



Northumberland School Board Office
P.O. Box 730
6958 Northumberland Highway
Heathsville, VA 22473
hwargo@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(1)

February 13, 2025

Dear Chairman Mrs. Betty Christopher, Vice Chairman Mrs. Dana O'Bier, and School Board Members Mr. David Curran, Dr. Cheryl Davis, and Ms. Mazyck:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Sincerely,

Dr. Holly Wargo
Superintendent



[BoardDocs] New Featured Meeting

noreply@boarddocs.com BoardDocs Notification

Friday, December 6, 2024 at 3:32:39 PM Eastern Standard Time

To: hwargo@nucps.net

Dear Super Publisher, A meeting has been made current. Meeting: Regular School Board Meeting - December 9, 2024
Date: December 9, 2024 (Monday) See the meeting by visiting this URL: <https://go.boarddocs.com/va/nucps/Board.nsf/Private?open&login> Thank you, BoardDocs Notification

hwargo@nucps.net Holly Wargo

Friday, December 6, 2024 at 3:34:14 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dmazyck@nucps.net Denise Mazyck, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis

Good afternoon,
The meeting agenda for Monday, December 9, has been featured. Please reach out if you have any questions.
Have a wonderful weekend!

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

From: **BoardDocs Notification** <noreply@boarddocs.com>

Date: Fri, Dec 6, 2024 at 3:32 PM

Subject: [BoardDocs] New Featured Meeting

To: <hwargo@nucps.net>

Dear Super Publisher, A meeting has been made current. Meeting: Regular School Board Meeting - December 9, 2024
Date: December 9, 2024 (Monday) See the meeting by visiting this URL: <https://go.boarddocs.com/va/nucps/Board.nsf/Private?open&login> Thank you, BoardDocs Notification

[NCPS] Action Needed- Confidential- Non SMS Locked Version

kleslie@nucps.net Karen Leslie
To: [REDACTED]
Cc: hwargo@nucps.net Holly Wargo

Tuesday, February 4, 2025 at 2:29:43 PM Eastern Standard Time

Good Afternoon, [REDACTED]

[REDACTED]

[REDACTED]

Please also confirm receipt of this email communication and its two attachments via email.

Best Regards,

Dr. Leslie

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(1)

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Attachments:

[REDACTED] Letter 2_4_25.pdf 187k
[REDACTED] pdf 568k

[REDACTED]
To: kleslie@nucps.net Karen Leslie
Cc: hwargo@nucps.net Holly Wargo

Tuesday, February 4, 2025 at 2:34:25 PM Eastern Standard Time

Received, thank you.

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:29 PM, Karen Leslie <kleslie@nucps.net> wrote:

Good Afternoon, [REDACTED]

[REDACTED]

[REDACTED]

Please also confirm receipt of this email communication and its two attachments via email.

Best Regards,

Dr. Leslie

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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[REDACTED]
To: kleslie@nucps.net Karen Leslie
Cc: hwargo@nucps.net Holly Wargo

Thursday, February 6, 2025 at 10:16:03 AM Eastern Standard Time

Good morning,

[REDACTED]

Thank you,
[REDACTED]

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:34 PM, [REDACTED] wrote:

Received, thank you.

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:29 PM, Karen Leslie <kleslie@nucps.net> wrote:

Good Afternoon, [REDACTED]

Please also confirm receipt of this email communication and its two attachments via email.

Best Regards,

Dr. Leslie

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo

Thursday, February 6, 2025 at 3:46:22 PM Eastern Standard Time

To: to [REDACTED]
Cc: kleslie@nucps.net Karen Leslie
Bcc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Good afternoon M [REDACTED]

Please let me or Dr. Leslie know if you have any further questions.

Sincerely,

On Thu, Feb 6, 2025 at 10:16 AM [REDACTED] wrote:

Good morning,

Thank you,
[REDACTED]

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:34 PM, [REDACTED] wrote:

Received, thank you.

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:29 PM, Karen Leslie <kleslie@nucps.net> wrote:

Good Afternoon, [REDACTED]

Please also confirm receipt of this email communication and its two attachments via email.

Best Regards,

Dr. Leslie

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
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To: hwargo@nucps.net Holly Wargo
Cc: kleslie@nucps.net Karen Leslie

Monday, February 10, 2025 at 3:10:15 PM Eastern Standard Time

Good afternoon,

Please find the requested medical information attached.

Thank you,

 Inline image

Sent from Yahoo Mail for iPhone

On Thursday, February 6, 2025, 3:46 PM, Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon [REDACTED]

[REDACTED]

[REDACTED]

Please let me or Dr. Leslie know if you have any further questions.

Sincerely,

On Thu, Feb 6, 2025 at 10:16 AM [REDACTED] wrote:

Good morning,

[REDACTED]

Thank you,

[REDACTED]

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:34 PM, [REDACTED] wrote:

Received, thank you.

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:29 PM, Karen Leslie <kleslie@nucps.net> wrote:

Good Afternoon, [REDACTED]

[REDACTED]

[REDACTED]

Please also confirm receipt of this email communication and its two attachments via email.

Best Regards,

Dr. Leslie

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

Attachments:

IMG_9268.jpeg 4.9M

hwargo@nucps.net Holly Wargo

Tuesday, February 11, 2025 at 6:42:48 AM Eastern Standard Time

To: NCheuk@sandsanderson.com Cheuk, Nicole S., wnelsoncrawford@sandsanderson.com Nelson-Crawford, Whitney E.

Attorney Client Privilege Invoked

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

Sent from Yahoo Mail for iPhone

REDACTED
PURSUANT TO
2.2-3705.1(1)

On Thursday, February 6, 2025, 3:46 PM, Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon [REDACTED]

[REDACTED]

[REDACTED]

Please let me or Dr. Leslie know if you have any further questions.

Sincerely,

On Thu, Feb 6, 2025 at 10:16 AM [REDACTED] wrote:

Good morning,

[REDACTED]

Thank you,

[REDACTED]

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:34 PM, [REDACTED] wrote:

Received, thank you.

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:29 PM, Karen Leslie <kleslie@nucps.net> wrote:

Good Afternoon, [REDACTED]

[REDACTED]

[REDACTED]

Please also confirm receipt of this email communication and its two attachments via email.

Best Regards,

Dr. Leslie

Karen H. Leslie, PhD

Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

image001.png 2.3k

image002.jpg 4.7M

[REDACTED].pdf 321k

[REDACTED]
To: hwargo@nucps.net Holly Wargo
Cc: kleslie@nucps.net Karen Leslie

Tuesday, February 11, 2025 at 10:31:56 AM Eastern Standard Time

Good morning,


[REDACTED]
Thank you,
Tara

[Sent from Yahoo Mail for iPhone](#)

On Monday, February 10, 2025, 3:10 PM, [REDACTED] wrote:

Good afternoon,

[REDACTED]
Thank you,

[REDACTED]
 inline image

[Sent from Yahoo Mail for iPhone](#)

On Thursday, February 6, 2025, 3:46 PM, Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon [REDACTED]:

[REDACTED]

[REDACTED]

Please let me or Dr. Leslie know if you have any further questions.

Sincerely,

On Thu, Feb 6, 2025 at 10:16 AM [REDACTED] wrote:

Good morning,

[REDACTED]

Thank you,

[Sent from Yahoo Mail for iPhone](#)

On Tuesday, February 4, 2025, 2:34 PM, [REDACTED] wrote:

Received, thank you.

[Sent from Yahoo Mail for iPhone](#)

On Tuesday, February 4, 2025, 2:29 PM, Karen Leslie <kleslie@nucps.net> wrote:

Good Afternoon, [REDACTED]

[REDACTED]

[REDACTED]

Please also confirm receipt of this email communication and its two attachments via email.

Best Regards,

Dr. Leslie

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Attachments:

IMG_9268.jpeg 4.9M

hwargo@nucps.net Holly Wargo

To: [REDACTED]
Cc: kleslie@nucps.net Karen Leslie

Wednesday, February 12, 2025 at 10:27:30 AM Eastern Standard Time

Good morning,

On Tue, Feb 11, 2025 at 10:32 AM [REDACTED] wrote:

Good morning,

Thank you,

Sent from Yahoo Mail for iPhone

On Monday, February 10, 2025, 3:10 PM, [REDACTED] wrote:

Good afternoon,

Thank you,

 Inline image

Sent from Yahoo Mail for iPhone

On Thursday, February 6, 2025, 3:46 PM, Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon [REDACTED]

Please let me or Dr. Leslie know if you have any further questions.

Sincerely,

On Thu, Feb 6, 2025 at 10:16 AM [REDACTED] wrote:

Good morning,

Thank you,
Tara

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:34 PM, [REDACTED] > wrote:

Received, thank you.

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:29 PM, Karen Leslie <kleslie@nucps.net> wrote:

Good Afternoon, [REDACTED]

[REDACTED]

Please also confirm receipt of this email communication and its two attachments via email.

Best Regards,

Dr. Leslie

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

IMG_9268.jpeg 4.9M

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Thursday, February 13, 2025 at 10:55:16 AM Eastern Standard Time

At this point, are we to make a decision on this and provide documentation to the employee, [REDACTED]

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(2)

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

Date: Mon, Feb 10, 2025 at 3:10 PM
Subject: Re: Action Needed- Confidential- Non SMS Locked Version
To: Holly Wargo <hwargo@nucps.net>
Cc: Karen Leslie <kleslie@nucps.net>

REDACTED
PURSUANT TO
2.2-3705.1(1)

Good afternoon,

[REDACTED] d.

Thank you,

 Inline image

Sent from Yahoo Mail for iPhone

On Thursday, February 6, 2025, 3:46 PM, Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon [REDACTED]

[REDACTED]

[REDACTED]

Please let me or Dr. Leslie know if you have any further questions.

Sincerely,

On Thu, Feb 6, 2025 at 10:16 AM [REDACTED] wrote:
Good morning,

[REDACTED]

Thank you,

[REDACTED]

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:34 PM, [REDACTED] wrote:

Received, thank you.

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:29 PM, Karen Leslie <kleslie@nucps.net> wrote:

Good Afternoon, [REDACTED]

[REDACTED]

[REDACTED]

Please also confirm receipt of this email communication and its two attachments via email.

Best Regards,

Dr. Leslie

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

IMG_9268.jpeg 4.9M

hwargo@nucps.net Holly Wargo

To: kleslie@nucps.net Karen Leslie

Thursday, February 13, 2025 at 1:09:43 PM Eastern Standard Time

Good a

On Thu, Feb 13, 2025 at 10:55 AM Karen Leslie <kleslie@nucps.net> wrote:

At this point, are we to make a decision on this and provide documentation to the employee, [REDACTED]

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

**REDACTED
PURSUANT TO
2.2-3705.1(2)**

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

[REDACTED]


Date: Mon, Feb 10, 2025 at 3:10 PM
Subject: Re: Action Needed- Confidential- Non SMS Locked Version
To: Holly Wargo <hwargo@nucps.net>
Cc: Karen Leslie <kleslie@nucps.net>

Good afternoon,

[REDACTED]

Thank you,

[REDACTED]



Sent from Yahoo Mail for iPhone

On Thursday, February 6, 2025, 3:46 PM, Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon [REDACTED]

[REDACTED]

[REDACTED]

Please let me or Dr. Leslie know if you have any further questions.

Sincerely,

On Thu, Feb 6, 2025 at 10:16 AM [REDACTED] wrote:
Good morning,

[REDACTED]

Thank you,
[REDACTED]

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:34 PM, [REDACTED] wrote:

Received, thank you.

Sent from Yahoo Mail for iPhone

On Tuesday, February 4, 2025, 2:29 PM, Karen Leslie <kleslie@nucps.net> wrote:

Good Afternoon, [REDACTED]

[REDACTED]

[REDACTED]

Please also confirm receipt of this email communication and its two attachments via email.

Best Regards,

Dr. Leslie

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

IMG_9268.jpeg 4.9M

[NCPS] Administrative Leave with Pay

hwargo@nucps.net Holly Wargo

Thursday, January 30, 2025 at 4:38:50 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck

This information is sensitive and confidential.

Good afternoon Madame Chair & School Board Members:

██████████ is being placed on paid administrative leave during an independent investigation. Please reach out with any questions.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(1)



IUP



GW

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[NCPS]

kleslie@nucps.net Karen Leslie

Thursday, December 19, 2024 at 9:40:36 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Good Evening, Members of the School Board,

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(1)

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Attachments:

.docx 16k

dcurran@nucps.net Dave Curran

Friday, December 20, 2024 at 11:49:30 AM Eastern Standard Time

To: dfcmedway@gmail.com

Sent from my iPhone

Begin forwarded message:

From: Karen Leslie <kleslie@nucps.net>
Date: December 19, 2024 at 9:40:46 PM EST
To: Betty Christopher <bchristopher@nucps.net>, Dana O'Bier <dobier@nucps.net>, Dave Curran <dcurran@nucps.net>, "Dr. Cheryl Davis" <cdavis@nucps.net>, Denise Mazyck <dmazyck@nucps.net>
Subject: [NCPS]

Good Evening, Members of the School Board,

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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error and are strictly prohibited from reading, copying, distributing, disseminating, or transmitting any of the information it conveys. If you received this communication in error, please destroy all electronic, paper, and other copies, and notify the sender of the error immediately. Accidental transmission of this communication is not intended to waive any privilege or confidentiality protected under Virginia's Freedom of Information Act.

Attachments:

[REDACTED].docx 16k

dcurran@nucps.net Dave Curran
To: hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 11:58:12 AM Eastern Standard Time

Do you have a status or an update on this? Dave

On Thu, Dec 19, 2024 at 9:40 PM Karen Leslie <kleslie@nucps.net> wrote:

Good Evening, Members of the School Board,

[REDACTED]

[REDACTED]

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: dcurran@nucps.net Dave Curran

Wednesday, February 12, 2025 at 12:11:08 PM Eastern Standard Time

Good afternoon Dr. Curran,

My last recollection is the School Board [REDACTED].

On Wed, Feb 12, 2025 at 11:58 AM Dave Curran <dcurran@nucps.net> wrote:

Do you have a status or an update on this? Dave

On Thu, Dec 19, 2024 at 9:40 PM Karen Leslie <kleslie@nucps.net> wrote:

Good Evening, Members of the School Board,

[REDACTED]

[REDACTED]

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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dcurran@nucps.net Dave Curran
To: hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 12:15:38 PM Eastern Standard Time

Holly

Dave

On Wed, Feb 12, 2025 at 12:11 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon Dr. Curran,

My last recollection is the School Board [REDACTED]

REDACTED
PURSUANT TO
2.2-3705.1(1) and
(2)

On Wed, Feb 12, 2025 at 11:58 AM Dave Curran <dcurran@nucps.net> wrote:

Do you have a status or an update on this? Dave

On Thu, Dec 19, 2024 at 9:40 PM Karen Leslie <kleslie@nucps.net> wrote:

Good Evening, Members of the School Board,

[REDACTED]

[REDACTED]

Karen H. Leslie, PhD

Assistant Superintendent

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hwargo@nucps.net Holly Wargo
To: dcurran@nucps.net Dave Curran

Wednesday, February 12, 2025 at 12:20:50 PM Eastern Standard Time

Dr. Curran,

I was not a part of the attorney discussion. [REDACTED]

[REDACTED] I was not involved in communication with the attorney as it would not be proper.

On Wed, Feb 12, 2025 at 12:15 PM Dave Curran <dcurran@nucps.net> wrote:

Holly

Dave

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[REDACTED]

[REDACTED]

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dcurran@nucps.net Dave Curran
To: hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 12:25:36 PM Eastern Standard Time

[REDACTED] Dave

On Wed, Feb 12, 2025 at 12:21 PM Holly Wargo <hwargo@nucps.net> wrote:
Dr. Curran,

I was not a part of the attorney discussion. [REDACTED] I was not involved in communication with the attorney as it would not be proper.

On Wed, Feb 12, 2025 at 12:15 PM Dave Curran <dcurran@nucps.net> wrote:
Holly
[REDACTED]
Dave

On Wed, Feb 12, 2025 at 12:11 PM Holly Wargo <hwargo@nucps.net> wrote:
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[REDACTED]

Karen H. Leslie, PhD
Assistant Superintendent
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hwargo@nucps.net Holly Wargo
To: dcurran@nucps.net Dave Curran

Wednesday, February 12, 2025 at 12:28:42 PM Eastern Standard Time

Dr. Curran,

Please reach out to Mrs. Christopher as School Board Chair or Mrs. O'Bier as Vice Chair. It is not proper for me to communicate with the attorney over this matter, from my understanding.

On Wed, Feb 12, 2025 at 12:25 PM Dave Curran <dcurran@nucps.net> wrote:

[REDACTED] Dave

On Wed, Feb 12, 2025 at 12:21 PM Holly Wargo <hwargo@nucps.net> wrote:

Dr. Curran,

I was not a part of the attorney discussion. [REDACTED]

[REDACTED] I was not involved in communication with the attorney as it would not be proper.

On Wed, Feb 12, 2025 at 12:15 PM Dave Curran <dcurran@nucps.net> wrote:

Holly

[REDACTED]
done? Dave

On Wed, Feb 12, 2025 at 12:11 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon Dr. Curran,

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Do you have a status or an update on this? Dave

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Good Evening, Members of the School Board,

[REDACTED]
[REDACTED]
[REDACTED]
Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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dcurran@nucps.net Dave Curran

Wednesday, February 12, 2025 at 12:39:18 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck, hwargo@nucps.net Holly Wargo

Just a follow up, [REDACTED]

[REDACTED] Thanks Dave

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

From: **Holly Wargo** <hwargo@nucps.net>

Date: Wed, Feb 12, 2025 at 12:29 PM

Subject: Re: [NCPS] Appeal of Write Up
To: Dave Curran <dcurran@nucps.net>

Dr. Curran,

Please reach out to Mrs. Christopher as School Board Chair or Mrs. O'Bier as Vice Chair. It is not proper for me to communicate with the attorney over this matter, from my understanding.

On Wed, Feb 12, 2025 at 12:25 PM Dave Curran <dcurran@nucps.net> wrote:

[REDACTED] Dave

On Wed, Feb 12, 2025 at 12:21 PM Holly Wargo <hwargo@nucps.net> wrote:

Dr. Curran,

I was not a part of the attorney discussion. [REDACTED]

[REDACTED] I was not involved in communication with the attorney as it would not be proper.

