate rosters, and the NHS. However, the cumulative total of all of these issues combined demonstrates an individual who does not assume responsibility and accountability for her performance and does not continually strive to demonstrate competence. All North administrators interviewed as part of this investigation stated that the Athletic Director is in charge of rosters, ensuring student-athlete eligibility, and securing building permits for athletic activities. The evidence demonstrates that Stewart did not follow the protocols to secure building permits and seemed to place the blame on others. Moreover, Stewart would not submit timely rosters as requested and would place the blame on others instead.

11. Stewart violated Policy 3210 when she provided false information to Rodocker with respect to the missing student incident. Rodocker asked Stewart to provide the name of the student involved with the [REDACTED] incident. Stewart provided the wrong name even though she had visited the correct student the day before looking for [REDACTED] and information about her location. Stewart's actions demonstrates poor judgment and her lack of any exercise of due care to protect the physical safety of [REDACTED]. Her behavior ultimately reflects a lack of personal integrity.

12. The lack of accountability and personal integrity is also demonstrated by Stewart's refusal to sit for an interview. Stewart is required under the law to provide information in response to a workplace investigation and her failure to do so is insubordination.

Therefore, based on the above key findings, there is credible evidence to substantiate that Stewart violated APS Policy 3210 – Staff Ethics.

Please do not hesitate to contact should you have any questions or desire to further discuss this investigation.

Very truly yours



Alejandro V. Cortes

Enclosures



Akron Public Schools®

Book	Policy Manual
Section	1000 Administration
Title	CONFLICT OF INTEREST
Code	po1130
Status	Active
Adopted	July 31, 2006
Last Revised	January 22, 2018

1130 - **CONFLICT OF INTEREST**

A. The proper performance of school business is dependent upon the maintenance of unquestionably high standards of honesty, integrity, impartiality, and professional conduct by Board of Education's members, and the District's employees, officers and agents. Further, such characteristics are essential to the Board's commitment to earn and keep the public's confidence in the School District. For these reasons, the Board adopts the following guidelines to assure that conflicts of interest do not occur. These guidelines apply to all District employees, officers and agents, including members of the Board. These guidelines are not intended to be all inclusive, nor to substitute for good judgment on the part of all employees, officers and agents.

1. No employee, officer or agent shall engage in or have a financial or other interest, directly or indirectly, in any activity that conflicts or raises a reasonable question of conflict with his/her duties and responsibilities in the school system.
2. Employees, officers and agents shall not engage in business, private practice of their profession, the rendering of services, or the sale of goods of any type where advantage is taken of any professional relationship they may have with any student, client, or parents of such students or clients in the course of their employment or professional relationship with the School District.

Included, by way of illustration rather than limitation are the following:

- a. the provision of any private lessons or services for a fee
 - b. the use, sale, or improper divulging of any privileged information about a student or client gained in the course of the employee's, officer's or agent's employment or professional relationship with the District through his/her access to School District records
 - c. the referral of any student or client for lessons or services to any private business or professional practitioner if there is any expectation of reciprocal referrals, sharing of fees, or other remuneration for such referrals
 - d. the requirement of students or clients to purchase any private goods or services provided by an employee, officer or agent or any business or professional practitioner with whom any employee, officer or agent has a financial or other relationship, as a condition of receiving any grades, credits, promotions, approvals, or recommendations
3. Employees, officers and agents shall not make use of materials, equipment, or facilities of the School District in private practice. Examples would be the use of facilities before, during, or after regular business hours for service to private practice clients, or the checking out of items from an instructional materials center for private practice.

- B. Exceptions to Part A of this policy shall be approved by the Superintendent **before** entering into any private relationship.
- C. Employees, officers and agents can not participate in the selection, award, or administration of a contract supported by a Federal grant/award if s/he has a real or apparent conflict of interest. Such a conflict of interest would arise when the employee, officer or agent, any member of his/her immediate family, his/her partner, or an organization which employs or is about to employ any of the parties described in this section, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.

Employees, officers and agents may not solicit or accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts.

However, pursuant to Federal rules, the School District has set standards for when an employee, officer or agent may accept a gift of an unsolicited item of nominal value. For purposes of this section, "nominal value" means that the gift has a monetary value of \$25.00 or less.

- D. To the extent that the District has a parent, affiliate or subsidiary organization that is not a State, local government or Indian tribe, the School District may not conduct a procurement action involving the parent, affiliate or subsidiary organization if the School District is unable, or appears to be unable, to be impartial.

- E. Employees, officers and agents must disclose any potential conflict of interest which may lead to a violation of this policy to the School District. Upon discovery of any potential conflict of interest, the School District will disclose, in writing, the potential conflict of interest to the appropriate Federal awarding agency or, if applicable, the pass-through entity.

The District will also disclose, in a timely manner, all violations of Federal criminal law involving fraud, bribery or gratuity that affect a Federal award to the appropriate Federal awarding agency or, if applicable, the pass-through entity.

- F. Employees, officers and agents found to be in violation of this conflict of interest policy will be subject to disciplinary action up to and including termination, as permitted by applicable Board policy.

Revised 10/26/15

Revised 1/22/18

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Legal

R.C. Chapter 102, 2921.42, 2921.43

Ohio Ethics Commission Advisory Opinions No. 92-014 and 2001-03

2 C.F.R. 200.112, 200.113, 200.318



Akron Public Schools®

Book	Policy Manual
Section	3000 Professional Staff
Title	STAFF ETHICS
Code	po3210
Status	Active
Adopted	April 27, 1998
Last Revised	September 14, 2009

3210 - **STAFF ETHICS**

An effective educational program and successful operation of the District requires the services of individuals with integrity, high ideals, and human understanding. To maintain and promote these essentials, the Board of Education expects all professional staff members to maintain high standards in their working relationships, and in the performance of their professional duties, to:

- A. recognize basic dignities of all individuals with whom they interact in the performance of duties;
- B. represent accurately their qualifications;
- C. exercise due care to protect the mental and physical safety of students, colleagues, and subordinates;
- D. seek and apply the knowledge and skills appropriate to assigned responsibilities;
- E. keep in confidence legally-confidential information;
- F. pledge that their actions and/or those of another on their behalf are not made with specific intent of advancing private economic interests;
- G. refuse to accept or solicit anything of substantial value offered by another for the purpose of influencing judgment;
- H. refuse to accept compensation from any other source, other than the Board, for the performance of his/her official duties, any other act or service in his/her public capacity, for the general performance of the duties of his/her public employment, or as a supplement to his/her public compensation;
- I. refrain from using his/her position or public property, or permitting another person to use an employee's position or public property for partisan political or religious purposes. (This will in no way limit constitutionally or legally protected rights as a citizen.)

In addition, the Board believes that each professional staff member should maintain standards of exemplary professional conduct and conform his/her behavior to the code of ethics set forth below as adopted, in part, from the Association of American Educators' Code of Ethics and the National Education Association's Code of Ethics of the Education Profession, by demonstrating a commitment to students, the educational profession, and the District and community.

Commitment to Students - each professional staff member shall:

- A. strive to create a learning environment that nurtures to fulfillment the potential of all students and stimulates the spirit of inquiry, acquisition of knowledge and understanding, and the formulation of worthy goals;

- B. not unreasonably restrain students from independent action in the pursuit of learning or deny each student's access to varying points of view;
- C. deal considerately and justly with each student and seek to resolve problems, including discipline, according to Board policy and law;
- D. refrain from intentionally exposing students to disparagement or embarrassment;
- E. refrain from revealing confidential information concerning students, unless disclosure serves a compelling professional purpose or is required by law;
- F. make a constructive effort to protect students from conditions detrimental to learning, health or safety;
- G. endeavor to present facts without distortion, bias or personal prejudice;
- H. refrain from using his/her professional relationships with students for private advantage;
- I. not on the basis of race, color, creed, sex, national origin, marital status, religious beliefs, family, social or cultural background, or sexual orientation, unfairly:
 - 1. exclude any student from participation in any program;
 - 2. deny benefits to any student;
 - 3. grant any advantage to any student.

Commitment to the Educational Profession - each professional staff member shall:

- A. assume responsibility and accountability for his/her performance and continually strive to demonstrate competence;
- B. endeavor to maintain the dignity of the profession by respecting and obeying the law, and by demonstrating personal integrity;
- C. apply for, accept, or assign a position or a responsibility on the basis of professional qualifications, and adhere to the terms of a contract or appointment;
- D. continue professional growth;
- E. comply with written Board policies, administrative guidelines, or applicable laws and regulations;
- F. honestly account for all funds committed to his/her charge;
- G. refrain from using District or professional privileges for personal or partisan advantage;
- H. refrain from knowingly or willfully making false statements about a colleague or the District;
- I. not assist a non-teacher in the unauthorized practice of teaching, e.g., assigning grades or other duties for which a teaching certificate is required.

Commitment to District and Community - each professional staff member shall:

- A. recognize that quality education is the common goal of the public, Board of Education, administration, and staff members;
- B. make concerted efforts to communicate to parents all information that should be revealed in the interest of a student;
- C. endeavor to understand and respect the value and traditions of the diverse cultures represented in the community and in his/her classroom;
- D. manifest a positive and active role in District/community relations.

Carrie Stewart
National Honor Society

- Mrs. Stewart has held the National Honor Society supplemental for at least several years, including during the 2022-2023 school year (Attachment A).
- Ms. Eleanor Campbell requested information from Mrs. Stewart throughout the year on the dates, times and location of the NHS meetings (Attachment B sample).
- There were no building permits for after school meetings, no announcements for meetings, no induction ceremony for NHS during the 2022-2023 school year. A partner church that did projects around the school put up a NHS wall with pictures of the student members the year or two prior. It was not updated during the school year.
- I emailed Mrs. Stewart about having the NHS students do an activity for Black History Month. I encouraged it to be student led (Attachment C).
- Mrs. Stewart, with the help of the librarian Mrs. Rondinella, made buttons to give out to students that answered the Black History Month quiz questions correctly that were read over the announcements. As noted in the attached email, Mrs. Stewart had "volunteer" readers so it was unclear how this was sponsored or led by NHS members.
- In April Ms. Campbell emailed Mrs. Stewart about the date of the induction ceremony and who was to be inducted (we did not observe any communication to the student body about applying for NHS). Mrs. Stewart said she would be working with me to choose a date, but there was no future communication from her regarding this. Ms. Campbell emailed again a couple of weeks later asking for additional information (Attachment D). Mrs. Stewart responded but we never held a ceremony, received a final list of NHS students or applied to be an official chapter of NHS.