On Wed, Feb 12, 2025 at 12:15 PM Dave Curran <dcurran@nucps.net> wrote:

Holly

[REDACTED] Dave

On Wed, Feb 12, 2025 at 12:11 PM Holly Wargo <hwargo@nucps.net> wrote:

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Good Evening, Members of the School Board,

[REDACTED]

[REDACTED]

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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[NCPS] Board of Supervisors

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 1:14:51 PM Eastern Standard Time

Dr. Wargo,

Is there a specific member of the Board you want me to invite for the Teacher of the Year interview, or should I send it to all of them? Same for the School Board?

Thanks! I will also request the librarian and a parent?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 1:38:04 PM Eastern Standard Time

Also, do we ask the librarian from NCPL or just one of the trustees?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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----- Forwarded message -----
From: **Karen Leslie** <kleslie@nucps.net>
Date: Mon, Jan 13, 2025 at 1:14 PM
Subject: Board of Supervisors
To: Holly Wargo <hwargo@nucps.net>

Dr. Wargo,

Is there a specific member of the Board you want me to invite for the Teacher of the Year interview, or should I send it to all of them? Same for the School Board?

Thanks! I will also request the librarian and a parent?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, January 13, 2025 at 2:40:21 PM Eastern Standard Time

Typically Mr. James Long participates from the Board of Supervisors.
I believe Denise Mazyck has participated from the School Board.

Thank you,

On Mon, Jan 13, 2025 at 1:15 PM Karen Leslie <kleslie@nucps.net> wrote:
Dr. Wargo,

Is there a specific member of the Board you want me to invite for the Teacher of the Year interview, or should I send it to all of them? Same for the School Board?

Thanks! I will also request the librarian and a parent?

Karen H. Leslie, PhD
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NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
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[NCPS] Boys & Girls Club Meeting @ 1:30 PM

kleslie@nucps.net Karen Leslie

Tuesday, February 25, 2025 at 8:20:35 AM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

To: hwargo@nucps.net Holly Wargo, jrogers@nucps.net Jessica Rogers, mwilliams@nucps.net Martha Williams, slipton@nucps.net Shelli Lipton, ssmith@nucps.net Sophronia Smith, kleslie@nucps.net Karen Leslie

Is this meeting being held at the boys and Girls' club?

Boys & Girls Club Meeting @ 1:30 PM

Tuesday Feb 25, 2025 · 12:30pm – 1:30pm (Eastern Time - New York)

Guests

Holly Wargo - organizer

Jessica Rogers

Karen Leslie

Martha Williams

Shelli Lipton

Sophronia Smith

hwargo@nucps.net Holly Wargo

Tuesday, February 25, 2025 at 8:35:56 AM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Yes, the meeting will take place at the Northumberland Boys and Girls Club.

On Tue, Feb 25, 2025 at 8:20 AM Karen Leslie <kleslie@nucps.net> wrote:

Is this meeting being held at the boys and Girls' club?

Boys & Girls Club Meeting @ 1:30 PM

Tuesday Feb 25, 2025 · 12:30pm – 1:30pm (Eastern Time - New York)

Guests

Holly Wargo - organizer

Jessica Rogers

Karen Leslie

Martha Williams

Shelli Lipton

Sophronia Smith

slipton@nucps.net Shelli Lipton

Tuesday, February 25, 2025 at 9:26:48 AM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Cc: hwargo@nucps.net Holly Wargo, jrogers@nucps.net Jessica Rogers, mwilliams@nucps.net Martha Williams, ssmith@nucps.net Sophronia Smith

I was planning to go there. Anyone leaving from NMS that I can catch a ride. If not, I will meet you there at 1:30.

Mrs. Shelli Lipton
Principal
Northumberland Middle School
175 Academic Lane
Heathsville, VA 22473
(804) 580-5753

On Tue, Feb 25, 2025 at 8:20 AM Karen Leslie <kleslie@nucps.net> wrote:

Is this meeting being held at the boys and Girls' club?

Boys & Girls Club Meeting @ 1:30 PM

Tuesday Feb 25, 2025 · 12:30pm – 1:30pm (Eastern Time - New York)

Guests

Holly Wargo - organizer
Jessica Rogers

Karen Leslie
Martha Williams
Shelli Lipton
Sophronia Smith

[NCPS] Calendar Committee

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, December 9, 2024 at 2:52:24 PM Eastern Standard Time

Dr. Wargo,

Wrote this before the email i just sent- here are the questions.

I am aware that I will be heading the Calendar Committee for the Division. I have a copy of a previous survey from Ms. Lee, but it only included one option about start date and not other information. It looks like there was also a calendar planning document, but I cannot access it. Is there a copy of this I can review?

Also, I do not have the members for the review committee. Is it all principals and directors? Are teachers involved? Are community members involved?

I am also told that the Superintendents in the region typically meet to get an idea of start/ end times before developing the calendar. Is that correct? Are there start and end dates I should use when I meet with the committee?

Thanks!

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, December 9, 2024 at 3:21:32 PM Eastern Standard Time

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Adam Letizia facilitated the calendar meetings. If you have access to his email / Google waffle, you probably can access the calendar document.

Also, I do not have the members for the review committee. Is it all principals and directors? Are teachers involved? Are community members involved?

Typically it is 2 teachers from NMS, 2 teachers from NHS, and four teachers/staff from NES. I think it would be great to include Michelle Gordon / interested principals. I am happy to assist as well. In the past we have developed the drafts (2) and then shared those drafts with the families / community for feedback.

I am also told that the Superintendents in the region typically meet to get an idea of start/ end times before developing the calendar. Is that correct? Are there start and end dates I should use when I meet with the committee?

For start date, I would stay with what we had this year. Spring Break is the first week in April. We must have 140 seat hours per semester. We usually have 174 instructional days which is short when compared with other school divisions who have 180-183.

On Mon, Dec 9, 2024 at 2:52 PM Karen Leslie <kleslie@nucps.net> wrote:

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Karen H. Leslie, PhD

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, December 9, 2024 at 3:23:13 PM Eastern Standard Time

Thanks! I cannot access his email. I can get with JA. I also asked Ms. Lee to send me the info if she finds it first.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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[NCPS] Checking in

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Friday, February 14, 2025 at 10:25:01 AM Eastern Standard Time

Good morning Dr. Leslie,
Please reach out by cell if you need anything. Thank you for being my designed today.

--
Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Friday, February 14, 2025 at 10:43:36 AM Eastern Standard Time

Will do. Nothing pressing at the moment. Been working on the following items:

-Sent [REDACTED] to employee 1

-Called upset parent re: [REDACTED]

-Called LR to set up new schedule for school day extension. Extended this later to conference call with MW. LR to create plan with LW and share with staff.

-Called SO re: status of contracts. She stated that she and Tina were trying to print W2s.

-Met with VDOE re: Division improvement plan and School Comprehensive plans.

-Working on Division and School plans

REDACTED
PURSUANT TO
2.2-3705.1(1)

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Fri, Feb 14, 2025 at 10:25 AM Holly Wargo <hwargo@nucps.net> wrote:

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--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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hwargo@nucps.net Holly Wargo

To: kleslie@nucps.net Karen Leslie

Friday, February 14, 2025 at 11:54:17 AM Eastern Standard Time

Thanks for the update. You have been busy!

On Fri, Feb 14, 2025 at 10:43 AM Karen Leslie <kleslie@nucps.net> wrote:

Will do. Nothing pressing at the moment. Been working on the following items:

-Sent [REDACTED] to employee 1

REDACTED
PURSUANT TO
2.2-3705.1(1)

-Called upset parent re: [REDACTED].

-Called LR to set up new schedule for school day

extension. Extended this later to conference

call with MW. LR to create plan with LW

and share with staff.

-Called SO re: status of contracts. She stated that she and Tina were trying to print W2s.

-Met with VDOE re: Division improvement plan and School

Comprehensive plans.

-Working on Division and School plans

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Fri, Feb 14, 2025 at 10:25 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning Dr. Leslie,

Please reach out by cell if you need anything. Thank you for being my designed today.

--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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--
Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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[NCPS] Closed session

hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 8:22:06 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck

Good morning,

We do not have student matters for closed session. Would you prefer to meet at 4:30 since we do not have many topics?

Please reply all. Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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dcurran@nucps.net Dave Curran

Monday, January 13, 2025 at 8:52:23 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Can we still meet at 4?

On Mon, Jan 13, 2025 at 8:22 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

We do not have student matters for closed session. Would you prefer to meet at 4:30 since we do not have many topics?

Please reply all. Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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dmazyck@nucps.net Denise Mazyck

Monday, January 13, 2025 at 9:34:47 AM Eastern Standard Time

To: dcurran@nucps.net Dave Curran

Cc: hwargo@nucps.net Holly Wargo, bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis

4:30 works for me. Dave why do you want to still meet at 4, just curious?

Denise

On Mon, Jan 13, 2025, 8:52 AM Dave Curran <dcurran@nucps.net> wrote:
Can we still meet at 4?

On Mon, Jan 13, 2025 at 8:22 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

We do not have student matters for closed session. Would you prefer to meet at 4:30 since we do not have many topics?

Please reply all. Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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dcurran@nucps.net Dave Curran

Monday, January 13, 2025 at 11:17:38 AM Eastern Standard Time

To: dmazyck@nucps.net Denise Mazyck

Cc: hwargo@nucps.net Holly Wargo, bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis

4:30 works for me

On Mon, Jan 13, 2025 at 9:34 AM Denise Mazyck <dmazyck@nucps.net> wrote:
4:30 works for me. Dave why do you want to still meet at 4, just curious?

Denise

On Mon, Jan 13, 2025, 8:52 AM Dave Curran <dcurran@nucps.net> wrote:
Can we still meet at 4?

On Mon, Jan 13, 2025 at 8:22 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

We do not have student matters for closed session. Would you prefer to meet at 4:30 since we do not have many topics?

Please reply all. Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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cdavis@nucps.net Dr. Cheryl Davis

Monday, January 13, 2025 at 11:59:51 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck

4:30 is fine. Cheryl

On Mon, Jan 13, 2025 at 8:22 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

We do not have student matters for closed session. Would you prefer to meet at 4:30 since we do not have many topics?

Please reply all. Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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bchristopher@nucps.net Betty Christopher

Monday, January 13, 2025 at 1:41:03 PM Eastern Standard Time

To: cdavis@nucps.net Dr. Cheryl Davis

Cc: hwargo@nucps.net Holly Wargo, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck

Works for me too. 4:30

On Mon, Jan 13, 2025 at 12:00 PM Dr. Cheryl Davis <cdavis@nucps.net> wrote:

4:30 is fine. Cheryl

On Mon, Jan 13, 2025 at 8:22 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

We do not have student matters for closed session. Would you prefer to meet at 4:30 since we do not have many topics?

Please reply all. Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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[NCPS] Contract Terms

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Thursday, January 16, 2025 at 3:04:37 PM Eastern Standard Time

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

Terms.docx 103k

Cover Template.docx 90k

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Thursday, January 16, 2025 at 3:47:29 PM Eastern Standard Time

I think the other thing we have to add/ have checked is something about the contract being contingent on the approval of the budget, right?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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----- Forwarded message -----
From: **Karen Leslie** <kleslie@nucps.net>
Date: Thu, Jan 16, 2025 at 3:04 PM
Subject: Contract Terms
To: Holly Wargo <hwargo@nucps.net>

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

Terms.docx 103k

Cover Template.docx 90k

hwargo@nucps.net Holly Wargo

Thursday, January 16, 2025 at 4:10:47 PM Eastern Standard Time

To: NCheuk@sandsanderson.com Cheuk, Nicole S.

Attorney Client Privilege Invoked.

REDACTED
PURSUANT TO
2.2-3705.1(2)

Thank you,

Holly

Cell [REDACTED]

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

From: **Karen Leslie** <kleslie@nucps.net>

Date: Thu, Jan 16, 2025 at 3:04 PM

Subject: [NCPS] [REDACTED]

To: Holly Wargo <hwargo@nucps.net>

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

[REDACTED].docx 103k

[REDACTED].docx 90k

hwargo@nucps.net Holly Wargo

Thursday, January 16, 2025 at 4:15:36 PM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Thank you! [REDACTED] I will keep you posted.

On Thu, Jan 16, 2025 at 3:04 PM Karen Leslie <kleslie@nucps.net> wrote:

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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NCheuk@sandsanderson.com Cheuk, Nicole S.

Friday, January 17, 2025 at 9:48:35 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Dr. Wargo -

[REDACTED]

Nikki

Nicole S. Cheuk
Attorney
Sands Anderson PC
1111 East Main Street, Suite 2400
P.O. Box 1998
Richmond, VA 23218-1998
Main: (804) 648-1636
Direct: (804) 783-7267
Fax: (804) 783-7291
ncheuk@sandsanderson.com
www.sandsanderson.com

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From: Holly Wargo <hwargo@nucps.net>
Sent: Thursday, January 16, 2025 4:10:47 PM
To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>
Subject: Fwd: [NCPS] Contract Terms

CAUTION: External Message

Attorney Client Privilege Invoked.

Hi Nikki,

[REDACTED]

[REDACTED]

Thank you,
Holly
Cell [REDACTED]

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

From: **Karen Leslie** <kleslie@nucps.net>

Date: Thu, Jan 16, 2025 at 3:04 PM

Subject: [NCPS] [REDACTED]

To: Holly Wargo <hwargo@nucps.net>

REDACTED
PURSUANT TO
2.2-3705.1(2)

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, February 11, 2025 at 11:55:56 AM Eastern Standard Time

Good Morning, Dr. Wargo,

I am in the training for contracts right now with PowerSchool. [REDACTED]

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Thu, Jan 16, 2025 at 4:16 PM Holly Wargo <hwargo@nucps.net> wrote:
Thank you! [REDACTED] I will keep you posted.

On Thu, Jan 16, 2025 at 3:04 PM Karen Leslie <kleslie@nucps.net> wrote:

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Tuesday, February 11, 2025 at 12:10:30 PM Eastern Standard Time

Good afternoon,

[REDACTED] I will let you know as soon as I receive a response.

Thank you,

On Tue, Feb 11, 2025 at 11:56 AM Karen Leslie <kleslie@nucps.net> wrote:

Good Morning, Dr. Wargo,

I am in the training for contracts right now with PowerSchool. [REDACTED]

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Thu, Jan 16, 2025 at 4:16 PM Holly Wargo <hwargo@nucps.net> wrote:

Thank you! [REDACTED] I will keep you posted.

On Thu, Jan 16, 2025 at 3:04 PM Karen Leslie <kleslie@nucps.net> wrote:

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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--
Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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NCheuk@sandsanderson.com Cheuk, Nicole S.

Thursday, February 27, 2025 at 4:29:01 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: wnelsoncrawford@sandsanderson.com Nelson-Crawford, Whitney E.

Dr. Wargo:

[REDACTED]

Please let us know if you have any questions.

Nikki



Nicole S. Cheuk

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7267 | Main: (804) 648-1636

www.sandsanderson.com | NCheuk@sandsanderson.com | [Bio](#) | [vCard](#)

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From: Holly Wargo <hwargo@nucps.net>

Sent: Thursday, January 16, 2025 4:11 PM

To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>

Subject: Fwd: [NCPS] [REDACTED]

CAUTION: External Message

Attorney Client Privilege Invoked.

Hi Nikki,

[REDACTED]

[REDACTED]

[REDACTED]

Thank you,

Holly

Cell [REDACTED]

----- Forwarded message -----
From: **Karen Leslie** <kleslie@nucps.net>
Date: Thu, Jan 16, 2025 at 3:04 PM
Subject: [NCPS] [REDACTED]
To: Holly Wargo <hwargo@nucps.net>

Karen H. Leslie, PhD

Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

image001.png 2.3k

[REDACTED].docx 93k

[REDACTED].docx 114k

[REDACTED].docx 108k

hwargo@nucps.net Holly Wargo
To: NCheuk@sandsanderson.com Cheuk, Nicole S.
Cc: wnelsoncrawford@sandsanderson.com Nelson-Crawford, Whitney E.

Friday, February 28, 2025 at 8:05:19 AM Eastern Standard Time

Thank you! [REDACTED]

On Thu, Feb 27, 2025 at 4:29 PM Cheuk, Nicole S. <NCheuk@sandsanderson.com> wrote:

Dr. Wargo:

[REDACTED]

Please let us know if you have any questions.

Nikki



Nicole S. Cheuk

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7267 | Main: (804) 648-1636

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From: Holly Wargo <hwargo@nucps.net>

Sent: Thursday, January 16, 2025 4:11 PM

To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>

Subject: Fwd: [NCPS] [REDACTED]

CAUTION: External Message

Attorney Client Privilege Invoked.

Hi Nikki,

[REDACTED]

[REDACTED]

[REDACTED]

Thank you,

Holly

Cell [REDACTED]

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

From: **Karen Leslie** <kleslie@nucps.net>

Date: Thu, Jan 16, 2025 at 3:04 PM

Subject: [NCPS] [REDACTED]

To: Holly Wargo <hwargo@nucps.net>

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

image001.png 2.3k

hwargo@nucps.net Holly Wargo

Friday, February 28, 2025 at 8:18:22 AM Eastern Standard Time

To: NCheuk@sandsanderson.com Cheuk, Nicole S.

Cc: wnelsoncrawford@sandsanderson.com Nelson-Crawford, Whitney E.

REDACTED
PURSUANT TO
2.2-3705.1(2)

[REDACTED]

On Thu, Feb 27, 2025 at 4:29 PM Cheuk, Nicole S. <NCheuk@sandsanderson.com> wrote:

Dr. Wargo:

[REDACTED]

Please let us know if you have any questions.

Nikki



Nicole S. Cheuk

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7267 | Main: (804) 648-1636

www.sandsanderson.com | NCheuk@sandsanderson.com | [Bio](#) | [vCard](#)

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From: Holly Wargo <hwargo@nucps.net>
Sent: Thursday, January 16, 2025 4:11 PM
To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>
Subject: Fwd: [NCPS] [REDACTED]

CAUTION: External Message

Attorney Client Privilege Invoked.

Hi Nikki,

[REDACTED]

[REDACTED]

[REDACTED]

Thank you,

Holly

Cell [REDACTED]

----- Forwarded message -----
From: **Karen Leslie** <kleslie@nucps.net>

Date: Thu, Jan 16, 2025 at 3:04 PM
Subject: [NCPS] [REDACTED]
To: Holly Wargo <hwargo@nucps.net>

Karen H. Leslie, PhD

Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

image001.png 2.3k

NCheuk@sandsanderson.com Cheuk, Nicole S.