Agenda Item Details

Meeting	Sep 12, 2022 - REGULAR BOARD MEETING
Category	7. PERSONNEL RECOMMENDATIONS - SUPPLEMENTAL CONTRACTS
Subject	7.3 Limited Supplemental Contracts
Type	Information

I wish to recommend that a Limited Supplemental Contract be issued for the 2022-2023 school year to the following individuals, in the amount set opposite the names, with the understanding that such persons be subject to the rules and regulations of the Board of Education and to the provisions of law pertaining to the extra-duty assignments of said persons, that said recommended appointees be subject to the extra-duty assignment by the Superintendent of Schools, according to the needs and interests of the school and that the length of the extra-duty assignment within said school be set for the appointees in accordance with the time schedule and the Master Contract Agreement, contingent upon a minimum number of participants to field a team where applicable, plus successful completion of a BCI records check, if applicable. Percentages to be applied to the B.A. Minimum as of September 2022, plus longevity payments as applicable.

School	Name	Con	JC	Job Title	%	Rate
Findley	Alt, Sarah	LS	941	Activity Supervisor	5.0	\$2,101.96
Findley	Beck, Megan	LS	948	Intervention Assistance Team	2.0	840.78
Findley	Conner, Holly	LS	941	Activity Supervisor	5.0	2,312.16
Findley	Dibble, Hannah	LS	944	Art, Building Coordinator	2.0	840.78
Findley	George, Karen	LS	885	Testing Coordinator	5.0	2,312.16
Findley	Gynn, Debra	LS	948	Intervention Assistance Team	2.0	840.78
Findley	Hair, Taylor	LS	941	Activity Supervisor	5.0	2,101.96
Findley	Mace, Kimberly	LS	939	Technology Coordinator	6.0	2,774.60
Harris-Jackson	Gerhart, Kristie	LP	942	Breakfast Coordinator	4.0	1,849.72
Harris-Jackson	Paskey, Lily	LS	952	Art, Building Coordinator	4.0	1,849.72
Hatton	Albaugh, Rachel	LS	941	Activity Supervisor	5.0	2,101.96
Hatton	Bialota, Tamara	LS	948	Intervention Assistance Team	2.0	840.78
Hatton	Braun-Wargowsky, Heather	LS	944	Art, Building Coordinator	2.0	924.86
Hatton	Brink, Deborah	LS	942	Breakfast Coordinator	4.0	1,849.72
Hatton	Cleveland, Kendra	LP	941	Activity Supervisor	5.0	2,101.96
Hatton	Handel, Maria	LS	942	Breakfast Coordinator	4.0	1,681.56
Hatton	Korinek, Jordan	LS	948	Intervention Assistance Team	2.0	840.78
Hatton	Lugenbeal, Nicole	LS	939	Technology Coordinator	6.0	2,522.36
Hatton	Mervine, Debra	LS	948	Intervention Assistance Team	2.0	924.86
Hatton	Mervine, Debra	LS	885	Testing Coordinator	5.0	2,312.16
Hatton	Strasser, Shannon	LS	953	Safety Patrol	5.0	2,101.96
Hatton	Swan, Scott	LS	941	Activity Supervisor	5.0	2,101.96
Hatton	Worner, Kelley	LS	941	Activity Supervisor	5.0	2,101.96
Helen Arnold	Herbert, Mackenzie	LP	941	Activity Supervisor	*	1,050.98
Helen Arnold	McDonnell, Althea	LP	941	Activity Supervisor	*	1,050.98
Helen Arnold	Stefanik, Allonna	LS	885	Testing Coordinator	*	1,050.98
Helen Arnold	Wagner, Maria	LS	885	Testing Coordinator	*	1,050.98
Mason	Clark, Demetria	LS	942	Breakfast Coordinator	4.0	1,849.72
Mason	Gormley, Carolee	LS	944	Art, Building Coordinator	2.0	924.86
Mason	Mahaffey, Tyler	LS	948	Intervention Asst Team	2.0	840.78
Mason	Mahaffey, Tyler	LS	939	Technology Coordinator	6.0	2,522.36
Mason	Riazi, Mina	LS	948	Intervention Asst Team	2.0	924.86
Mason	Sohayda, Katie	LS	948	Intervention Asst Team	2.0	924.86
Mason	Wilson, Regina	LS	885	Testing Coordinator	5.0	2,101.96
Mason	Wyatt, Patricia	LP	942	Breakfast Coordinator	4.0	1,849.72
McEbright	Bechter, Amber	LS	948	Intervention Assistance Team	2.0	924.86
McEbright	Delaney, Jo Nell	LS	942	Breakfast Coordinator	4.0	1,849.72
McEbright	Difiori, Ashley	LS	885	Testing Coordinator	4.0	1,681.56
McEbright	Hendrickson, Jennifer	LS	953	Safety Patrol	5.0	2,312.16
McEbright	Hendrickson, Jennifer	LS	939	Technology Coordinator	6.0	2,774.60