Friday, February 28, 2025 at 10:52:16 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: wnelsoncrawford@sandsanderson.com Nelson-Crawford, Whitney E.

Dr. Wargo:

[REDACTED]

Thanks,

Nikki



Nicole S. Cheuk

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7267 | Main: (804) 648-1636

www.sandsanderson.com | NCheuk@sandsanderson.com | [Bio](#) | [vCard](#)

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From: Holly Wargo <hwargo@nucps.net>

Sent: Friday, February 28, 2025 8:18 AM

To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>

Cc: Nelson-Crawford, Whitney E. <wnelsoncrawford@sandsanderson.com>

Subject: Re: [NCPS] [REDACTED]

[REDACTED]

On Thu, Feb 27, 2025 at 4:29 PM Cheuk, Nicole S. <NCheuk@sandsanderson.com> wrote:

Dr. Wargo:

[REDACTED]

Please let us know if you have any questions.

Nikki



Nicole S. Cheuk

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7267 | Main: (804) 648-1636

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From: Holly Wargo <hwargo@nucps.net>

Sent: Thursday, January 16, 2025 4:11 PM

To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>

Subject: Fwd: [NCPS] [REDACTED]

CAUTION: External Message

Attorney Client Privilege Invoked.

Hi Nikki,

[REDACTED]

[REDACTED]

[REDACTED]

Thank you,

Holly

Cell [REDACTED]

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

From: **Karen Leslie** <kleslie@nucps.net>

Date: Thu, Jan 16, 2025 at 3:04 PM

Subject: [NCPS] Contract Terms

To: Holly Wargo <hwargo@nucps.net>

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

image001.png 2.3k

NCheuk@sandsanderson.com Cheuk, Nicole S.

Tuesday, March 4, 2025 at 11:16:19 AM Eastern Standard Time

To: NCheuk@sandsanderson.com Cheuk, Nicole S., hwargo@nucps.net Holly Wargo

Cc: wnelsoncrawford@sandsanderson.com Nelson-Crawford, Whitney E.

Dr. Wargo –

**REDACTED
PURSUANT TO
2.2-3705.1(2)**

[REDACTED]

Let us know if you have any questions.

Nikki



Nicole S. Cheuk

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7267 | Main: (804) 648-1636

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From: Cheuk, Nicole S. <NCheuk@sandsanderson.com>

Sent: Friday, February 28, 2025 10:52 AM

To: Holly Wargo <hwargo@nucps.net>

Cc: Nelson-Crawford, Whitney E. <wnelsoncrawford@sandsanderson.com>

Subject: RE: [NCPS] [REDACTED]

Dr. Wargo:

[REDACTED]

Thanks,

Nikki



Nicole S. Cheuk

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7267 | Main: (804) 648-1636

www.sandsanderson.com | NCheuk@sandsanderson.com | [Bio](#) | [vCard](#)

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From: Holly Wargo <hwargo@nucps.net>
Sent: Friday, February 28, 2025 8:18 AM
To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>
Cc: Nelson-Crawford, Whitney E. <wnelsoncrawford@sandsanderson.com>
Subject: Re: [NCPS] [REDACTED]

[REDACTED]

On Thu, Feb 27, 2025 at 4:29 PM Cheuk, Nicole S. <NCheuk@sandsanderson.com> wrote:

Dr. Wargo:

[REDACTED]

Please let us know if you have any questions.

Nikki



Nicole S. Cheuk

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7267 | Main: (804) 648-1636

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From: Holly Wargo <hwargo@nucps.net>
Sent: Thursday, January 16, 2025 4:11 PM
To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>
Subject: Fwd: [NCPS] [REDACTED]

CAUTION: External Message

Attorney Client Privilege Invoked.

Hi Nikki,

[REDACTED]

[REDACTED]

[REDACTED]

Thank you,

Holly

Cell [REDACTED]

----- Forwarded message -----
From: **Karen Leslie** <kleslie@nucps.net>
Date: Thu, Jan 16, 2025 at 3:04 PM
Subject: [NCPS] Contract Terms
To: Holly Wargo <hwargo@nucps.net>

Karen H. Leslie, PhD

Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

image001.png 2.3k

[REDACTED].docx 103k

[REDACTED].docx 103k

[NCPS] Contracts

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, January 29, 2025 at 12:39:14 PM Eastern Standard Time

Hi Dr. Wargo,

[REDACTED]
now.

We can get it into the new system if so since we are training on it

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(2)

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Wednesday, January 29, 2025 at 12:41:41 PM Eastern Standard Time

Hi Dr. Leslie,

[REDACTED] I will keep you posted. Thank you for working on this.

On Wed, Jan 29, 2025 at 12:39 PM Karen Leslie <kleslie@nucps.net> wrote:

Hi Dr. Wargo,

[REDACTED]
now.

We can get it into the new system if so since we are training on it

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, January 29, 2025 at 12:56:00 PM Eastern Standard Time

Thanks!

Are there any updates for the calendar committee from your meetings yesterday that we need to know for the meeting today? We should have something final to be voted on by staff by the end of today's session.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Hi Dr. Wargo,

[REDACTED] We can get it into the new system if so since we are training on it now.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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hwargo@nucps.net Holly Wargo

To: kleslie@nucps.net Karen Leslie

Wednesday, January 29, 2025 at 1:24:16 PM Eastern Standard Time

Hi Dr. Leslie,

The meeting was pushed back to next week. We appear to be aligned nicely with Lancaster. Where is the calendar meeting today?

On Wed, Jan 29, 2025 at 12:56 PM Karen Leslie <kleslie@nucps.net> wrote:

Thanks!

Are there any updates for the calendar committee from your meetings yesterday that we need to know for the meeting today? We should have something final to be voted on by staff by the end of today's session.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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--
Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, January 29, 2025 at 1:33:41 PM Eastern Standard Time

I just sent it. Still in Ms. Lee's room.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Hi Dr. Wargo,

[REDACTED] We can get it into the new system if so since we are training on it now.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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--
Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Do you want me to put together some calculations to extend the school day for making up snow days? Right now, we would need to add 3 days, or 1,275 minutes.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Karen H. Leslie, PhD

Assistant Superintendent

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Hi Dr. Wargo,

[REDACTED] We can get it into the new system if so since we are training on it now.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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[NCPS] Date of [REDACTED]

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, January 27, 2025 at 9:15:51 AM Eastern Standard Time

Hi Dr. Wargo,

Can you send me [REDACTED]

REDACTED
PURSUANT TO
2.2-3705.1(1)

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, January 27, 2025 at 9:23:11 AM Eastern Standard Time

[REDACTED]

This information is privileged and confidential. Thanks for your help!

On Mon, Jan 27, 2025 at 9:16 AM Karen Leslie <kleslie@nucps.net> wrote:

Hi Dr. Wargo,

Can you send me [REDACTED]?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, January 27, 2025 at 9:24:55 AM Eastern Standard Time

Thanks. [REDACTED]

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
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Hi Dr. Wargo,

Can you send me [REDACTED]

Karen H. Leslie, PhD

Assistant Superintendent

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, January 27, 2025 at 10:23:58 AM Eastern Standard Time

On Monday, January 27, 2025, Karen Leslie <kleslie@nucps.net> wrote:

Thanks. [REDACTED]

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

The information conveyed in this communication is intended for the use of the original addressee(s), and may be legally privileged, confidential, and/or exempt from disclosure under applicable law. If this communication was not addressed or copied to you, then you have received it in error and are strictly prohibited from reading, copying, distributing, disseminating, or transmitting any of the information it conveys. If you received this communication in error, please destroy all electronic, paper, and other copies, and notify the sender of the error immediately. Accidental transmission of this communication is not intended to waive any privilege or confidentiality protected under Virginia's Freedom of Information Act.

On Mon, Jan 27, 2025 at 9:23 AM Holly Wargo <hwargo@nucps.net> wrote:

[REDACTED]

This information is privileged and confidential. Thanks for your help!

On Mon, Jan 27, 2025 at 9:16 AM Karen Leslie <kleslie@nucps.net> wrote:

Hi Dr. Wargo,

Can you send me [REDACTED]

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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[NCPS] Declined: Budget Workshop @ Tue Feb 18, 2025 2pm - 4pm (EST) (Karen Leslie)

hwargo@nucps.net Holly Wargo
To: hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Tuesday, February 18, 2025 at 12:29:26 PM Eastern Standard Time

Holly Wargo has declined this invitation.

When

Tuesday Feb 18, 2025 · 2pm – 4pm (Eastern Time - New York)

Guests

Karen Leslie - organizer

Tina Withers

Shannon Obier

Holly Wargo

[View all guest info](#)

Invitation from [Google Calendar](#)

You are receiving this email because you are subscribed to calendar notifications. To stop receiving these emails, go to [Calendar settings](#), select this calendar, and change "Other notifications".

Forwarding this invitation could allow any recipient to send a response to the organizer, be added to the guest list, invite others regardless of their own invitation status, or modify your RSVP. [Learn more](#)

Attachments:

invite.ics 1.1k

invite.ics 1.1k

[NCPS] Document shared with you: "[REDACTED]"

drive-shares-dm-noreply@google.com Karen Leslie (via Google Docs)
To: kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net

Monday, February 24, 2025 at 12:49:58 PM Eastern Standard Time

Karen Leslie shared a document



Karen Leslie (kleslie@nucps.net) has invited you to **edit** the following document:



Open

Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because kleslie@nucps.net shared a document with you from Google Docs.

Google Workspace

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, February 24, 2025 at 1:43:00 PM Eastern Standard Time

Thank you, I will let you know.

On Mon, Feb 24, 2025 at 12:49 PM Karen Leslie (via Google Docs) <drive-shares-dm-noreply@google.com> wrote:

Karen Leslie shared a document



Karen Leslie (kleslie@nucps.net) has invited you to **edit** the following document:



REDACTED
PURSUANT TO
2.2-3705.1(1)

Open

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because kleslie@nucps.net shared a document with you from Google Docs.

Google Workspace

--
Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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[NCPS] Draft

hwargo@nucps.net Holly Wargo

Saturday, February 15, 2025 at 2:08:18 PM Eastern Standard Time

To: dobier@nucps.net Dana O'Bier, bchristopher@nucps.net Betty Christopher

REDACTED
PURSUANT TO
2.2-3705.1(1)

Dear Mr. Haynie, Mr. Brann, Mr. Fisher, Mr. Long, Mr. Williams, Mr. Tadlock, & Mr. Gregory:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- School Board Report
 - 59:29 🌟
 - Board of Supervisors Comments
 - 2:02:49 🌟
 - Public Comment - Dr Leslie ... [See more](#)
-



YOUTUBE.COM

Northumberland Board of Supervisors - 02/13/2025

Northumberland County, Va. Board of Supervisors - 02/13/2025



Sincerely,

Holly Wargo
Superintendent

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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[NCPS] [REDACTED]

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, February 24, 2025 at 11:33:33 AM Eastern Standard Time

Good Morning,

[REDACTED]

Thanks!

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, February 24, 2025 at 12:16:46 PM Eastern Standard Time

Good afternoon,

[REDACTED]

Thank you,

On Mon, Feb 24, 2025 at 11:33 AM Karen Leslie <kleslie@nucps.net> wrote:
Good Morning,

[REDACTED]

Thanks!

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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--
Holly Wargo, Ed.D.
Division Superintendent
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804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, February 24, 2025 at 12:21:37 PM Eastern Standard Time

Okay.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Good afternoon,

Thank you,

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Good Morning,

Thanks!

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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--
Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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[NCPS] Follow up re: meeting date request

hwargo@nucps.net Holly Wargo

To: ltadlock@co.northumberland.va.us Luttrell

Bcc: dobier@nucps.net

Thursday, November 21, 2024 at 9:43:17 AM Eastern Standard Time

Good morning Mr. Tadlock,

I have been asked by the School Board to send out an email declining the invitation for the Joint Finance Committee meeting on Thursday, December 5, 2024, at 6 PM, in the General District Courtroom.

Last year's Joint Finance Committee meetings were unproductive. The goal of the meetings was to increase communication and to adopt a school budget in April.

Unfortunately, the meetings led to misinformation and an even later budget adoption.

The Northumberland County Public Schools' School Board, Superintendent, Assistant Superintendent, and Finance Director will not participate in proposed Joint Finance Committee meetings this year.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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hwargo@nucps.net Holly Wargo

To: [REDACTED] Rev. Dr. Linwood T. Blizzard, II

Bcc: dobier@nucps.net

Wednesday, December 4, 2024 at 2:15:15 PM Eastern Standard Time

Hi Dr. Blizzard,

**REDACTED
PURSUANT TO
2.2-3705.1(10)**

I hope you and your family enjoyed a blessed Thanksgiving holiday! We went on a cruise so that was a lot of fun!!! 🍁



Regarding the Joint Finance Team meeting, the School Board decided not to participate. Therefore, at this time, you are no longer appointed to the Joint Finance Committee on behalf of the School Board. If anything changes, I will let you know.

I hope you know how much we appreciate your help, advocacy, and support.

Warm regards,
Holly

On Mon, Dec 2, 2024 at 4:32 PM Rev. Dr. Linwood T. Blizzard, II <[REDACTED]> wrote:

Dr. Wargo,

I hope all is well with you and that you and your family had a blessed Thanksgiving. I understand the concerns and the position the School Board and those named in the email position themselves with the Joint Finance Committee. I did not see my name listed in the document. Am I still appointed to this committee on behalf of the school board or was that appointment for just one year? It appears from a follow-up email with Mr. Tadlock that he forwarded your message on to the Board of Supervisors and the meeting will still be held on Thursday. Should I attend this or am I no longer appointed to the Joint Finance Committee on behalf of the School Board?

Please advise.

Dr. Blizzard

From: Holly Wargo <hwargo@nucps.net>
Sent: Thursday, November 21, 2024 9:43 AM
To: Luttrell <ltadlock@co.northumberland.va.us>
Subject: Follow up re: meeting date request

Good morning Mr. Tadlock,

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Holly Wargo, Ed.D.

Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



received this communication in error, please destroy all electronic, paper, and other copies, and notify the sender of the error immediately. Accidental transmission of this communication is not intended to waive any privilege or confidentiality protected under Virginia's Freedom of Information Act.

[NCPS] Follow up

hwargo@nucps.net Holly Wargo

Sunday, January 26, 2025 at 3:20:53 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

REDACTED
PURSUANT TO
2.2-3705.1(1)

Good afternoon Madam Chair & School Board Members,

I am replying to Dr. Curran's recent email.

1. Northumberland County School Boards open positions I have not heard back as to whether or not the two nominated positions of clerk and deputy clerk have accepted the positions.

Mrs. Tina Withers accepted the position of Clerk of the School Board. Mrs. Shannon O'Bier accepted the position of Deputy Clerk of the School Board. I believe we published this in the press release on January 14, 2025, but I will need to go back and verify.

2. Communications with the Northumberland County School Board Attorney As a board, I think that all communications with the attorney should be run by the entire board prior to contacting the attorney. I believe that it is imperative that all members be notified of the issue and each member's input should be obtained. Additionally, if the communication is in writing or email all members of the board should be included in the communication. The only exception would be exigent emergency communications.

I always will follow the directives of the School Board. Perhaps the School Board wishes to discuss this and then give direction at Friday's Special Called Meeting, January 31, 2025, @ 4:45 PM. The meeting will take place at the Northumberland School Board Office.

3. Current Northumberland County School Board Finance/Accounting Operations I am deeply concerned about the budget, [REDACTED]

[REDACTED] I have not heard of a date or time that this board is supposed to meet this coming week. Do we have that information? I share Dr. Curran's deep concern regarding the budget. I shared earlier that the School Board will have a Special Called Meeting on Friday, January 31, 2025, at 4:45 PM, at the Northumberland School Board. Due to scheduling conflicts, this date was the soonest we could identify. The Clerk of the School Board will be sending out Meeting Notice.

4. Northumberland County Board of Supervisors Meeting to discuss the Financial Audit (primarily the Schools financial audit) I have been contacted by several of the constituents in District 5 as to why I was the only member of the Board to attend the Board of Supervisors Audit review this past Thursday. I notified them that you all responded that you had prior commitment issues that I gleaned from the Google invite. [REDACTED]

5. Northumberland County Schools - Return of School money to the County I believe all members of the board received the figure concerning the amount of money the school will be returning to the county. I have not heard about the two other requests I asked for concerning the numbers of what was budgeted and allocated for the 2023-24 school year and the actual expenses in each line item as a comparative analysis. This information is critical in preparing the budget. Additionally, funding sources other than county funds need to be part of the budget i.e. titles, grants, and funds left over by the governor's budget. I am concerned since the Director of Finance is out, the budget will be incomplete and possibly inaccurate. [REDACTED]

6. Northumberland County Schools Training on Discipline Policy and Process - Open Item

I also asked that training be conducted by the Division concerning Discipline, I would like an update for the Board on this issue as well.

We will be conducting training by the Division concerning Discipline per your request.

I would like these six items to be addressed. In addition, I want to notify you that I will be making myself available to the Board of Supervisors (who represent all of our district constituents) concerning the budget process. They are our local funding source and are entitled to a status update on the schools budget. I think it is important to note that the school has had serious issues with finances that basically prompted an outside audit, I believe that the Board of Supervisors are entitled to be notified formally that the Director of Finance (who improved and fixed these issues) will not be available during our budget process.

Perhaps the School Board wishes to discuss this and provide me with direction at the Special Called Meeting on Friday, January 31, 2025, at 4:45 PM, at the Northumberland School Board Office. Until today, I was directed by the School Board to communicate that the School Board was not participating in the Joint Finance Meetings for the 2024-2025 school year.

Feel free to give me a call if you have any questions.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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dobier@nucps.net Dana O'Bier

Sunday, January 26, 2025 at 4:05:57 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: bchristopher@nucps.net Betty Christopher, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck, cdavis@nucps.net Dr. Cheryl Davis

Dave,

#1, it's a Sunday so let's respect that our employees are spending time with their family. I respect you having questions, but the press release answered the first request of yours. I have not reached out to the attorney since at the last board meeting y'all were undecided about a response. The issues about budget and the disappearance of the finance director need to be discussed in person as a full board. The discipline training will be another item to discuss when we are together. Addressing your other email, the board as a whole decided to not participate in the joint finance committee. If you choose to serve on that board, it will be as a community member and in no way represent the school board or your role as a school board member.

Dana

On Sun, Jan 26, 2025 at 3:21 PM Holly Wargo <hwargo@nucps.net> wrote:

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Feel free to give me a call if you have any questions.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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dcurran@nucps.net Dave Curran

Monday, January 27, 2025 at 1:29:39 PM Eastern Standard Time

To: dobier@nucps.net Dana O'Bier

Cc: hwargo@nucps.net Holly Wargo, bchristopher@nucps.net Betty Christopher, dmazyck@nucps.net Denise Mazyck, cdavis@nucps.net Dr. Cheryl Davis

Dana,

Thank you for your email.

I do not believe that you have the right or the duty as the Vice-Chair to inform me that I need to respect our employees' family time by not sending an email on Sunday. This board and the superintendent may choose not to respond or comment on any email that is sent out over the weekend until the work week. I will continue to send emails as issues and concerns arise regardless of the days of the week.

My point regarding the press release is that NO information should be sent out to the public until all members of the board have been notified as to the content of such press release. The board should not have to rely on a press release for such information. Additionally, when there is a call of the roll and members are polled, that information also needs to be placed on the press release so that the Board's actions are completely transparent to the public.

In terms of this comment: "Addressing your other email, the board as a whole decided to not participate in the joint finance committee. If you choose to serve on that board, it will be as a community member and in no way represent the school board or your role as a school board member."

The Board agreed, (they did not decide as there was not a motion and a vote by the board) to notify the Board of Supervisors that the previous years joint finance meetings were unproductive and the meetings led to misinformation and a very late budget adoption. Additionally during the discussions, I specifically stated that this board should refrain from making our response as an absolute stating we can not predict what will happen in the future.

I do not believe that there are any administrative directives, executive orders, and state and federal laws that authorize you as the Vice-Chair of the School Board to mandate as to If, When, Where, and How a member of this board is to represent the school board and their role as a school board member. As a duly elected member of the school board, I have an obligation to represent my district concerning any invitation from another county government body (The Board of Supervisors), especially when such a request concerns the finances of the school and the county. In doing so, it is my belief that you are operating outside the realm of your authority as the Vice-Chair of the School Board, and as such I believe that you are exerting your own beliefs and desires to board members. Additionally, I made no mention of serving on the finance committee, as the email concerned only attending the meeting.

[REDACTED]

Dr. David Curran
District 5 School Board Member.

REDACTED
PURSUANT TO
2.2-3705.1(2)

On Sun, Jan 26, 2025 at 4:06 PM Dana O'Bier <dobier@nucps.net> wrote:

Dave,

#1, it's a Sunday so let's respect that our employees are spending time with their family. I respect you having questions, but the press release answered the first request of yours. I have not reached out to the attorney since at the last board meeting y'all were undecided about a response. The issues about budget and the disappearance of the finance director need to be discussed in person as a full board. The discipline training will be another item to discuss when we are together. Addressing your other email, the board as a whole decided to not participate in the joint finance committee. If you choose to serve on that board, it will be as a community member and in no way represent the school board or your role as a school board member.

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REDACTED
PURSUANT TO
2.2-3705.1(1)

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hwargo@nucps.net Holly Wargo

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Cc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dmazyck@nucps.net Denise Mazyck, cdavis@nucps.net Dr. Cheryl Davis

Monday, January 27, 2025 at 2:13:47 PM Eastern Standard Time

**REDACTED
PURSUANT TO
2.2-3705.1(2)**

Good afternoon Madam Chair & School Board Members:

[REDACTED]

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District 5 School Board Member.

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Monday, January 27, 2025 at 2:15:58 PM Eastern Standard Time

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PURSUANT TO
2.2-3705.1(2)

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dobier@nucps.net Dana O'Bier

Monday, January 27, 2025 at 2:49:59 PM Eastern Standard Time

To: dcurran@nucps.net Dave Curran

Cc: bchristopher@nucps.net Betty Christopher, dmazyck@nucps.net Denise Mazyck, cdavis@nucps.net Dr. Cheryl Davis, hwargo@nucps.net Holly Wargo

Dave,

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Dana

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REDACTED
PURSUANT TO
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IUP



GW

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dobier@nucps.net Dana O'Bier

Wednesday, January 29, 2025 at 12:49:50 PM Eastern Standard Time

To: ncheuk@sandsanderson.com Cheuk, Nicole S.

Nikki,

REDACTED
PURSUANT TO
2.2-3705.1(2)

Dana

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

From: **Dana O'Bier** <dobier@nucps.net>

Date: Mon, Jan 27, 2025 at 2:49 PM

Subject: Re: [NCPS] Re: [NCPS] Follow up

To: Dave Curran <dcurran@nucps.net>

CC: Betty Christopher <bchristopher@nucps.net>, Denise Mazyck <dmazyck@nucps.net>, Dr. Cheryl Davis <cdavis@nucps.net>, Holly Wargo <hwargo@nucps.net>

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[REDACTED]

[REDACTED]

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PURSUANT TO
2.2-3705.1(1)

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Thank you.



Nicole S. Cheuk

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7267 | Main: (804) 648-1636

www.sandsanderson.com | NCheuk@sandsanderson.com | [Bio](#) | [vCard](#)

NOTICE from Sands Anderson PC: This message and its attachments are confidential and may be protected by the attorney/client privilege. If you are not the named addressee or if this message has been addressed to you in error, you are directed not to read, disclose, reproduce, distribute, disseminate or otherwise use this transmission. Please notify the sender immediately by e-mail and delete and destroy this message and its attachments.

From: Dana O'Bier <dobier@nucps.net>
Sent: Wednesday, January 29, 2025 12:50 PM
To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>
Subject: Fwd: [NCPS] Re: [NCPS] Follow up

CAUTION: External Message

Nikki,

REDACTED
PURSUANT TO
2.2-3705.1(2)

Dana

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

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Attachments:

~WRD0003.jpg 823

image001.png 2.3k

hwargo@nucps.net Holly Wargo

To: NCheuk@sandsanderson.com Cheuk, Nicole S.

Bcc: dobier@nucps.net

Wednesday, February 5, 2025 at 9:18:50 AM Eastern Standard Time

Attorney client privilege invoked.

Good morning,

REDACTED
PURSUANT TO
2.2-3705.1(1) and
(2)

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hwargo@nucps.net Holly Wargo

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To: NCheuk@sandsanderson.com Cheuk, Nicole S.

Bcc: dobier@nucps.net

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4. Northumberland County Board of Supervisors Meeting to discuss the Financial Audit (primarily the Schools financial audit) I have been contacted by several of the constituents in District 5 as to why I was the only member of the Board to attend the Board of Supervisors Audit review this past Thursday. I notified them that you all responded that you had prior commitment issues that I gleaned from the Google invite. [REDACTED]

[REDACTED]

5. Northumberland County Schools - Return of School money to the County_ I believe all members of the board received the figure concerning the amount of money the school will be returning to the county. I have not heard about the two other requests I asked for concerning the numbers of what was budgeted and allocated for the 2023-24 school year and the actual expenses in each line item as a comparative analysis. This information is critical in preparing the budget. Additionally, funding sources other than county funds need to be part of the budget i.e. titles, grants, and funds left over by the governor's budget. I am concerned since the Director of Finance is out, the budget will be incomplete and possibly inaccurate. [REDACTED]

6. Northumberland County Schools Training on Discipline Policy and Process - Open Item

I also asked that training be conducted by the Division concerning Discipline, I would like an update for the Board on this issue as well.

We will be conducting training by the Division concerning Discipline per your request.

I would like these six items to be addressed. In addition, I want to notify you that I will be making myself available to the Board of Supervisors (who represent all of our district constituents) concerning the budget process. They are our local funding source and are entitled to a status update on the schools budget. I think it is important to note that the school has had serious issues with finances that basically prompted an outside audit, I believe that the Board of Supervisors are entitled to be notified formally that the Director of Finance (who improved and fixed these issues) will not be available during our budget process.

Perhaps the School Board wishes to discuss this and provide me with direction at the Special Called Meeting on Friday, January 31, 2025, at 4:45 PM, at the Northumberland School Board Office. Until today, I was directed by the School Board to communicate that the School Board was not participating in the Joint Finance Meetings for the 2024-2025 school year.

Feel free to give me a call if you have any questions.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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[NCPS] Form shared with you: "Face to Face Meet for Licensure "

drive-shares-dm-noreply@google.com Karen Leslie (via Google Forms)
To: kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net

Wednesday, December 11, 2024 at 8:30:57 AM Eastern Standard Time

Karen Leslie shared a form



Karen Leslie (kleslie@nucps.net) has invited you to **edit** the following form:

This is my schedule of meetings for today, tomorrow, and Friday.



Face to Face Meet for Licensure

Open

Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA
You have received this email because kleslie@nucps.net shared a file or folder located in Google Drive with you.

Google Workspace

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Wednesday, December 11, 2024 at 8:36:15 AM Eastern Standard Time

Thank you for sharing. Please follow up with a formal letter that states if the teacher cannot attain a license, then the teacher will not be offered a contract for the 2025-2026 school year. Cc: Personnel file and building principal

I am happy to review the letter if that is helpful.

On Wed, Dec 11, 2024 at 8:30 AM Karen Leslie (via Google Forms) <drive-shares-dm-noreply@google.com> wrote:

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Google Workspace

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, December 11, 2024 at 8:43:16 AM Eastern Standard Time

I will devise a form letter and share it with you. Per VDOE many of these items (all but transcripts and verification of employment for years) should be handled by the individual through VALO.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Wednesday, December 11, 2024 at 8:49:08 AM Eastern Standard Time

I would include that information when you meet with each individual. You can include that in the letter too.

On Wed, Dec 11, 2024 at 8:43 AM Karen Leslie <kleslie@nucps.net> wrote:

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Karen H. Leslie, PhD

Assistant Superintendent

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, December 11, 2024 at 8:50:58 AM Eastern Standard Time

Sure. I also have this in writing when I sent their required steps back in November.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Google Workspace

[NCPS] Fwd: [NCPS] conference

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Friday, January 17, 2025 at 9:46:08 PM Eastern Standard Time

Does this need to go through the board?

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

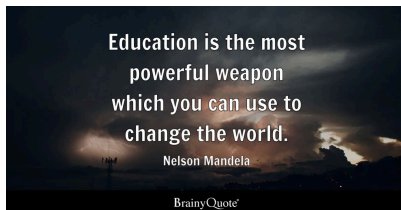
From: **Saunee Hamlett** <shamlett@nucps.net>
Date: Friday, January 17, 2025
Subject: [NCPS] conference
To: Karen Leslie <kleslie@nucps.net>

Yes, early registration is \$215.00 for the three days which includes meals. This comes out of school nutrition funds.

Have a great day!
Saunee Hamlett, SNS, School Nutrition Director
Northumberland County Public School

804-580-5192
shamlett@nucps.net

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On Fri, Jan 17, 2025 at 2:33 PM Karen Leslie <kleslie@nucps.net> wrote:
Is there a fee? If so, the SB has to approve it.

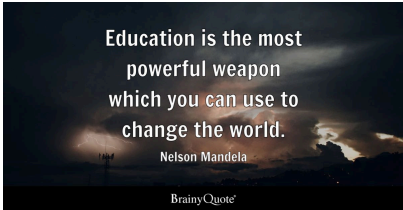
On Friday, January 17, 2025, Saunee Hamlett <shamlett@nucps.net> wrote:
Good Afternoon Dr. Lealie,

I have put in for professional leave for a conference. Can you please approve so that Lisa can book the room and Shannon can register me for the conference. The Hotel includes breakfast and the conference includes all meals. Shannon will need to get with me for the registration. I need to register for a class Friday Morning and I want to Volunteer for some of the other events. Please let me know. Thanks so much and have a restful weekend!
Kind Regards,
Saunee

Have a great day!
Saunee Hamlett, SNS, School Nutrition Director
Northumberland County Public School

804-580-5192
shamlett@nucps.net

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804.529.6134 ext. 2005 | kleslie@nucps.net

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, January 22, 2025 at 9:48:11 AM Eastern Standard Time

Can you let me know regarding above? I thought conference requests had to go through the board, but she is saying it is from the nutrition budget. I don't know if that makes a difference or not.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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

From: **Karen Leslie** <kleslie@nucps.net>
Date: Fri, Jan 17, 2025 at 9:46 PM
Subject: Fwd: [NCPS] conference
To: Holly Wargo <hwargo@nucps.net>

Does this need to go through the board?

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

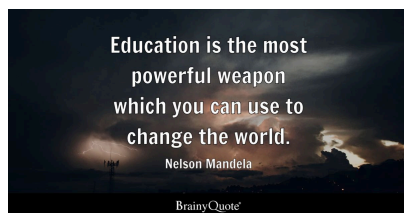
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Yes, early registration is \$215.00 for the three days which includes meals. This comes out of school nutrition funds.

Have a great day!
Saunee Hamlett, SNS, School Nutrition Director
Northumberland County Public School

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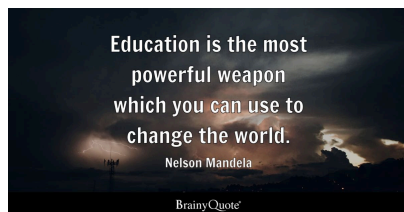
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Kind Regards,
Saunee

Have a great day!

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Wednesday, January 22, 2025 at 9:51:45 AM Eastern Standard Time

Great question. School Nutrition uses federal funds. Yes, I recommend School Board approval. Thanks for reaching out.

On Fri, Jan 17, 2025 at 9:46 PM Karen Leslie <kleslie@nucps.net> wrote:
Does this need to go through the board?

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

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Date: Friday, January 17, 2025

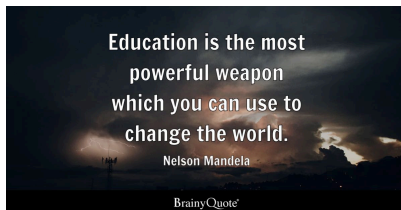
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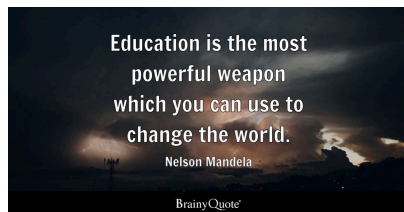
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[NCPS] Fwd: [NCPS] Fwd: Annual Report 2030

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, December 9, 2024 at 9:53:01 AM Eastern Standard Time

Dr. Wargo,

Can you give me access to this and the presentation so I can assist Tara?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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

From: **Tara Booth** <tbooth@nucps.net>
Date: Mon, Dec 9, 2024 at 9:51 AM
Subject: [NCPS] Fwd: Annual Report 2030
To: Karen Leslie <kleslie@nucps.net>

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

From: **Holly Wargo (Canva)** <no-reply@canva.com>
Date: Wed, Dec 4, 2024 at 2:08 PM
Subject: Annual Report 2030
To: <tbooth@nucps.net>

**Holly Wargo would like you to take a look at
the design titled "Annual Report 2030"**



Here is a draft budget presentation.

Holly Wargo

Open in Canva

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ABN 80 158 929 938 | [Privacy Policy](#)

--
Mrs. Tara C. Booth, Ed.S.
Director of Finance
Clerk of the Board
Northumberland County Public Schools
P.O. Box 730
6958 Northumberland Highway
Heathsville, VA 22473
tbooth@nucps.net
Phone: (804) 529-6134 x 2001

Attachments:

designPreview.png 161k

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, December 9, 2024 at 11:47:57 AM Eastern Standard Time

Dr. Leslie,
I spoke with Tara. I do not believe we will use Canva at this point.

Thank you for reaching out!

On Mon, Dec 9, 2024 at 9:53 AM Karen Leslie <kleslie@nucps.net> wrote:
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Karen H. Leslie, PhD
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NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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

From: **Tara Booth** <tbooth@nucps.net>
Date: Mon, Dec 9, 2024 at 9:51 AM
Subject: [NCPS] Fwd: Annual Report 2030
To: Karen Leslie <kleslie@nucps.net>

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

From: **Holly Wargo (Canva)** <no-reply@canva.com>
Date: Wed, Dec 4, 2024 at 2:08 PM
Subject: Annual Report 2030
To: <tbooth@nucps.net>

Holly Wargo would like you to take a look at the design titled "Annual Report 2030"




Here is a draft budget presentation.

Holly Wargo

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--

Mrs. Tara C. Booth, Ed.S.
Director of Finance
Clerk of the Board
Northumberland County Public Schools
P.O. Box 730
6958 Northumberland Highway
Heathsville, VA 22473
tbooth@nucps.net
Phone: (804) 529-6134 x 2001

Attachments:

designPreview.png 161k

[NCPS] Fwd: [NCPS] Re: [NCPS] Re: [NCPS] MOE Report

hwargo@nucps.net Holly Wargo

Wednesday, January 29, 2025 at 8:05:23 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Keeping you informed . . .

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

From: **Jessica Rogers** <jrogers@nucps.net>

Date: Wed, Jan 29, 2025 at 7:41 AM

Subject: [NCPS] Re: [NCPS] Re: [NCPS] MOE Report

To: Holly Wargo <hwargo@nucps.net>

REDACTED
PURSUANT TO
2.2-3705.1(1)

Good morning Holly,

I am available all morning up until 12:30pm. I know that Tina has a couple of meetings today as well, as we had discussed that we would look at it again this morning. I truly believe we need some guidance regarding this report.

[REDACTED]

On Wed, Jan 29, 2025 at 6:23 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning Mrs. Rogers / Jessica,

I am so sorry you are in this situation. Let's meet sometime this morning to discuss.

[REDACTED]

[REDACTED]

Thank you!

On Tue, Jan 28, 2025 at 10:06 PM Jessica Rogers <jrogers@nucps.net> wrote:

Dear Dr. Wargo,

I am writing to express my concerns regarding the upcoming Maintenance of Effort (MOE) submission that is due on January 31, 2025. The Virginia Department of Education is required by federal regulations to ensure all school divisions in Virginia comply with §300.203(b) of the Individuals with Disabilities Education Act (IDEA), which mandates that school divisions meet a maintenance of effort (MOE) obligation. The IDEA MOE regulation requires school divisions to spend at least the same amount of local or local plus state dollars for the current school year on the delivery of special education and related services, as were spent from that same source in the last year the school division met its IDEA MOE compliance obligation. This is a major report in regards to special education funding and the information is tied to many reports, like the Annual School Report.