McEbright	Porter-Lacy, Erin	LS	948	Intervention Assistance Team	2.0	840.78
McEbright	Rodenbacher, Carol	LS	948	Intervention Assistance Team	2.0	840.78
McEbright	Shreve, Susan	LS	942	Breakfast Coordinator	4.0	1,849.72
McEbright	Smith, Allison	LS	944	Art, Building Coordinator	2.0	840.78
Portage Path	Capretta, Jamie	LS	941	Activity Supervisor	5.0	2,312.16
Portage Path	Capretta, Jamie	LS	948	Intervention Assistance Team	*	462.43
Portage Path	Cutler, Jennifer	LS	885	Testing Coordinator	4.0	1,681.56
Portage Path	Flemmer, Erica	LS	944	Art Building Coordinator	2.0	924.86
Portage Path	Holcomb, Jill	LS	939	Technology Coordinator	6.0	2,774.60
Portage Path	Jarvie, Emily	LS	953	Safety Patrol	5.0	2,101.96
Portage Path	Lockhart, Cleo	LS	948	Intervention Assistance Team	2.0	924.86
Portage Path	Lockhart, Cleo	LS	942	Breakfast Coordinator	4.0	1,849.72
Portage Path	Secura, Samantha	LS	942	Breakfast Coordinator	4.0	1,681.56
Portage Path	Secura, Samantha	LS	941	Activity Supervisor	5.0	2,101.96
Portage Path	Secura, Samantha	LS	948	Intervention Assistance Team	*	420.39
Portage Path	Walker, Tracy	LS	948	Intervention Assistance Team	2.0	924.86
Rimer	Fuline, Amy	LS	941	Activity Supervisor	*	1,156.08
Rimer	Fuline, Amy	LS	948	Intervention Assistance Team	2.0	924.86
Rimer	Fuline, Amy	LS	953	Safety Patrol	5.0	2,312.16
Rimer	Haslam, Kelly	LS	948	Intervention Assistance Team	2.0	924.86
Rimer	Holmes, Donna	LS	948	Intervention Assistance Team	2.0	840.78
Rimer	Holmes, Donna	LS	941	Activity Supervisor	*	1,050.98
Rimer	Hunt, Sue	LP	941	Activity Supervisor	*	1,050.98
Rimer	Lilley, Terry	LP	941	Activity Supervisor	*	1,050.98
Rimer	Mason, Catherine	LP	941	Activity Supervisor	5.0	2,101.96
Rimer	Pramuka, Marianne	LS	939	Technology Coordinator	*	1,387.30
Rimer	Rankin, Rian	LS	942	Breakfast Coordinator	4.0	1,681.56
Rimer	Slovisky, Marie	LP	952	Art Building Coordinator	4.0	1,681.56
Rimer	Sotak, Jennifer	LS	939	Technology Coordinator	*	1,387.30
Rimer	Stecz, Tami	LS	885	Testing Coordinator	5.0	2,312.16
Ritzman	Brenza, Lauren	LS	953	Safety Patrol	5.0	2,101.96
Ritzman	Cassidy, Jennifer	LS	941	Activity Supervisor	5.0	2,101.96
Ritzman	Devus, Katherine	LS	948	Intervention Assistance Team	2.0	924.86
Ritzman	Devus, Katherine	LS	942	Breakfast Coordinator	4.0	1,849.72
Ritzman	Greene, Christina	LS	941	Activity Supervisor	5.0	2,101.96
Ritzman	Gruska, Ann	LS	948	Intervention Assistance Team	2.0	924.86
Ritzman	Knopp, Amy	LS	944	Art, Building Coordinator	2.0	924.86
Ritzman	Miller, Beverly	LS	939	Technology Coordinator	6.0	2,774.60
Ritzman	Miller, Beverly	LS	885	Testing Coordinator	5.0	2,312.16
Ritzman	Miller, Beverly	LS	948	Intervention Assistance Team	2.0	924.86
Ritzman	Waters, Dennette	LS	941	Activity Supervisor	5.0	2,312.16
Robinson	Armao, Christopher	LS	953	Safety Patrol	5.0	2,101.96
Robinson	Farrance, Diana	LP	941	Activity Supervisor	5.0	2,101.96
Robinson	Lucas, Erica	LS	942	Breakfast Coordinator	4.0	1,849.72
Sam Salem	Bortz, Rebecca	LS	885	Testing Coordinator	5.0	2,101.96
Sam Salem	Bortz, Rebecca	LS	941	Activity Supervisor	*	1,050.98
Sam Salem	Butler, Rebecca	LS	942	Breakfast Coordinator	4.0	1,681.56
Sam Salem	Foote, Catherine	LS	953	Safety Patrol	5.0	2,101.96
Sam Salem	Khamvongsouk, Randalyn	LP	941	Activity Supervisor	*	1,050.98
Sam Salem	Lessem, Andrea	LS	948	Intervention Assistance Team	2.0	924.86
Sam Salem	Lessem, Andrea	LS	941	Activity Supervisor	*	1,156.08
Sam Salem	Lessem, Andrea	LS	939	Technology Coordinator	6.0	2,774.60
Sam Salem	McElhaney, Pamela	LS	944	Art, Building Coordinator	2.0	924.86
Sam Salem	Mosteller, Sheila	LS	948	Intervention Assistance Team	2.0	840.78
Sam Salem	Prayner, Allison	LS	941	Activity Supervisor	5.0	2,101.96
Sam Salem	Prayner, Allison	LS	948	Intervention Assistance Team	2.0	840.78
Sam Salem	Sanders, Julie	LS	941	Activity Supervisor	*	1,050.98
Sam Salem	Sanders, Julie	LS	941	Activity Supervisor	5.0	2,101.96
Voris	Amadio, Janet	LS	941	Activity Supervisor	*	1,050.98
Voris	Landenberger, Dale	LS	942	Breakfast Coordinator	4.0	1,681.56
Voris	McHale-Hoag, Casey	LS	948	Intervention Assistance Team	2.0	924.86
Voris	Pizana, Rolando	LS	941	Activity Supervisor	5.0	2,312.16
Voris	Rafferty, Shana	LS	939	Technology Coordinator	6.0	2,774.60
Voris	Soehnlen, Tamara	LS	944	Art, Building Coordinator	2.0	840.78
Voris	Staszak, Sarah	LS	941	Activity Supervisor	*	1,156.08
Voris	Staszak, Sarah	LS	953	Safety Patrol	5.0	2,312.16