[REDACTED]

[REDACTED]

Mrs. Tina Withers and I sat down this evening until after 8:00PM to see what reports in RDA that needed to be pulled. She and I even contacted Whitney Barrack, the Richmond County Director of Finance for assistance (e.g. reports that needed to be pulled in RDA, ASR information and how it related to this report, and even their MOE spreadsheet for reference.) [REDACTED]

[REDACTED] I am also concerned that an inaccurate submission would not look favorably upon the Northumberland County Public Schools.

I am kindly asking for your guidance on how to proceed.

Sincerely,

--

Jessica Rogers

Director of Special Education and Support Services
Northumberland County Public Schools
P.O. Box 730
6983 Northumberland Highway
Heathsville, VA 22473
(804) 529-6134, ext 2006
jrogers@nucps.net

--

Jessica Rogers

Director of Special Education and Support Services
Northumberland County Public Schools
P.O. Box 730
6983 Northumberland Highway
Heathsville, VA 22473
(804) 529-6134, ext 2006
jrogers@nucps.net

--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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[NCPS] Fwd: Bus Incident

hwargo@nucps.net Holly Wargo

Friday, February 28, 2025 at 9:11:33 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dmazyck@nucps.net Denise Mazyck, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis

Please see the forward from Sheriff Beauchamp re: an extremely concerning bus incident.

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

From: **Johnny Beauchamp** <jbeauchamp@northumberlandsheriff.net>

Date: Fri, Feb 28, 2025 at 8:46 PM

Subject: Bus Incident

To: Holly Wargo <hwargo@nucps.net>, Travis Burns <tburns@nucps.net>

Good evening Dr Wargo and Dr Burns,

This afternoon, while on Cedar Pt Rd, Bus 26 reported that someone drove up behind the bus and flashed a gun in that vehicle's windshield. The kids sitting in the rear of Bus 26 alerted the bus driver who then called the Sheriff's Office. Deputies quickly responded and, with the help of the bus driver, were able to identify the suspect and he was arrested without incident.

Thank you to the kids that alerted the bus driver and the cooperation that led to the arrest. We will be working with the school system to identify and hopefully get statements from the kids and bus driver, as well as bus camera footage.

Thankfully, no one was injured in the incident!

Sheriff Johnny Beauchamp

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[NCPS] Fwd: Forensic Audit Presentation

hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 12:50:44 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Good afternoon Madam Chair & School Board,

Please see the UHY Forensic Audit Report in the forwarded email. I uploaded this to BoardDocs.

Thank you,
Holly

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>

Date: Mon, Jan 13, 2025 at 10:23 AM

Subject: RE: Forensic Audit Presentation

To: Pam King <pking@co.northumberland.va.us>, Holly Wargo <hwargo@nucps.net>, Tara Booth <tbooth@nucps.net>, Gail Dungan <gdungan@co.northumberland.va.us>, Mary Dodson <mdodson@co.northumberland.va.us>

Good Morning,

Attached is the UHY Report. Let me know of any questions.

Sincerely,

Luttrell

From: Luttrell Tadlock

Sent: Friday, January 10, 2025 4:54 PM

To: Pam King <pking@co.northumberland.va.us>; Holly Wargo <hwargo@nucps.net>; Tara Booth <tbooth@nucps.net>; Gail Dungan <gdungan@co.northumberland.va.us>; Mary Dodson <mdodson@co.northumberland.va.us>

Subject: Forensic Audit Presentation


Good Afternoon,

I wanted to let everyone know that UHY is planning to present the final forensic audit to the Board on January 23, 2025 at 5:30 p.m. in the General District Courtroom.

I anticipate having the final report today, however, I will forward to you all once I have the report.

Have a good weekend,

Luttrell

 A coat of arms of a city Description automatically generated with low confidence

E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image003.jpg 5.3k

image001.jpg 32k

Northumberland Report_Final_011025_Signed.pdf 1.3M

dcurran@nucps.net Dave Curran

Monday, January 13, 2025 at 1:20:34 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Do we have the final costs associated with the audit? Dave

On Mon, Jan 13, 2025 at 12:51 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon Madam Chair & School Board,

Please see the UHY Forensic Audit Report in the forwarded email. I uploaded this to BoardDocs.

Thank you,
Holly

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>

Date: Mon, Jan 13, 2025 at 10:23 AM

Subject: RE: Forensic Audit Presentation

To: Pam King <pking@co.northumberland.va.us>, Holly Wargo <hwargo@nucps.net>, Tara Booth <tbooth@nucps.net>, Gail Dungan <gdungan@co.northumberland.va.us>, Mary Dodson <mdodson@co.northumberland.va.us>

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Sincerely,

Luttrell

From: Luttrell Tadlock

Sent: Friday, January 10, 2025 4:54 PM

To: Pam King <pking@co.northumberland.va.us>; Holly Wargo <hwargo@nucps.net>; Tara Booth <tbooth@nucps.net>; Gail Dungan <gdungan@co.northumberland.va.us>; Mary Dodson <mdodson@co.northumberland.va.us>

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I anticipate having the final report today, however, I will forward to you all once I have the report.

Have a good weekend,

Luttrell

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E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

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hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 1:31:45 PM Eastern Standard Time

To: dcurran@nucps.net Dave Curran

Cc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Good afternoon,

I will request this information from the County Administrator. Thank you!

On Mon, Jan 13, 2025 at 1:20 PM Dave Curran <dcurran@nucps.net> wrote:

Do we have the final costs associated with the audit? Dave

On Mon, Jan 13, 2025 at 12:51 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon Madam Chair & School Board,

Please see the UHY Forensic Audit Report in the forwarded email. I uploaded this to BoardDocs.

Thank you,
Holly

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>

Date: Mon, Jan 13, 2025 at 10:23 AM

Subject: RE: Forensic Audit Presentation

To: Pam King <pking@co.northumberland.va.us>, Holly Wargo <hwargo@nucps.net>, Tara Booth <tbooth@nucps.net>, Gail Dungan <gdungan@co.northumberland.va.us>, Mary Dodson <mdodson@co.northumberland.va.us>

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Sincerely,

Luttrell

From: Luttrell Tadlock

Sent: Friday, January 10, 2025 4:54 PM

To: Pam King <pking@co.northumberland.va.us>; Holly Wargo <hwargo@nucps.net>; Tara Booth <tbooth@nucps.net>; Gail Dungan <gdungan@co.northumberland.va.us>; Mary Dodson <mdodson@co.northumberland.va.us>

Subject: Forensic Audit Presentation


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Have a good weekend,

Luttrell

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E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image003.jpg 5.3k

[NCPS] Fwd: Northumberland

hwargo@nucps.net Holly Wargo

Thursday, January 23, 2025 at 7:36:30 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Good morning,
Please let me know how to respond.

Thank you!

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

From: **Hlavin, Maxwell C.** <mhlavin@sandsanderson.com>

Date: Wed, Jan 22, 2025 at 11:10 AM

Subject: RE: Northumberland

To: Holly Wargo <hwargo@nucps.net>

CC: Yourth, Jeremiah M. <jyourth@sandsanderson.com>, Dean, Camille S. <cdean@sandsanderson.com>, Cheuk, Nicole S. <NCheuk@sandsanderson.com>

REDACTED
PURSUANT TO
2.2-3705.1(2)

Good morning, Dr. Wargo.

Hope you are doing well!

Maxwell C. Hlavin

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7241 | Main: (804) 648-1636

www.sandsanderson.com | mhlavin@sandsanderson.com | [Bio](#) | [vCard](#)

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From: Hlavin, Maxwell C. <mhlavin@sandsanderson.com>

Sent: Monday, October 14, 2024 3:53 PM

To: Holly Wargo <hwargo@nucps.net>

Cc: Yourth, Jeremiah M. <jyourth@sandsanderson.com>; Dean, Camille S. <cdean@sandsanderson.com>

Subject: FW: Northumberland

Good afternoon, Holly.

We can be available to discuss in a call if that's easier. Thanks!

Maxwell C. Hlavin

Attorney

www.sandsanderson.com | mhlavin@sandsanderson.com | [Bio](#) | [vCard](#)

Sent: Thursday, August 22, 2024 11:30 AM

Thanks, Jere.

Jeremiah M. Yourth

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7272 | Main: (804) 648-1636

www.sandsanderson.com | jyourth@sandsanderson.com | [Bio](#) | [vCard](#)

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From: Eric Gregory <Eric@heftywiley.com>

Sent: Tuesday, August 20, 2024 6:25 PM

To: Yourth, Jeremiah M. <jyourth@sandsanderson.com>; Hlavin, Maxwell C. <mhlavin@sandsanderson.com>

Cc: Dean, Camille S. <cdean@sandsanderson.com>

Subject: RE: Northumberland

Hi Jere,

I'm sorry this got put on hold again and then I went away on vacation. But, I understand that the BOS and School Board are going to have a joint meeting next week so I'd like to get this moving again. Would the School Board accept a non-exclusive easement to allow their employees to park in these lots, in lieu of the BOS transferring the lots as part of the EVB property to them? I think that would be encompassed within what the BOS authorized. Would you want to prepare draft easements for those parking lots to accompany the deed to be approved? Thanks.

Eric

Eric A. Gregory

Hefty Wiley & Gore, P.C.

[100 West Franklin Street, Suite 300](#)

[Richmond, VA 23220](#)

Office: (804) 780-3143

Mobile: (804) 306-2072

E-mail: eric@heftywiley.com

Web: www.heftywiley.com

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From: Yourth, Jeremiah M. <jyourth@sandsanderson.com>
Sent: Tuesday, July 23, 2024 11:48 AM
To: Eric Gregory <Eric@heftywiley.com>; Hlavin, Maxwell C. <mhlavin@sandsanderson.com>
Cc: Dean, Camille S. <cdean@sandsanderson.com>
Subject: RE: Northumberland

That works for me. Give me a call on my direct line (804-783-7272) then. Thanks!

Jeremiah M. Yourth

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7272 | Main: (804) 648-1636

www.sandsanderson.com | jyourth@sandsanderson.com | [Bio](#) | [vCard](#)

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From: Eric Gregory <Eric@heftywiley.com>
Sent: Tuesday, July 23, 2024 11:30 AM
To: Yourth, Jeremiah M. <jyourth@sandsanderson.com>; Hlavin, Maxwell C. <mhlavin@sandsanderson.com>
Cc: Dean, Camille S. <cdean@sandsanderson.com>
Subject: RE: Northumberland

Ok, we can probably connect tomorrow. How about 11:00 AM tomorrow?

Eric A. Gregory

Hefty Wiley & Gore, P.C.

[100 West Franklin Street, Suite 300](#)

[Richmond, VA 23220](#)

Office: (804) 780-3143

Mobile: (804) 306-2072

E-mail: eric@heftywiley.com

Web: www.heftywiley.com

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From: Yourth, Jeremiah M. <jyourth@sandsanderson.com>
Sent: Tuesday, July 23, 2024 11:21 AM
To: Eric Gregory <Eric@heftywiley.com>; Hlavin, Maxwell C. <mhlavin@sandsanderson.com>
Cc: Dean, Camille S. <cdean@sandsanderson.com>
Subject: RE: Northumberland

Eric,

Max (as of this morning) is out on paternity leave so I'm going to be filling in for him in his absence. [REDACTED]
[REDACTED] Let me know if you're available later this week to talk it through. I'm in back to back meetings all afternoon but am relatively free for the rest of the week. Thanks!

Jere

Jeremiah M. Yourth

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7272 | Main: (804) 648-1636

www.sandsanderson.com | jyourth@sandsanderson.com | [Bio](#) | [vCard](#)

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From: Eric Gregory <Eric@heftywiley.com>
Sent: Tuesday, July 23, 2024 11:17 AM
To: Hlavin, Maxwell C. <mhlavin@sandsanderson.com>
Cc: Yourth, Jeremiah M. <jyourth@sandsanderson.com>; Dean, Camille S. <cdean@sandsanderson.com>
Subject: RE: Northumberland

Sure, that sounds fine. Perhaps we could resolve that by the County granting the schools a non-exclusive easement for parking in one or both of those lots?

Eric A. Gregory

Hefty Wiley & Gore, P.C.

[100 West Franklin Street, Suite 300](#)

[Richmond, VA 23220](#)

Office: (804) 780-3143

Mobile: [\(804\)](#) 306-2072

E-mail: eric@heftywiley.com

Web: www.heftywiley.com

 image001.png

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From: Hlavin, Maxwell C. <mhlavin@sandsanderson.com>

Sent: Monday, July 22, 2024 4:44 PM

To: Eric Gregory <Eric@heftywiley.com>

Cc: Yourth, Jeremiah M. <jyourth@sandsanderson.com>; Dean, Camille S. <cdean@sandsanderson.com>

Subject: RE: Northumberland

Eric, you have time in the near future for a call to discuss this conveyance?

Maxwell C. Hlavin

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7241 | Main: (804) 648-1636

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From: Eric Gregory <Eric@heftywiley.com>
Sent: Friday, July 12, 2024 2:51 PM
To: Hlavin, Maxwell C. <mhlavin@sandsanderson.com>
Cc: Yourth, Jeremiah M. <jyourth@sandsanderson.com>; Dean, Camille S. <cdean@sandsanderson.com>
Subject: Re: Northumberland

That sounds fine, Max. Yes and yes, I think so.

Eric

Eric Gregory

Hefty, Wiley & Gore, P.C.

eric@heftywiley.com

(O) 804-780-3143

(M) 804-306-2072

On Jul 12, 2024, at 12:05 PM, Hlavin, Maxwell C. <mhlavin@sandsanderson.com> wrote:

Thanks, Eric. [REDACTED]

Maxwell C. Hlavin

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7241 | Main: (804) 648-1636

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From: Eric Gregory <Eric@heftywiley.com>
Sent: Friday, July 12, 2024 11:36 AM
To: Yourth, Jeremiah M. <jyourth@sandsanderson.com>; Dean, Camille S. <cdean@sandsanderson.com>; Hlavin, Maxwell C. <mhlavin@sandsanderson.com>
Subject: Northumberland

CAUTION: External Message

Jere,

[REDACTED] Thanks.

Eric

<image002.jpg>

Eric Gregory

Hefty, Wiley & Gore, P.C.

eric@heftywiley.com

(O) 804-780-3143

(M) 804-306-2072

Attachments:

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image003.png 16k

[NCPS] Fwd: [REDACTED]

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Tuesday, December 10, 2024 at 1:31:22 PM Eastern Standard Time

Good afternoon,
Will you take the lead on this?

Thank you.

REDACTED
PURSUANT TO
2.2-3705.4(A)(1)

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

From: **Brent, Tara** <tbrent@vt.edu>
Date: Tue, Dec 10, 2024 at 11:09 AM
Subject: [REDACTED]
To: Holly Wargo <hwargo@nucps.net>
CC: Brent Matthew <mbrent@rappahannock.edu>

Good morning! [REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Thank you for your assistance!
Tara Brent

Tara Brent (she/her)
Unit Coordinator & Extension Agent, 4-H Youth Development
VCE-Northumberland County
[7154 Northumberland Highway](#)
PO Box 400
Heathsville, VA 22473
Office: 804-580-5694
Cell: 757-725-3238 (text messages are welcome)
tbrent@vt.edu
Also serving Lancaster County
NAE4-HYDP VP of Professional Development & Education (2024-2026)

 VCE_main-4H-rgb

Attachments:

Outlook-VCE_main-4 6.0k

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, December 10, 2024 at 2:17:24 PM Eastern Standard Time

Got it.

On Tuesday, December 10, 2024, Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,
Will you take the lead on this?

Thank you.

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

From: **Brent, Tara** <tbrent@vt.edu>
Date: Tue, Dec 10, 2024 at 11:09 AM
Subject: [REDACTED]
To: Holly Wargo <hwargo@nucps.net>
CC: Brent Matthew <mbrent@rappahannock.edu>

Good morning! [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Thank you for your assistance!
Tara Brent

Tara Brent (she/her)
Unit Coordinator & Extension Agent, 4-H Youth Development
VCE-Northumberland County
[7154 Northumberland Highway](#)
PO Box 400
Heathsville, VA 22473
Office: 804-580-5694
Cell: 757-725-3238 (text messages are welcome)
tbrent@vt.edu
Also serving Lancaster County
NAE4-HYDP VP of Professional Development & Education (2024-2026)



VCE_main-4H-rgb



--
Karen H. Leslie, PhD
Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

Outlook-VCE_main-4 6.0k

[NCPS] Fwd: Reminder: Waiting for you to sign Agreement for Northumberland School District

hwargo@nucps.net Holly Wargo

Tuesday, February 25, 2025 at 8:50:42 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Good morning Madams Chair & Vice Chair:

We need to sign this electronically. It is a Breezeline agreement. Please let me know how you wish to proceed.

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

From: Ainsley Miller via Adobe Acrobat Sign <echosign@echosign.com>

Date: Sun, Feb 23, 2025 at 10:23 AM

Subject: Reminder: Waiting for you to sign Agreement for Northumberland School District

To: Holly Wargo <hwargo@nucps.net>



Please sign Agreement for Northumberland School District

[Click here to review and sign Agreement for Northumberland School District.](#)

After you sign **Agreement for Northumberland School District**, all parties will receive a final PDF copy.

Ainsley Miller has requested that this reminder be sent. This reminder will be re-sent every day until completed. [Click here](#) if you wish to stop receiving reminders about this agreement.

To ensure that you continue receiving our emails, please add echosign@echosign.com to your address book or safe list.

bchristopher@nucps.net Betty Christopher

Tuesday, February 25, 2025 at 1:38:54 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: dobier@nucps.net Dana O'Bier

I'll be going through Heathsville around 12:30 to 12:45 on Thursday. I can do it then.

On Tue, Feb 25, 2025 at 8:51 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning Madams Chair & Vice Chair:

We need to sign this electronically. It is a Breezeline agreement. Please let me know how you wish to proceed.

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

From: **Ainsley Miller via Adobe Acrobat Sign** <echosign@echosign.com>

Date: Sun, Feb 23, 2025 at 10:23 AM

Subject: Reminder: Waiting for you to sign Agreement for Northumberland School District

To: Holly Wargo <hwargo@nucps.net>



Adobe Acrobat Sign



Please sign Agreement for Northumberland School District

[Click here to review and sign Agreement for Northumberland School District.](#)

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Ainsley Miller has requested that this reminder be sent. This reminder will be re-sent every day until completed. [Click here](#) if you wish to stop receiving reminders about this agreement.