Voris	Uhren, Christy	LS	885	Testing Coordinator	5.0	2,312.16
Voris	Uhren, Christy	LS	948	Intervention Assistance Team	2.0	924.86
Voris	Uhren, Christy	LS	941	Activity Supervisor	5.0	2,312.16
Voris	Wolfe, Gail	LS	948	Intervention Assistance Team	2.0	840.78
Windemere	Butler, Sarah	LS	942	Breakfast Coordinator	*	840.78
Windemere	Didyk, Melody	LS	948	Intervention Assistance Team	2.0	840.78
Windemere	Dunn, John	LS	942	Breakfast Coordinator	*	840.78
Windemere	Johnston, Jessica	LS	944	Art, Building Coordinator	2.0	924.86
Windemere	Jones, Michelle R.	LS	885	Testing Coordinator	4.0	1,849.72
Windemere	McMullen, Christina	LS	948	Intervention Assistance Team	2.0	840.78
Windemere	Prayner, Karen	LS	939	Technology Coordinator	6.0	2,774.60
Windemere	Testa, Elizabeth	LS	948	Intervention Assistance Team	2.0	840.78
Windemere	Thurman, Christine	LS	953	Safety Patrol	5.0	2,312.16
I Promise	Britton, Jazzmon	LS	928	Activity Supervisor	5.0	2,101.96
I Promise	Hahn, Robert	LS	934	Newspaper Advisor	2.0	840.78
I Promise	Musci, Carrie	LS	885	Testing Coordinator	4.0	1,849.72
I Promise	Mongold, Susan	LS	938	Technology Coordinator	7.0	2,942.76
I Promise	Rodgers, Sheneeka	LS	928	Activity Supervisor	5.0	2,101.96
I Promise	Shokalook, Leeda	LS	932	Vocal Music Director	4.0	1,849.72
I Promise	Wiedenfeld, Laura	LS	931	Instrumental Strings Director	4.0	1,681.56
I Promise	Wiedenfeld, Laura	LS	930	Instrumental Music Director	4.0	1,681.56
I Promise	Ziehm, Allison	LP	928	Activity Supervisor	5.0	2,101.96
Innes	Duncan, Kathleen	LS	930	Instrumental Music Director	4.0	1,849.72
Innes	Duncan, Kathleen	LS	919	Jazz Band Director	4.0	1,849.72
Innes	Fodor, Samantha	LS	924	Volleyball Coach	8.0	3,363.14
Innes	Fullen, Alissa	LS	931	Instrumental Strings Director	4.0	1,849.72
Jennings	Thomas, Daja	LP	924	Volleyball Coach	8.0	3,699.46
Litchfield	Nickras, Eleanor	LS	932	Vocal Music Director	4.0	1,849.72
Litchfield	Schifano, Andrew	LS	919	Jazz Band Director	4.0	1,849.72
Litchfield	Schifano, Andrew	LS	930	Instrumental Music Director	4.0	1,849.72
Litchfield	Shaffer, Madison	LS	931	Instrumental Strings Director	4.0	1,681.56
Buchtel	Devericks, Brandon	LS	848	Varsity Golf Coach (Boys)	8.0	3,363.14
Buchtel	Devericks, Brandon	LS	848	Varsity Golf Coach (Girls)	8.0	3,363.14
Buchtel	Economus, Annette	LS	898	Jr. Varsity Golf Coach((Girls)	3.0	1,387.30
Buchtel	Economus, Annette	LS	898	Jr. Varsity Golf Coach((Boys)	3.0	1,387.30
Buchtel	Guyton, Cari	LP	841	Varsity Basketball Coach(Girls)	20.0	8,407.86
Buchtel	Portman, Charles	LP	866	Freshman Football Coach	*	2,101.97
Early College	Andrews, Lisa	LS	899	Intervention Assistance Team	2.0	840.78
Early College	Berger, Bambi	LS	884	Yearbook Advisor	6.0	2,774.60
Early College	Berger, Bambi	LS	878	Senior Class Advisor	4.0	1,849.72
Early College	Berger, Bambi	LS	881	School Treasurer	12.0	5,549.18
Early College	Burger, Charles	LS	926	Intramurals Director	*	1,156.08
Early College	Chaplin, Elizabeth	LS	892	Student Council Advisor	7.0	2,942.76
Early College	Dunn, Katrina	LS	899	Intervention Assistance Team	2.0	840.78
Early College	Keaton, Wendy	LS	902	Technology Coordinator	9.0	4,161.88
Early College	Keaton, Wendy	LS	900	National Honor Society Adv	4.0	1,849.72
Early College	Martinez-Pinzon, Lillian	LS	899	Intervention Assistance Team	2.0	924.86
Early College	McCown, Travis	LS	883	Newspaper Supervisor	4.0	1,681.56
Early College	Milo, Gregory	LS	880	Drama Coach	9.0	3,783.54
Early College	O'Neil, Lawrence	LS	942	Breakfast Coordinator	4.0	1,849.72
Early College	O'Neil, Lawrence	LS	926	Intramurals Director	*	1,156.08
Early College	Scott, Bradley	LS	885	Testing Coordinator	4.0	1,849.72
Early College	Shoenfelt, Nicole	LS	891	Future Educators Club Advisor	4.0	1,681.56
East	Clark, Taylor	LP	889	Asst. Cheerleading Supervisor	6.0	2,522.36
East	Gonzalez, Gabriel	LP	855	Varsity Asst Football Coach	12.0	5,044.72
East	Moore, Kristen	LS	852	Varsity Volleyball Coach	12.0	5,549.18
East	Parks, Shaniqua	LP	882	Cheerleading Supervisor	10.0	4,203.94
Ellet	Albaugh, Sara	LS	882	Cheerleading Supervisor	10.0	4,624.32
Ellet	Brant, Rebecca	LS	847	Varsity Tennis Coach(Girls)	9.0	4,161.88
Ellet	Kalain, Sarah	LS	846	Varsity Cross Country(Girls)	8.5	3,930.68
Ellet	Kalain, Sarah	LS	846	Varsity Cross Country(boys)	8.5	3,930.68
Firestone	Harris, Bryce	LS	866	Freshman Football Coach	*	2,101.97
Firestone	Kennedy, Matthew	LS	895	Jazz Band Director	7.0	2,942.76
Firestone	Kennedy, Matthew	LS	894	Concert Band Director	7.0	2,942.76
Firestone	Ledley, Chad	LP	854	Varsity Asst.Cross Country(Girls)	4.0	840.78
Firestone	Meyer, Megan	LS	877	Vocal Music Director	8.0	3,699.46

Firestone	Stakleff, Sloan	LS	896	Music, Orchestra	5.0	2,101.96
Garfield	Cook, Maggie	LP	859	Jr Varsity Volleyball Coach	8.0	3,363.14
Garfield	Duncan, Kathleen	LS	894	Concert Band Director	7.0	3,237.04
Garfield	Duncan, Kathleen	LS	895	Jazz Band Director	7.0	3,237.04
Garfield	Fullen, Alissa	LS	896	Music, Orchestra	5.0	2,312.16
Garfield	Littlejohn, Aaliyah	LP	889	Assistant Cheerleading	6.0	2,522.36
Garfield	Mork-Kennedy, Melanie	LS	877	Vocal Music Director	8.0	3,363.14
North	Brannan, John	LP	881	School Treasurer	*	4,716.80
North	Brown, Bruce	LS	902	Technology Coordinator	9.0	4,161.88
North	Cola, Richard	LS	942	Breakfast Coordinator	4.0	1,681.56
North	Cottrill, Marie	LS	883	Newspaper Supervisor	4.0	1,681.56
North	Delahanty, Nicole	LS	942	Breakfast Coordinator	4.0	1,849.72
North	Delahanty, Nicole	LS	897	Audio-Visual Coordinator	5.0	2,312.16
North	Eder, Richard II	LS	880	Drama Coach	9.0	4,161.88
North	Flores, Georgia	LS	878	Senior Class Advisor	*	924.86
North	Flores, Georgia	LS	881	School Treasurer	*	832.38
North	Flores, Georgia	LS	885	Testing Coordinator	5.0	2,312.16
North	Guice, Tiara	LP	859	Jr Varsity Volleyball Coach	8.0	3,699.46
North	Hoobler, Lisa	LS	899	Intervention Assistance Team	2.0	840.78
North	Johnson, Brandon	LP	860	Jr Varsity Football Coach	*	2,522.36
North	LaFlame, Jeannie	LS	899	Intervention Assistance Team	2.0	924.86
North	Lyle, Jennifer	LS	942	Breakfast Coordinator	4.0	1,849.72
North	Lyle, Jennifer	LS	899	Intervention Assistance Team	2.0	924.86
North	Merrell, Jaimee	LS	878	Senior Class Advisor	*	840.78
North	Merrell, Jaimee	LS	884	Yearbook Advisor	*	1,261.18
North	Nicolino, Mark	LS	942	Breakfast Coordinator	4.0	1,681.56
North	Stewart, Carrie	LS	884	Yearbook Advisor	*	1,387.30
North	Stewart, Carrie	LS	900	National Honor Society Advisor	4.0	1,849.72
North	Trivisonno, Lindsey	LS	892	Student Council Advisor	7.0	3,237.04
North	Trivisonno, Lindsey	LS	891	Future Educators Club Advisor	4.0	1,849.72
North	Young, Peyton	LP	858	Varsity Asst Tennis Coach(Girls)	3.0	1,261.18
STEM	Al-Doory, Sammy	LS	894	Concert Band Director	7.0	3,237.04
STEM	Al-Doory, Sammy	LS	896	Music, Orchestra	5.0	2,312.16
STEM	Binkley, Monique	LS	900	National Honor Society Adv	4.0	1,681.56
STEM	Binkley, Monique	LS	878	Sr Class Advisor	4.0	1,681.56
STEM	Hughes, Tanner	LS	899	Intervention Assistance Team	2.0	924.86
STEM	Johnson, Michelle	LS	899	Intervention Assistance Team	2.0	840.78
STEM	Lovell, Katherine	LS	885	Testing Coordinator	4.0	1,681.56
STEM	Metcalf, Kathleen	LS	902	Technology Coordinator	*	2,080.94
STEM	Metcalf, Kathleen	LS	883	Newspaper Supervisor	4.0	1,849.72
STEM	Metcalf, Kathleen	LS	884	Yearbook Advisor	6.0	2,774.60
STEM	Metcalf, William	LS	902	Technology Coordinator	*	1,891.77
STEM	Palumbo, Michael	LS	881	School Treasurer	12.0	5,549.18
STEM	Palumbo, Michael	LS	942	Breakfast Coordinator	4.0	1,849.72
STEM	Remenaric, Brianne	LS	899	Intervention Assistance Team	2.0	840.78
STEM	Remenaric, Brianne	LS	892	Student Council Advisor	7.0	2,942.76
STEM	York, Matthew	LS	926	Intramurals Director	5.0	2,101.96