To ensure that you continue receiving our emails, please add echosign@echosign.com to your address book or safe list.

hwargo@nucps.net Holly Wargo

To: bchristopher@nucps.net Betty Christopher

Cc: dobier@nucps.net Dana O'Bier

Tuesday, February 25, 2025 at 1:39:47 PM Eastern Standard Time

Thank you!

On Tue, Feb 25, 2025 at 1:39 PM Betty Christopher <bchristopher@nucps.net> wrote:
I'll be going through Heathsville around 12:30 to 12:45 on Thursday. I can do it then.

On Tue, Feb 25, 2025 at 8:51 AM Holly Wargo <hwargo@nucps.net> wrote:
Good morning Madams Chair & Vice Chair:

We need to sign this electronically. It is a Breezeline agreement. Please let me know how you wish to proceed.

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

From: **Ainsley Miller via Adobe Acrobat Sign** <echosign@echosign.com>

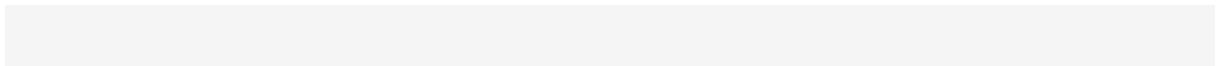
Date: Sun, Feb 23, 2025 at 10:23 AM

Subject: Reminder: Waiting for you to sign Agreement for Northumberland School District

To: Holly Wargo <hwargo@nucps.net>



Adobe Acrobat Sign





MASTER SERVICE AGREEMENT

This Master Service Agreement ("Agreement") is effective as of the date of the last signature set both below ("Effective Date"), by and between Cengage US Enterprises, LLC d/b/a Breezeline ("Provider"), and Northumberland School District ("Customer"). Provider and Customer are collectively referred to as the "Parties" or individually as a "Party."

1. SERVICES AND SERVICE ORDERS

1.1 **Services and Service Orders.** This Agreement applies to each service provided by Provider to Customer (each a "Service"). Each Service will be specified in a service order submitted by the Parties (each a "Service Order") that will include a description of the Service(s), the Service Term (as defined below), and the applicable rates and charges for each Service(s). All Service Orders and Service requests by Customer shall be subject to Provider's written approval. Purchase orders issued by Customer shall not be deemed to amend, modify or supplement this Agreement or any Service Order issued hereunder and shall not be legally binding on Provider. Customer shall not resell or redistribute access to the Service in any manner without the express prior written consent of Provider. If Customer purchases third-party Services from Provider, Customer shall comply with Provider's Acceptable Use Policy, which is posted on Provider's website at www.breezeline.com and incorporated herein by reference.

1.2 **Provider Affiliates.** At Provider's option, Services may be provided by Provider, or by an Affiliate of Provider. In addition, Service Orders may be executed by an Affiliate of Provider, and in such event, any and all references to "Provider" herein shall be deemed to be a reference to the applicable Affiliate of Provider that executed such Service Order. The term "Affiliate" as used hereunder shall mean, with respect to either Party, any entity controlled by, in control of, or under common control with such Party.

2. TERM

2.1 **The Agreement.** The term of this Agreement commences on the Effective Date, and continues through the latest expiration of active Service Orders, unless earlier terminated as provided herein.

2.2 **Service Term.** The term (each a "Service Term") for each Service begins on the Acceptance Date (as defined below) applicable to such Service, and terminates in effect until the expiration of the initial Service Term specified in the applicable Service Order, provided that the Service Term shall automatically extend for consecutive one-month renewal terms, unless either Party notifies the other of its intent not to renew or terminate (30) days prior to the expiration of the then-current initial or renewal term.

2.3 **Acceptance Date.** The "Acceptance Date" for each Service shall be the earliest of (a) the date on which Customer delivers written notice of acceptance, (b) the date on which Customer begins to use the Service, other than the testing, or (c) the second (2nd) business day following Provider's delivery of notice of the completion of the Service (such notice, a "Completion Notice"), unless Customer notifies Provider or writing within said two-day period of a Defect in the Service, specifying in detail the nature of such Defect. A "Defect" means the Service fails to perform substantially in accordance with the applicable technical specifications set forth in Exhibit A hereto. Upon receipt of notice of a Defect, Provider and Customer shall work cooperatively to promptly remedy such Defect, and Provider shall deliver another Completion Notice, whereupon the process described in the first sentence of this Section shall apply again. In the event that Provider is unable to install the Service in accordance with the agreed upon schedule as a result of (a) Customer's (or its End User's) failure to deliver any required materials, support or information to Provider, or (b) Provider's inability to obtain access to equipment or software at the installation location as necessary for installation of the Service, then the Acceptance Date shall be deemed to be the date upon which Provider attempts to install the Service to Customer. Further, any failure on Customer's part to accept the Service following delivery (unless such refusal is based on the failure of the Service to comply with the Specifications) shall release Customer of its obligation to pay all applicable charges for any Services that Provider makes available to Customer pursuant to a Service Order.

3. PAYMENT TERMS

3.1 **Charges.** Provider will invoice Customer for any non-recurring charge ("NRC") associated with the Service upon or after execution of the applicable Service Order. The monthly recurring charge ("MRC") associated with the Service shall begin to accrue on the Acceptance Date for such Service. Provider will invoice Customer for the MRC associated with the Service in advance, except that Provider will invoice Customer for usage based charges associated with the Service in arrears. An MRC for a partial month will be pro-rated.

3.2 **Payments, Late Payments.** Customer shall pay each invoice within thirty (30) days of the date of the invoice (the "Due Date"), without setoff or deduction. In the event Customer fails to make any payment to the Due Date, Customer shall pay a late charge on all past due amounts at the rate of one and one-half percent (1.5%) per month, compounded monthly (or, if lower, the maximum rate allowed by law).

CONFIDENTIAL

Page 1 of 10

Please sign Agreement for Northumberland School District

Click here to review and sign **Agreement for Northumberland School District**.

After you sign **Agreement for Northumberland School District**, all parties will receive a final PDF copy.

Ainsley Miller has requested that this reminder be sent.

This reminder will be re-sent every day until completed.

[Click here](#) if you wish to stop receiving reminders about this agreement.

--
Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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[NCPS] Fwd: school budget info

hwargo@nucps.net Holly Wargo

Wednesday, January 29, 2025 at 9:39:15 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Good morning,
Keeping you informed re: the current audit.

----- Forwarded message -----
From: Mary Earhart <[REDACTED]>
Date: Wed, Jan 29, 2025 at 9:19 AM
Subject: school budget info
To: Luttrell Tadlock - County of Northumberland (ltadlock@co.northumberland.va.us) <ltadlock@co.northumberland.va.us>, Tara Booth <tbooth@nucps.net>
Cc: Holly Wargo (hwargo@nucps.net) <hwargo@nucps.net>

Hey Luttrell and Tara – I am attempting to enter the school budgets in our spreadsheets to give to the auditors.

The figures Tara provided last week for the schools do not correspond to the email that Luttrell had sent me on 1/17/25, indicating total school budget of \$21,653,715, including local county funding of \$13,964,722 and total school cafeteria budget of \$654,681.

Tara provided one set of revenue budgets – so I don’t have an “original” and a “final” budget for the revenues, although the expenditure budget did change during FY24, so it would have been expected that the School budget would have changed too.

Also, the figures Tara provided for revenues do not equal either the original or the amended final budgeted expenditures.

This is what I have in summary:

It is critical that the school budgets that are entered into the School RDA system balance with what has been approved by the Board of Supervisors.

Only the Board of Supervisors has the authority to authorize appropriations, so the budget approved by the Board is the legal budget.

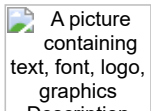
Since none of the figures appear to match in terms of rev = exp or exp = county approved budget, I have no idea what to adjust.

Do any of you know how the budgets provided by the schools balance to the County budget?

Do any of you know why the County's approved contribution to the schools was \$13,964,722, but the School's revenue budget is showing \$15,087,636 for Ops and \$245,117 for Capital Outlay?

Please let me know if you want to discuss this.

Thanks,
Mary



MARY K EARHART, CPA

Principal

O: (540) 324-1037

RodeferMoss.com

AN INDEPENDENT MEMBER OF BDO ALLIANCE USA

Attachments:

image001.png 56k

image002.jpg 12k

FY24 Revenue Budget.xlsx 66k

FY24 Revenue Funds 2, 4, & 5.xlsx 20k

[NCPS] Invitation: Forensic Audit Meeting with Board of Supervisors @ 5:30 PM @ Thu Jan 23, 2025 1pm - 2pm (EST) (Dave Curran)

hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 12:52:59 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

To: dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, tbooth@nucps.net Tara Booth, bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dmazyck@nucps.net Denise Mazyck

When

Thursday Jan 23, 2025 · 1pm – 2pm (Eastern Time - New York)

Guests

Holly Wargo - organizer

Dave Curran

Dr. Cheryl Davis

Tara Booth

Betty Christopher

Dana O'Bier

Denise Mazyck

[View all guest info](#)

Reply for dcurran@nucps.net

Yes

No

Maybe

More options

Invitation from [Google Calendar](#)

You are receiving this email because you are subscribed to calendar notifications. To stop receiving these emails, go to [Calendar settings](#), select this calendar, and change "Other notifications".

Forwarding this invitation could allow any recipient to send a response to the organizer, be added to the guest list, invite others regardless of their own invitation status, or modify your RSVP. [Learn more](#)

Attachments:

invite.ics 1.9k

invite.ics 1.9k

[NCPS] Invitation: Instructional Minutes Meeting @ Mon Feb 3, 2025 3:15pm - 4:15pm (EST) (Holly Wargo)

kleslie@nucps.net Karen Leslie

Friday, January 31, 2025 at 2:51:57 PM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

To: hwargo@nucps.net Holly Wargo, llee@nucps.net Latasha Lee, slipton@nucps.net Shelli Lipton, jrogers@nucps.net Jessica Rogers, slee@nucps.net Stacey Lee, trock@nucps.net Teresa Rock, mwilliams@nucps.net Martha Williams, tburns@nucps.net Travis Burns, sbranem@nucps.net Stacy Branem

When

Monday Feb 3, 2025 · 3:15pm – 4:15pm (Eastern Time - New York)

Location

NHS- Ms. Lee's Room

[View map](#)

Guests

Karen Leslie - organizer

Latasha Lee

Shelli Lipton

Jessica Rogers

Stacey Lee

Teresa Rock

Martha Williams

Travis Burns

Holly Wargo

Stacy Branem

[View all guest info](#)

Reply for hwargo@nucps.net

Yes

No

Maybe

More options

Invitation from [Google Calendar](#)

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Attachments:

invite.ics 2.3k

invite.ics 2.3k

hwargo@nucps.net Holly Wargo

Monday, February 3, 2025 at 10:53:06 AM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Hi Dr. Leslie,
Do you plan to reschedule this meeting?

Thank you!

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

From: **Karen Leslie** <kleslie@nucps.net>

Date: Fri, Jan 31, 2025 at 2:51 PM

Subject: [NCPS] Invitation: Instructional Minutes Meeting @ Mon Feb 3, 2025 3:15pm - 4:15pm (EST) (Holly Wargo)

To: Holly Wargo <hwargo@nucps.net>, Latasha Lee <lee@nucps.net>, Shelli Lipton <slipton@nucps.net>, Jessica Rogers <jrogers@nucps.net>, Stacey Lee <slee@nucps.net>, Teresa Rock <trock@nucps.net>, Martha Williams <mwilliams@nucps.net>, Travis Burns <tburns@nucps.net>, Stacy Branem <sbranem@nucps.net>

When

Monday Feb 3, 2025 · 3:15pm – 4:15pm (Eastern Time - New York)

Location

NHS- Ms. Lee's Room

[View map](#)

Guests

Karen Leslie - organizer

Latasha Lee

Shelli Lipton

Jessica Rogers

Stacey Lee

Teresa Rock

Martha Williams

Travis Burns

Holly Wargo

Stacy Branem

[View all guest info](#)

Reply for hwargo@nucps.net

Yes

No

Maybe

More options

Invitation from [Google Calendar](#)

You are receiving this email because you are subscribed to calendar notifications. To stop receiving these emails, go to [Calendar settings](#), select this calendar, and change "Other notifications".

Forwarding this invitation could allow any recipient to send a response to the organizer, be added to the guest list, invite others regardless of their own invitation status, or modify your RSVP. [Learn more](#)

Attachments:

invite.ics 2.3k

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, February 3, 2025 at 10:55:12 AM Eastern Standard Time

I already emailed this morning about it. I'll forward it to you again.

On Monday, February 3, 2025, Holly Wargo <hwargo@nucps.net> wrote:

Hi Dr. Leslie,

Do you plan to reschedule this meeting?

Thank you!

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

From: **Karen Leslie** <kleslie@nucps.net>

Date: Fri, Jan 31, 2025 at 2:51 PM

Subject: [NCPS] Invitation: Instructional Minutes Meeting @ Mon Feb 3, 2025 3:15pm - 4:15pm (EST) (Holly Wargo)

To: Holly Wargo <hwargo@nucps.net>, Latasha Lee <llee@nucps.net>, Shelli Lipton <slipton@nucps.net>, Jessica Rogers <jrogers@nucps.net>, Stacey Lee <slee@nucps.net>, Teresa Rock <trock@nucps.net>, Martha Williams <mwilliams@nucps.net>, Travis Burns <tburns@nucps.net>, Stacy Branem <sbranem@nucps.net>

When

Monday Feb 3, 2025 · 3:15pm – 4:15pm (Eastern Time - New York)

Location

NHS- Ms. Lee's Room

[View map](#)

Guests

Karen Leslie - organizer

Latasha Lee

Shelli Lipton

Jessica Rogers

Stacey Lee

Teresa Rock

Martha Williams

Travis Burns

Holly Wargo

Stacy Branem

[View all guest info](#)

Reply for hwargo@nucps.net

Yes

No

Maybe

More options

Invitation from [Google Calendar](#)

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--

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, February 3, 2025 at 10:56:16 AM Eastern Standard Time

Ok, thanks.

On Mon, Feb 3, 2025 at 10:55 AM Karen Leslie <kleslie@nucps.net> wrote:
I already emailed this morning about it. I'll forward it to you again.

On Monday, February 3, 2025, Holly Wargo <hwargo@nucps.net> wrote:

Hi Dr. Leslie,
Do you plan to reschedule this meeting?

Thank you!

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

From: **Karen Leslie** <kleslie@nucps.net>

Date: Fri, Jan 31, 2025 at 2:51 PM

Subject: [NCPS] Invitation: Instructional Minutes Meeting @ Mon Feb 3, 2025 3:15pm - 4:15pm (EST) (Holly Wargo)

To: Holly Wargo <hwargo@nucps.net>, Latasha Lee <lee@nucps.net>, Shelli Lipton <slipton@nucps.net>, Jessica Rogers <jrogers@nucps.net>, Stacey Lee <slee@nucps.net>, Teresa Rock <trock@nucps.net>, Martha Williams <mwilliams@nucps.net>, Travis Burns <tburns@nucps.net>, Stacy Branem <sbranem@nucps.net>

When

Monday Feb 3, 2025 · 3:15pm – 4:15pm (Eastern Time - New York)

Location

NHS- Ms. Lee's Room

[View map](#)

Guests

Karen Leslie - organizer

Latasha Lee

Shelli Lipton

Jessica Rogers

Stacey Lee

Teresa Rock

Martha Williams

Travis Burns

Holly Wargo

Stacy Branem

[View all guest info](#)

Reply for hwargo@nucps.net

Yes

No

Maybe

More options

Invitation from [Google Calendar](#)

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--

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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**[NCPS] Invitation: Mid Year Review for Assist. Superintendent @ Mon Feb 24, 2025
8:15am - 9:15am (EST) (Karen Leslie)**

hwargo@nucps.net Holly Wargo
To: hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Tuesday, February 18, 2025 at 11:13:42 AM Eastern Standard Time

When

Monday Feb 24, 2025 · 8:15am – 9:15am (Eastern Time - New York)

Guests

Holly Wargo - organizer
Karen Leslie

[View all guest info](#)

Reply for kleslie@nucps.net

Yes

No

Maybe

More options

Invitation from [Google Calendar](#)

You are receiving this email because you are subscribed to calendar notifications. To stop receiving these emails, go to [Calendar settings](#), select this calendar, and change "Other notifications".

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Attachments:

invite.ics 1.2k

invite.ics 1.2k

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, February 18, 2025 at 12:08:53 PM Eastern Standard Time

Are you able to meet today at 2:45 or 3:00 for our catch up? I have a parent meeting at 3:30 at NES which may take an hour or so.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Tue, Feb 18, 2025 at 11:13 AM Holly Wargo <hwargo@nucps.net> wrote:

When

Monday Feb 24, 2025 · 8:15am – 9:15am (Eastern Time - New York)

Guests

Holly Wargo - organizer

Karen Leslie

[View all guest info](#)

Reply for kleslie@nucps.net

Yes

No

Maybe

More options

Invitation from [Google Calendar](#)

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[NCPS] Keeping you Informed - Confidential

hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 1:05:22 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Good afternoon Madam Chair & School Board,

[REDACTED] I spoke with the mother and expressed our concern. I am so sorry to inform you of this!

This information is privileged and confidential. Please reach out if you have any questions.

REDACTED
PURSUANT TO
2.2-3705.4(A)(1)

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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[NCPS] [REDACTED]

hwargo@nucps.net Holly Wargo

Friday, February 14, 2025 at 10:47:22 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck, cdavis@nucps.net Dr. Cheryl Davis

Good evening Madam Chair & School Board,

[REDACTED]

[REDACTED]

[REDACTED]

REDACTED
PURSUANT TO
2.2-3705.1(1)

--
Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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cdavis@nucps.net Dr. Cheryl Davis

Saturday, February 15, 2025 at 7:10:36 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck

[REDACTED] Cheryl

On Fri, Feb 14, 2025, 10:47 PM Holly Wargo <hwargo@nucps.net> wrote:

Good evening Madam Chair & School Board,

[REDACTED]

[REDACTED]

[REDACTED]

--
Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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hwargo@nucps.net Holly Wargo

Saturday, February 15, 2025 at 1:38:26 PM Eastern Standard Time

To: cdavis@nucps.net Dr. Cheryl Davis

Cc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck

Thank you, Dr. Davis. [REDACTED]

On Sat, Feb 15, 2025 at 7:10 AM Dr. Cheryl Davis <cdavis@nucps.net> wrote:

[REDACTED] Cheryl

On Fri, Feb 14, 2025, 10:47 PM Holly Wargo <hwargo@nucps.net> wrote:

Good evening Madam Chair & School Board,

[REDACTED]

[REDACTED]

[REDACTED]

--

Holly Wargo, Ed.D.

Division Superintendent

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[NCPS] NCPS School Closure for Wednesday, February 20, 2025

hwargo@nucps.net Holly Wargo
To: hwargo@nucps.net Holly Wargo
Bcc: kleslie@nucps.net

Wednesday, February 19, 2025 at 4:08:41 PM Eastern Standard Time

Good afternoon NCPS Family:

I hope you are safe, warm, and enjoying the beautiful snow! ❄️ ❄️ ❄️

We will share the following information with our students and families shortly:

Northumberland County Public Schools & Offices will be closed on Wednesday, February 20, 2025. In order to help students maintain their learning NCPS will be implementing At Home Learning.

- Students will be provided course material.
- Teachers will be available for office hours from 10 a.m. - 12 p.m. to assist with any questions. Students also may choose to check in with their teacher during this time.
- Each teacher will hold their office hours on GoogleMeet (online), and students will be able to log in with a computer, call in to the meeting with a regular phone, or email their teacher for assistance.

Additional Information for At Home Learning Day:

Northumberland Elementary School:

- Students will be provided with hardcopy coursework to work on at home.
- Teachers will hold "Office Hours" from 10 a.m. - 12 p.m. each day.
 - Teachers will be available via phone, GoogleMeet, and email.
 - Teacher will set up GoogleMeet ahead of time and a custom phone number for that GoogleMeet will be generated.
 - Students can call in to GoogleMeet for help.
 - **GoogleMeet custom phone number will be added to printed materials sent home with students.**

Northumberland Middle School:

- Students will be provided with hardcopy coursework aligned materials to work on at home.
- Teachers will hold "Office Hours" from 10 a.m. - 12 p.m. each day.
 - Teachers will be available via phone, GoogleMeet, and email.
 - Teacher will set up GoogleMeet ahead of time and a custom phone number for that GoogleMeet will be generated.
 - Students can call in to GoogleMeet for help.
 - **GoogleMeet custom phone number will be added to printed materials sent home with students.**

Northumberland High School:

- Students will be provided with hardcopy OR virtual coursework aligned materials to work on at home.
- Teachers will hold "Office Hours" from 10 a.m. - 12 p.m. each day.
 - Teachers will be available via phone, GoogleMeet, and email.
 - Teacher will set up GoogleMeet ahead of time and a custom phone number for that GoogleMeet will be generated.
 - Students can call in to GoogleMeet for help.
 - **GoogleMeet custom phone number will be added to printed materials sent home with students.**

INSTRUCTIONS FOR GOOGLE MEET FOR STUDENTS

To dial in to a Google Meet meeting using a phone, you can follow these steps:

- Find the phone number provided by your teacher for the meeting.
- Dial the phone number.

- When prompted, enter the PIN for the meeting.
- Press the # key to submit the PIN.

You can also dial in to a Google Meet meeting using the Google Meet app:

- Open the Google Meet app.
- Tap the search bar at the top of the home screen.
- Enter the meeting code or nickname.
- Tap Join.

Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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[NCPS] NCPS Teacher of the Year

hwargo@nucps.net Holly Wargo

Thursday, January 30, 2025 at 3:06:30 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dmazyck@nucps.net Denise Mazyck, cdavis@nucps.net Dr. Cheryl Davis, dcurran@nucps.net Dave Curran

Please join us for NCPS Teacher of the Year tomorrow at 1:15. We will meet in the NHS Auditorium.

Please let me know if you can attend.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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bchristopher@nucps.net Betty Christopher

Thursday, January 30, 2025 at 5:18:03 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: dobier@nucps.net Dana O'Bier, dmazyck@nucps.net Denise Mazyck, cdavis@nucps.net Dr. Cheryl Davis, dcurran@nucps.net Dave Curran

Yes, I will be there.

On Thu, Jan 30, 2025 at 3:06 PM Holly Wargo <hwargo@nucps.net> wrote:

Please join us for NCPS Teacher of the Year tomorrow at 1:15. We will meet in the NHS Auditorium.

Please let me know if you can attend.

Holly Wargo, Ed.D.

Division Superintendent

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dmazyck@nucps.net Denise Mazyck

Thursday, January 30, 2025 at 5:56:11 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher

Cc: hwargo@nucps.net Holly Wargo, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis, dcurran@nucps.net Dave Curran

I can also be there.

Denise

On Thu, Jan 30, 2025, 5:18 PM Betty Christopher <bchristopher@nucps.net> wrote:

Yes, I will be there.

On Thu, Jan 30, 2025 at 3:06 PM Holly Wargo <hwargo@nucps.net> wrote:

Please join us for NCPS Teacher of the Year tomorrow at 1:15. We will meet in the NHS Auditorium.

Please let me know if you can attend.

Holly Wargo, Ed.D.


Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



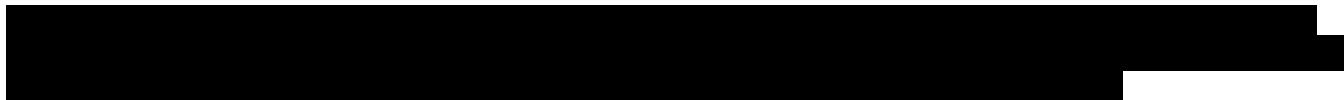
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[NCPS]  **License**

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, December 11, 2024 at 10:44:39 AM Eastern Standard Time

Hi Dr. Wargo,



Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Wednesday, December 11, 2024 at 11:21:56 AM Eastern Standard Time

Good morning,
I would go ahead and send an initial licensure request. Lisa Day helped with the mailings. We always send them certified so we can track each licensure request.
Hope this helps!

On Wed, Dec 11, 2024 at 10:44 AM Karen Leslie <kleslie@nucps.net> wrote:
Hi Dr. Wargo,

**REDACTED
PURSUANT TO
2.2-3705.1(1)**



Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, December 11, 2024 at 11:23:46 AM Eastern Standard Time

Okay- I'll see if she has a receipt for that one. VDOE says they can't see anything, but I'll double check. VALO is easier and faster anyway.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Wed, Dec 11, 2024 at 10:44 AM Karen Leslie <kleslie@nucps.net> wrote:

Hi Dr. Wargo,

[REDACTED]

Karen H. Leslie, PhD

Assistant Superintendent

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, December 11, 2024 at 11:31:58 AM Eastern Standard Time

Looks like it was not sent. I can sit with her, but she will need to upload her stuff into VALO.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Karen H. Leslie, PhD

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On Wed, Dec 11, 2024 at 10:44 AM Karen Leslie <kleslie@nucps.net> wrote:

Hi Dr. Wargo,

[REDACTED]

Karen H. Leslie, PhD

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hwargo@nucps.net Holly Wargo

To: kleslie@nucps.net Karen Leslie

Wednesday, December 11, 2024 at 11:48:14 AM Eastern Standard Time

I would make sure that the items are submitted. I am not sure of the status. Here is what I have from July:

 image.png



On Wed, Dec 11, 2024 at 11:32 AM Karen Leslie <kleslie@nucps.net> wrote:

Looks like it was not sent. I can sit with her, but she will need to upload her stuff into VALO.

Karen H. Leslie, PhD

Assistant Superintendent

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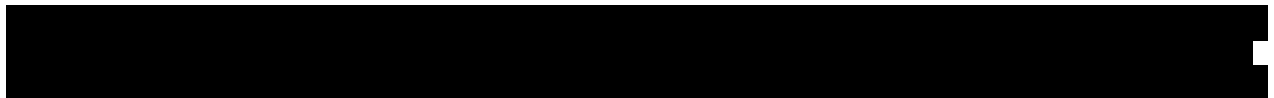
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Hi Dr. Wargo,



Karen H. Leslie, PhD

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Attachments:

image.png 42k

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, December 11, 2024 at 11:49:47 AM Eastern Standard Time

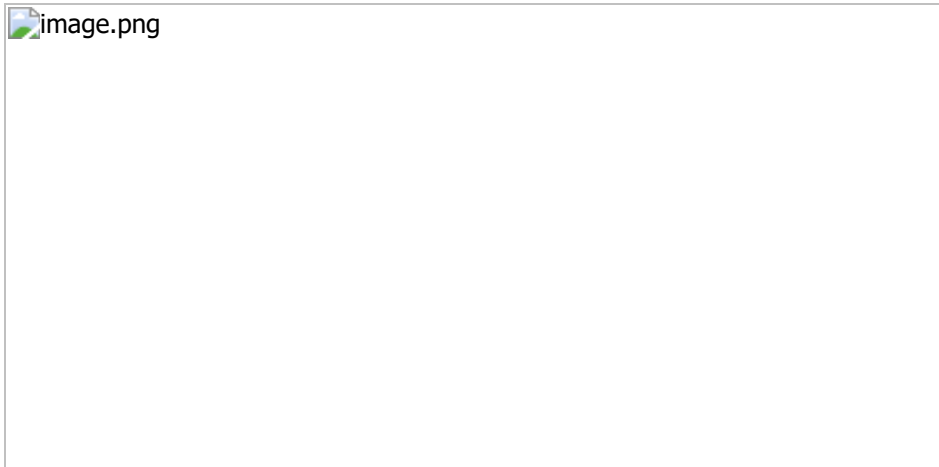
Lori said she didn't see them, but I can email her again.

Karen H. Leslie, PhD
Assistant Superintendent
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I would make sure that the items are submitted. I am not sure of the status. Here is what I have from July:



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Looks like it was not sent. I can sit with her, but she will need to upload her stuff into VALO.

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On Wed, Dec 11, 2024 at 11:23 AM Karen Leslie <kleslie@nucps.net> wrote:

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Assistant Superintendent
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Karen H. Leslie, PhD

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Attachments:

image.png 42k

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Wednesday, December 11, 2024 at 11:52:02 AM Eastern Standard Time

I recommend starting from the beginning and re submitting everything.

On Wed, Dec 11, 2024 at 11:50 AM Karen Leslie <kleslie@nucps.net> wrote:

Lori said she didn't see them, but I can email her again.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Wed, Dec 11, 2024 at 11:22 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

I would go ahead and send an initial licensure request. Lisa Day helped with the mailings. We always send them certified so we can track each licensure request.

Hope this helps!

On Wed, Dec 11, 2024 at 10:44 AM Karen Leslie <kleslie@nucps.net> wrote:

Hi Dr. Wargo,



Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

image.png 42k

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, December 11, 2024 at 11:51:52 AM Eastern Standard Time

Also- yes, sorry, that's what I meant. I will sit with her to upload the files in VALO.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Wed, Dec 11, 2024 at 11:48 AM Holly Wargo <hwargo@nucps.net> wrote:

I would make sure that the items are submitted. I am not sure of the status. Here is what I have from July:

 image.png

On Wed, Dec 11, 2024 at 11:32 AM Karen Leslie <kleslie@nucps.net> wrote:

Looks like it was not sent. I can sit with her, but she will need to upload her stuff into VALO.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Wed, Dec 11, 2024 at 11:23 AM Karen Leslie <kleslie@nucps.net> wrote:

Okay- I'll see if she has a receipt for that one. VDOE says they can't see anything, but I'll double check. VALO is easier and faster anyway.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Hi Dr. Wargo,

[REDACTED]

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Attachments:

image.png 42k

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, December 11, 2024 at 11:54:08 AM Eastern Standard Time

Yes, that's my plan too, but I did send one more email to Lori to double check. [REDACTED]

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Wed, Dec 11, 2024 at 11:52 AM Holly Wargo <hwargo@nucps.net> wrote:
I recommend starting from the beginning and re submitting everything.

On Wed, Dec 11, 2024 at 11:50 AM Karen Leslie <kleslie@nucps.net> wrote:
Lori said she didn't see them, but I can email her again.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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image.png



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Karen H. Leslie, PhD

Assistant Superintendent

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Karen H. Leslie, PhD

Assistant Superintendent

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Hi Dr. Wargo,



Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:


image.png 42k

[NCPS] Office Attendance

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, January 28, 2025 at 9:09:11 AM Eastern Standard Time

Good Morning, Dr., Wargo,

, but I have no knowledge of who will be out which inhibits my ability to do aspects of my job. I am asking that this information be shared with me.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Tuesday, January 28, 2025 at 9:22:43 AM Eastern Standard Time

No problem! I will help with this! Lisa Day usually sends calendar reminders when key leaders are away. We can do the same for SBO staff.

I believe [REDACTED]

You are welcome to see [REDACTED]

Thanks for covering . . .

REDACTED
PURSUANT TO
2.2-3705.1(1)

On Tue, Jan 28, 2025 at 9:09 AM Karen Leslie <kleslie@nucps.net> wrote:

Good Morning, Dr., Wargo,

[REDACTED] but I

have no knowledge of who will be out which inhibits my ability to do aspects of my job. I am asking that this information be shared with me.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, January 28, 2025 at 9:28:25 AM Eastern Standard Time

Thanks. [REDACTED] but did not get an answer. I sent her a text.,

[REDACTED] I am headed there in 30 mins from NMS for an attendance meeting.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Tue, Jan 28, 2025 at 9:22 AM Holly Wargo <hwargo@nucps.net> wrote:

No problem! I will help with this! Lisa Day usually sends calendar reminders when key leaders are away. We can do the same for SBO staff.

[REDACTED]

You are welcome to see [REDACTED]

Thanks for covering . . .

On Tue, Jan 28, 2025 at 9:09 AM Karen Leslie <kleslie@nucps.net> wrote:

Good Morning, Dr., Wargo,

[REDACTED] but I have no knowledge of who will be out which inhibits my ability to do aspects of my job. I am asking that this information be shared with me.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Tuesday, January 28, 2025 at 9:56:53 AM Eastern Standard Time

Ok, thanks for the update

On Tue, Jan 28, 2025 at 9:28 AM Karen Leslie <kleslie@nucps.net> wrote:

Thanks. I have [REDACTED] but did not get an answer. I sent her a text.,

[REDACTED]. I am headed there in 30 mins from NMS for an attendance meeting.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Tue, Jan 28, 2025 at 9:22 AM Holly Wargo <hwargo@nucps.net> wrote:

No problem! I will help with this! Lisa Day usually sends calendar reminders when key leaders are away. We can do the same for SBO staff.

I believe [REDACTED]
[REDACTED].

You are welcome to see [REDACTED]!!

Thanks for covering . . .

On Tue, Jan 28, 2025 at 9:09 AM Karen Leslie <kleslie@nucps.net> wrote:

Good Morning, Dr., Wargo,

[REDACTED]

but I have no knowledge of who will be out which inhibits my ability to do aspects of my job. I am asking that this information be shared with me.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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[NCPS] Office Ceiling Concern

hwargo@nucps.net Holly Wargo

Monday, February 24, 2025 at 9:53:58 AM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Cc: jbrann@nucps.net Jeffrey Brann, dbasye@co.northumberland.va.us Drew Basye

Good morning Dr. Leslie,

Today the Director of Operations & Maintenance and the Northumberland County's Residential Inspector and Code Compliance Officer inspected the ceiling in your office which has buckled. Mr. Brann is working to immediately address the ceiling today due to safety concerns.

As discussed, please work from the School Board Office Conference room until the ceiling can be fully replaced. I appreciate your flexibility.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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[NCPS] Pay for Mail

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, January 28, 2025 at 12:22:53 PM Eastern Standard Time

Hi Dr. Wargo,

I spoke to Tina and there is not a way for me to take this packet to the post office and pay for the certified mailing. She thought we could do it with the postage machine at the office, but is not sure how due to the size/ weight [REDACTED]. Given the time sensitivity and confidentiality of this information I was thinking of hand delivering it with a sign-off sheet. I do not want to wait another day to send this out. Please let me know.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Tuesday, January 28, 2025 at 12:33:31 PM Eastern Standard Time

Please leave it with Tina, and I will take care of it today. Thank you.

Please confirm receipt.

On Tue, Jan 28, 2025 at 12:23 PM Karen Leslie <kleslie@nucps.net> wrote:

Hi Dr. Wargo,

I spoke to Tina and there is not a way for me to take this packet to the post office and pay for the certified mailing. She thought we could do it with the postage machine at the office, but is not sure how due to the size/ weight and [REDACTED]. Given the time sensitivity and confidentiality of this information I was thinking of hand delivering it with a sign-off sheet. I do not want to wait another day to send this out. Please let me know.

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, January 28, 2025 at 12:38:35 PM Eastern Standard Time

Okay.
Karen H. Leslie, PhD
Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Please confirm receipt.

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Hi Dr. Wargo,

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[NCPS] PowerSchool Data Breach

hwargo@nucps.net Holly Wargo

Thursday, January 9, 2025 at 3:05:33 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Good afternoon Madam Chair & School Board Members,

PowerSchool notified school divisions across the Commonwealth about a data breach that occurred around December 19-23, 2024. Student and staff data was compromised. We are working with PowerSchool and VACorp to learn more about the breach. PowerSchool is providing a letter to send out to students, families, and staff; however, we are not in receipt of the letter yet.

Here is the information sent from PowerSchool. I will keep you informed as we learn more. Please call my cell if you would like to discuss further. 804.994.1349.

As the Technical Contact for your district or school, we are reaching out to inform you that on December 28, 2024, PowerSchool became aware of a potential cybersecurity incident involving unauthorized access to certain information through one of our community-focused customer support portals, PowerSource. Over the succeeding days, our investigation determined that an unauthorized party gained access to certain PowerSchool Student Information System ("SIS") customer data using a compromised credential, and we regret to inform you that your data was accessed.

Please review the following information and be sure to share this with relevant security individuals at your organization.

As soon as we learned of the potential incident, we immediately engaged our cybersecurity response protocols and mobilized a cross-functional response team, including senior leadership and third-party cybersecurity experts. We have also informed law enforcement.

We can confirm that the information accessed belongs to certain SIS customers and relates to families and educators, including those from your organization. The unauthorized access point was isolated to our PowerSource portal. As the PowerSource portal only permits access to the SIS database, **we can confirm no other PowerSchool products were affected as a result of this incident.**

Importantly, the incident is contained, and we have no evidence of malware or continued unauthorized activity in the PowerSchool environment. PowerSchool is not experiencing, nor expects to experience, any operational disruption and continues to provide services as normal to our customers.