LS/LP denotes Limited Supplemental/Limited Pupil Activity Contracts

* - Denotes partial contract.

a - Denotes employee has more than one contract in the same job code.



Akron Public Schools

Kathryn |

Attachment
B

org>

NHS

1 message

Eleanor Campbell <ecampbel@apslearns.org>

To: Carrie Stewart <cstewart@apslearns.org>

Cc: Kathryn Rodocker <kshem@apslearns.org>

Fri, Dec 9, 2022 at 11:34 AM

Greetings,

I have not received your roster of members of the National Honor Society and what grade they are in. I am assuming there are members. I would greatly appreciate the list for the 10 N. Main. document that is due for North.

Thank you.

Eleanor

Eleanor A. Campbell, M.S.

Leader of Campus Support

ASAA Past President

North High School, Office 326E

985 Gorge Blvd.

Akron, Ohio 44310

330-761-1761 ext. #57272

330-761-2661 Fax

Email: ecampbel@apslearns.org



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Kathryn

Attachment
C

org>

Black History Month

3 messages

Mon, Jan 30, 2023 at 11:00 AM

Kathryn Rodocker <kshem@apslearns.org>

To: Carrie Stewart <cstewart@apslearns.org>

Cc: Eleanor Campbell <ecampbel@apslearns.org>, Aaron Dehart <adehart@apslearns.org>, Kristy Campbell <kcampbel@apslearns.org>, Kelly Ryan <kryan@apslearns.org>

Good morning!

We were in our admin meeting discussing upcoming events and thought it would be great to have the National Honor Society do something in honor of Black History Month. Would this be possible?

Thanks!

Kathryn Rodocker

Campus Principal

North High School

Akron Public Schools

Email: kshem@apslearns.org



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Carrie Stewart <cstewart@akron.k12.oh.us>

Mon, Jan 30, 2023 at 9:25 PM

To: Kathryn Rodocker <kshem@apslearns.org>

It would be possible. Do you have anything in mind or would you like them to choose something?

[Quoted text hidden]

Kathryn Rodocker <kshem@apslearns.org>

Tue, Jan 31, 2023 at 4:20 PM

To: Carrie Stewart <cstewart@akron.k12.oh.us>

I would love for it to be chosen by the students so they have ownership of it. I don't have anything specific in mind or expectations of anything, just thought this would be a nice leadership project for them :)

[Quoted text hidden]



Black History Month - February 2nd

1 message

Carrie Stewart <cstewart@akron.k12.oh.us>
To: sch485 <sch485@apslearns.org>

Thu, Feb 2, 2023 at 11:38 AM

Thank you to everyone who is encouraging your students to participate. We doubled the amount of students submitting submissions today. Today's guest reader was [REDACTED]

Today's winners were:



If you are interested in seeing the question (which was read on the announcement) or the short video with the answer, you can see it here:

BHM Feb 2nd

I closed the form yesterday after lunch to check my data and then received some emails from staff who were just getting a chance to look at it so I have re-opened that form and left today's open.

----- Forwarded message -----

From: **Carrie Stewart** <cstewart@akron.k12.oh.us>
Date: Wed, Feb 1, 2023 at 11:00 AM
Subject: Black History Month - February 1st
To: sch485 <sch485@apslearns.org>

First, shout-out to [REDACTED] for making these great buttons for the National Honor Society to give out during Black History Month. If you see a student wearing one, they were one of the first 5 to answer the daily "fact quiz" correctly. If you are interested in seeing the question (which was read on the announcement) or the short video with the answer, you can see it here:

BHM Feb 1st

Today's winners were:

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]
5. [REDACTED]

Today's guest reader was [REDACTED].



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Akron Public Schools.

Attachment

Kathryn

D

@apslearns.org

National Honor Society

4 messages

Eleanor Campbell <ecampbel@apslearns.org>

Mon, Apr 3, 2023 at 9:40 AM

To: Carrie Stewart <cstewart@apslearns.org>

Cc: Kathryn Rodocker <kshem@apslearns.org>, Kristy Campbell <kcampbel@apslearns.org>, Aaron Dehart <adehart@apslearns.org>, Kelly Ryan <kryan@apslearns.org>

Greetings,

Please share with me when the National Honor Society Induction Ceremony is to be held this year and the students to be inducted. If I remembered correctly, current members are [REDACTED], and [REDACTED]. Please let me know if I am remiss of a current member, and please let me know when future meeting dates take place.

Thank you.

Eleanor

Eleanor A. Campbell, M.S.

Leader of Campus Support

ASAA Past President

North High School, Office 326E

985 Gorge Blvd.

Akron, Ohio 44310

330-761-1761 ext. #57272

330-761-2661 Fax

Email: ecampbel@apslearns.org



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Carrie Stewart <cstewart@akron.k12.oh.us>

Mon, Apr 3, 2023 at 9:43 AM

To: Eleanor Campbell <ecampbel@apslearns.org>

Cc: Kathryn Rodocker <kshem@apslearns.org>, Kristy Campbell <kcampbel@apslearns.org>, Aaron Dehart <adehart@apslearns.org>, Kelly Ryan <kryan@apslearns.org>

Those are the 3 current members. Final voting for the new members ended this weekend and points will be tallied in the next few days for the new members. We will be working with Kathryn to choose the induction date once the number of inductees is determined.

[Quoted text hidden]

Eleanor Campbell <ecampbel@apslearns.org>

Mon, Apr 17, 2023 at 10:18 AM

To: Carrie Stewart <cstewart@akron.k12.oh.us>

Cc: Kathryn Rodocker <kshem@apslearns.org>, Kristy Campbell <kcampbel@apslearns.org>, Aaron Dehart <adehart@apslearns.org>, Kelly Ryan <kryan@apslearns.org>

Greetings,

Could you share with me the process for obtaining new NHS members, student requirements, and deadlines? I would like to look at growing our membership next year.

Thank you.

Eleanor

Eleanor A. Campbell, M.S.

Leader of Campus Support

ASAA Past President

North High School, Office 326E

985 Gorge Blvd.

Akron, Ohio 44310

330-761-1761 ext. #57272

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[Quoted text hidden]

Carrie Stewart <cstewart@akron.k12.oh.us>

Mon, Apr 17, 2023 at 10:29 AM

To: Eleanor Campbell <ecampbel@apslearns.org>

Cc: Kathryn Rodocker <kshem@apslearns.org>, Kristy Campbell <kcampbel@apslearns.org>, Aaron Dehart <adehart@apslearns.org>, Kelly Ryan <kryan@apslearns.org>

I just spoke with Krista about adding this to AVID next year. This is the lowest number of students we have had in years.

All 10th and 11th grade students who have an accum of 3.25 or above after 3 semesters receive an application in February. They have 10-14 days to complete and return the application. We handed out 70 applications this year which is pretty normal. Only 11 people returned the app which is really low and of those 11, 4 were incomplete and 4 do not take honors classes. We are hoping that by adding it to 9th and 10th grade AVID that more college bound students will complete the application.

[Quoted text hidden]