Rest assured, we have taken all appropriate steps to prevent the data involved from further unauthorized access or misuse. We do not anticipate the data being shared or made public, and we believe it has been deleted without any further replication or dissemination.

We have also deactivated the compromised credential and restricted all access to the affected portal. Lastly, we have conducted a full password reset and further tightened password and access control for all PowerSource customer support portal accounts.

PowerSchool is committed to working diligently with customers to communicate with your educators, families, and other stakeholders. We are equipped to conduct a thorough notification process to all impacted individuals. Over the coming weeks, we ask for your patience and collaboration as we work through the details of this notification process.

We have taken all appropriate steps to further prevent the exposure of information affected by this incident. While we are unaware of and do not expect any actual or attempted misuse of personal

information or any financial harm to impacted individuals as a result of this incident, PowerSchool will be providing credit monitoring to affected adults and identity protection services to affected minors in accordance with regulatory and contractual obligations. The particular information compromised will vary by impacted customer. We anticipate that only a subset of impacted customers will have notification obligations.

In the coming days, we will provide you with a communications package to support you in engaging with families, teachers and other stakeholders about this incident. The communications package will include tailored outreach emails, talking points, and a robust FAQ so that district and school leadership can confidently discuss this incident with your community.

We understand that you may have additional questions as a result of this update. FAQs are available on [PowerSchool Community](#). Additionally, we will be holding webinars with senior leaders, including our Chief Information Security Officer, to address additional concerns. Please click the link below to register for a webinar that fits your schedule. Note that content for all sessions will be identical, so you need only attend one.

Wednesday, January 8: [REGISTER HERE](#)

Thursday, January 9: [REGISTER HERE](#)

In the meantime, please reach out to your Customer Success Manager (CSM), Support, or other established PowerSchool contact should you have any questions. We will be sending communications later today to other stakeholders in your organization who are responsible for other PowerSchool products notifying them of no impact to the other PowerSchool products.

We are addressing the situation in an organized and thorough manner, and we are committed to providing affected customers with the resources and support they may need as we work through this together.

Thank you for your continued support and partnership.

Sincerely,
Hardeep Gulati
Chief Executive Officer

Paul Brook
Chief Customer Officer

cc: **Mishka McCowan**
Chief Information Security Officer

Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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[NCPS] Re: [NCPS] Fwd: AP-IB-Cambridge Fee Reduction GAN

ssmith@nucps.net Sophronia Smith

Tuesday, February 25, 2025 at 10:13:34 AM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Cc: hwargo@nucps.net Holly Wargo, twithers@nucps.net Tina Withers, ssmith@nucps.net Sophronia Smith

Good morning:

I think this was managed by either Adam or Dr. Wargo for teachers. I'm not familiar with how this is implemented.

Sophronia

On Tue, Feb 25, 2025 at 9:51 AM Karen Leslie <kleslie@nucps.net> wrote:

Should this come to you?

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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

From: **Nevetral, Amanda (DOE)** <Amanda.Nevetral@doe.virginia.gov>

Date: Tue, Feb 25, 2025 at 9:48 AM

Subject: AP-IB-Cambridge Fee Reduction GAN

To: kleslie <kleslie@nucps.net>

Good morning,

Please find the AP-IB-Cambridge Fee Reduction GAN attached. The total amount requested from all participating school divisions exceeded the appropriated fund. Therefore, GAN amounts for each school division were adjusted from the original request to meet the appropriation. The technical resource document released in December 2024 is attached to the GAN for reference. Please reach out if you have further questions.

Amanda Nevetral

Director

Office of Advanced Learning

Virginia Department of Education

804.418.4693 | amanda.nevetral@doe.virginia.gov

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--
Sophronia B. Smith, M.A. Ed.
Director of Federal Programs & School Improvement
Phone: (804) 529-6134 x2007 / Fax: (804) 580-4051



Attachments:

image001.jpg 14k

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, February 25, 2025 at 10:14:59 AM Eastern Standard Time

Can you provide some information about this for me?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

image001.jpg 14k

Northumberland County-Fee Reduction-February 2025.pdf 177k

hwargo@nucps.net Holly Wargo

To: kleslie@nucps.net Karen Leslie

Tuesday, February 25, 2025 at 10:20:32 AM Eastern Standard Time

Good morning,
I did not work with this in the past. Perhaps Adam Letizia and Tara Booth did?
Please check with Tina Withers to see if she can look this up . . .

Thank you,

On Tue, Feb 25, 2025 at 10:15 AM Karen Leslie <kleslie@nucps.net> wrote:

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Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Attachments:

image001.jpg 14k

twithers@nucps.net Tina Withers

Friday, February 28, 2025 at 11:51:27 AM Eastern Standard Time

To: ssmith@nucps.net Sophronia Smith

Cc: kleslie@nucps.net Karen Leslie, hwargo@nucps.net Holly Wargo

I am not familiar with this.

Tina

On Tue, Feb 25, 2025 at 10:13 AM Sophronia Smith <ssmith@nucps.net> wrote:

Good morning:

I think this was managed by either Adam or Dr. Wargo for teachers. I'm not familiar with how this is implemented.

Sophronia

On Tue, Feb 25, 2025 at 9:51 AM Karen Leslie <kleslie@nucps.net> wrote:

Should this come to you?

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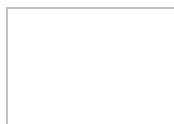
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--

Tina Withers
Finance Specialist
Clerk of the School Board
Northumberland County Public Schools
P.O. Box 730
6958 Northumberland Hwy.
Heathsville, VA 22473
(804) 529-6134 ext. 2002

Attachments:

image001.jpg 14k

[NCPS] Re: [NCPS] Invitation to respond to the form "Mid -year Review"

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, February 18, 2025 at 10:42:47 AM Eastern Standard Time

Friday at 9?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Holly Wargo shared a form




Holly Wargo (hwargo@nucps.net) has invited you to **respond** to the following form:

Good morning,

Please let me know some dates that work for you for our Mid Year Review.

Thank you,

 Mid -year Review

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FILL OUT IN GOOGLE FORMS

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2024-2025**

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Sincerely,

Dr. Holly Wargo
Superintendent

First & Last Name and Position *

What dates are you available for a Mid Year Review meeting during the week of February 17-21, 2025? *

Brief Description of your professional responsibilities and duties *

How is the 2024-2025 school year going so far? *

What are you most proud of this year? *

What "Aha Moments" have you experienced this year?
Def: a moment of sudden realization, inspiration, insight, recognition, or comprehension ;)

*

What new skills have you developed? *

Where are you stuck professionally? *

What new professional relationships have you fostered? *

What can I do to help you do your job better? *

Do you have the tools and resources to do your best work? *

How much progress have you made toward your SMART goals for continuous improvement in your position? (Specific, Measurable, Achievable, Relevant, & Time-bound) *


What are your career goals and aspirations? *

What are your development goals? *

What other topics would you like to discuss during this Mid Year Review?

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Tuesday, February 18, 2025 at 10:53:20 AM Eastern Standard Time

I have a confirmed 8:30, 9:30, 10:30 and 1. Does Monday work for you?

Thank you,

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Friday at 9?

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Mid -year Review

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Google Workspace

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, February 18, 2025 at 10:56:34 AM Eastern Standard Time

I have TalentEd training at 9:30 that day. Could do it before or after. It is a two-hour training.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
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hwargo@nucps.net Holly Wargo
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2024-2025**

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An "interactive mid-year review" is a performance evaluation process where an employee actively participates in discussing their progress, achievements, challenges, and future goals with their supervisor, allowing for a more open dialogue and collaborative approach to setting adjustments for the remaining half of the year.

Please feel free to bring any additional documents and/or presentations that you would like to showcase. *This is not a requirement.

Sincerely,

Dr. Holly Wargo
Superintendent

First & Last Name and Position *

What dates are you available for a Mid Year Review meeting during the week of February 17-21, 2025? *

Brief Description of your professional responsibilities and duties *

How is the 2024-2025 school year going so far? *

What are you most proud of this year? *

**What "Aha Moments" have you experienced this year?
Def: a moment of sudden realization, inspiration, insight,
recognition, or comprehension ;)**
*

What new skills have you developed? *

Where are you stuck professionally? *

What new professional relationships have you fostered? *

What can I do to help you do your job better? *

Do you have the tools and resources to do your best work? *

How much progress have you made toward your SMART goals for continuous improvement in your position? (Specific, Measurable, Achievable, Relevant, & Time-bound) *


What are your career goals and aspirations? *

What are your development goals? *

What other topics would you like to discuss during this Mid Year Review?

Thank you for your dedicated service to Northumberland County Public Schools. We will sign and date this Mid-Year Review during our meeting.

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aschimmoller@nucps.net Amanda Schimmoller

To: hwargo@nucps.net Holly Wargo

Wednesday, February 19, 2025 at 11:16:28 AM Eastern Standard Time

REDACTED
PURSUANT TO
2.2-3705.1(1)

Good morning Dr Wargo,

I am working diligently on responding to this mid-year review survey.

I just wanted to assure you that I am working my way through the questions as a priority and will get it back to you as soon as possible.

Hope you're enjoying the beautiful snow falling,
Amanda

On Tue, Feb 18, 2025 at 10:39 AM Holly Wargo (via Google Forms) <drive-shares-noreply@google.com> wrote:

Holly Wargo shared a form



Holly Wargo (hwargo@nucps.net) has invited you to **respond** to the following form:

Good morning,

Please let me know some dates that work for you for our Mid Year Review.

Thank you,



Mid -year Review

Snapshot of the item below:

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Mid -year Review

Northumberland County Public Schools 2024-2025

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--

Amanda Schimmoller, Ed.S., NCSP
[pronouns: she/her/hers (Why?)]
School Psychologist
Northumberland County Public Schools

804-580-0757 (work cell)
NES ext 1059
NMS ext 3047

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hwargo@nucps.net Holly Wargo
To: aschimmoller@nucps.net Amanda Schimmoller

Wednesday, February 19, 2025 at 4:24:52 PM Eastern Standard Time

Thank you, Amanda. [REDACTED] The snow is lovely!!! 🌨️🌨️🌨️

**REDACTED
PURSUANT TO
2.2-3705.1(1)**

On Wed, Feb 19, 2025 at 11:17 AM Amanda Schimmoller <aschimmoller@nucps.net> wrote:

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Mid -year Review

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[Mid -year Review](#)

**Northumberland County Public Schools
2024-2025**

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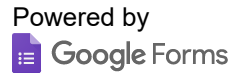
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--

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[pronouns: she/her/hers (Why?)]
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[NCPS] Re: Document shared with you: "2025 School Board Meeting Follow Up"

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo
Cc: shannonobier@nucps.net, twithers@nucps.net

Thursday, February 6, 2025 at 8:41:45 AM Eastern Standard Time

I do not see any updates to this document, but I understand that Ms. O'bier was working on some of these tasks. Can anyone provide an update?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Feb 3, 2025 at 10:45 AM Holly Wargo (via Google Docs) <drive-shares-dm-noreply@google.com> wrote:

Holly Wargo shared a document



Holly Wargo (hwargo@nucps.net) has invited you to **edit** the following document:

Here are action steps that need to be taken ASAP from Friday evening's School Board meeting. Please add to the document once you have completed the assigned tasks.

This information is privileged and confidential and should not be shared with others.

Thank you!



2025 School Board Meeting Follow Up

Open

hwargo@nucps.net Holly Wargo

Thursday, February 6, 2025 at 8:59:08 AM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie, shannonobier@nucps.net Shannon Obier, twithers@nucps.net Tina Withers

Good morning,

Please update me on the following Human Resources tasks:

1. Substitute [REDACTED] needs to complete fingerprinting and background check before he can start. Please let me know once we receive the fingerprinting and background check so that we can issue new hire paperwork. We need a copy of the fingerprinting and background check to place in the personnel file prior to start date. (Leslie/O'Bier)
2. Stipend paperwork is needed for [REDACTED]. (Leslie/O'Bier)
3. [REDACTED]. (Withers)
4. Stipend paperwork is needed for [REDACTED] (Leslie/O'Bier)

REDACTED
PURSUANT TO
2.2-3705.1(1)

You can add updates to the Google Doc. We can review at 3:45 PM.

Thank you,

On Thu, Feb 6, 2025 at 8:41 AM Karen Leslie <kleslie@nucps.net> wrote:

I do not see any updates to this document, but I understand that Ms. O'bier was working on some of these tasks. Can anyone provide an update?

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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 2025 School Board Meeting Follow Up

Open

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kleslie@nucps.net Karen Leslie

Thursday, February 6, 2025 at 9:04:42 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: shannonobier@nucps.net Shannon Obier, twithers@nucps.net Tina Withers

As above, I have no updates on what was completed.

1. I know that [REDACTED] I do not have access to [REDACTED]. I also do not know if he was contacted to completed the background check.
2. I do not know if [REDACTED] since she has been out since I have been back.
3. I do not know if stipend for [REDACTED] was completed since she has been out since I have been back.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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2. Stipend paperwork is needed for [REDACTED]. (Leslie/O'Bier)
3. [REDACTED] (Withers)

4. Stipend paperwork is needed for [REDACTED] (Leslie/O'Bier)
You can add updates to the Google Doc. We can review at 3:45 PM.

Thank you,

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Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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2025 School Board Meeting Follow Up

Open



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[NCPS] Request

hwargo@nucps.net Holly Wargo

To: ltadlock@co.northumberland.va.us Luttrell

Bcc: dobier@nucps.net

Monday, January 13, 2025 at 1:33:09 PM Eastern Standard Time

Good afternoon Mr. Tadlock,

A School Board member requested the following information:

Do we have the final costs associated with the audit?

Please let me know.

Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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hwargo@nucps.net Holly Wargo

Tuesday, January 14, 2025 at 12:51:36 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Good afternoon Madam Chair & School Board Members,

I am sharing the County Administrators response in the forward re: the cost of the forensic audit.

Thank you,

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>

Date: Tue, Jan 14, 2025 at 8:53 AM

Subject: RE: Request

To: Holly Wargo <hwargo@nucps.net>

Thank you, the total cost for the UHY contract is \$159,975. Let me know if you should need anything else.

Sincerely,

Luttrell

From: Holly Wargo <hwargo@nucps.net>

Sent: Tuesday, January 14, 2025 8:49 AM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Subject: Re: Request

Good morning Mr. Tadlock,

I suspect it is in reference to the Forensic Audit.

On Tue, Jan 14, 2025 at 8:47 AM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

Good Morning Dr. Wargo,

I wanted to make sure I provided the correct information. Is the final costs being asked about the Forensic Audit Costs or the regular audits?

Thank you,

Luttrell

From: Holly Wargo <hwargo@nucps.net>

Sent: Monday, January 13, 2025 1:33 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Subject: Request

Good afternoon Mr. Tadlock,

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Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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[NCPS] Requested Information

twithers@nucps.net Tina Withers

To: ltadlock@co.northumberland.va.us

Bcc: dobier@nucps.net

Thursday, February 13, 2025 at 1:23:47 PM Eastern Standard Time

Mr. Tadlock,

Attached is the requested information.

--

Tina Withers

Finance Specialist

Clerk of the School Board

Northumberland County Public Schools

P.O. Box 730

6958 Northumberland Hwy.

Heathsville, VA 22473

(804) 529-6134 ext. 2002

Attachments:

BOS Requested Salaries - Google Sheets.pdf 53k

Superintendent's Contract.pdf 407k

hwargo@nucps.net Holly Wargo

Wednesday, February 19, 2025 at 7:47:37 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

FYI

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>

Date: Wed, Feb 19, 2025 at 7:08 PM

Subject: RE: Requested Information

To: Tina Withers <twithers@nucps.net>

CC: Holly Wargo <hwargo@nucps.net>

Tina,

Thank you for the information. I have forwarded the information on to the Board Members. I did have some follow up questions from the Board Members.

1. Thank you for providing the contract for the Superintendent. The Board was also looking for information related to the Superintendent's contract extension which was approved by the School Board on 12/9/2024. Please provide information related to this action by the School Board from 12/9/2024.
2. Please provide those positions that are also receiving a supplement/stipend.
3. Are there any requirements in which the position obligations need to be met prior to receiving any supplemental/stipend pay?
4. The Board is also requesting names with the position and salary.
5. Does the Job column of the salary sheet have any specific meaning (is it pay grade or some other meaning)?

Additionally, the Board is asking for job descriptions for all positions.

Let me know of any questions.

Thank you,

Luttrell

From: Tina Withers <twithers@nucps.net>
Sent: Thursday, February 13, 2025 1:24 PM
To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>
Subject: Requested Information

Mr. Tadlock,

Attached is the requested information.

--

Tina Withers

Finance Specialist

Clerk of the School Board

Northumberland County Public Schools

P.O. Box 730

[6958 Northumberland Hwy.](#)

[Heathsville, VA 22473](#)

(804) 529-6134 ext. 2002

[NCPS] Revised Minutes

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 12:16:25 PM Eastern Standard Time

Dr. Wargo,

Please review the revised minutes from 1/13/25. They are completed to the best of my ability. There was a clear error in the prior version where I had updated 2024 minutes and inadvertently left in a section about the budget; this has been corrected.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

Meeting Minutes -Board Meeting January 13, 2025.docx 22k

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Wednesday, February 12, 2025 at 12:22:18 PM Eastern Standard Time

Thank you!

On Wed, Feb 12, 2025 at 12:16 PM Karen Leslie <kleslie@nucps.net> wrote:

Dr. Wargo,

Please review the revised minutes from 1/13/25. They are completed to the best of my ability. There was a clear error in the prior version where I had updated 2024 minutes and inadvertently left in a section about the budget; this has been corrected.

Karen H. Leslie, PhD
Assistant Superintendent
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hwargo@nucps.net Holly Wargo
To: twithers@nucps.net Tina Withers

Saturday, March 8, 2025 at 9:27:57 AM Eastern Standard Time

Can you listen to the recording and compare it to this corrected version from Dr. Leslie?

----- Forwarded message -----
From: **Karen Leslie** <kleslie@nucps.net>

Date: Wed, Feb 12, 2025 at 12:16 PM
Subject: [NCPS] Revised Minutes
To: Holly Wargo <hwargo@nucps.net>

Dr. Wargo,

Please review the revised minutes from 1/13/25. They are completed to the best of my ability. There was a clear error in the prior version where I had updated 2024 minutes and inadvertently left in a section about the budget; this has been corrected.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
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Attachments:

Meeting Minutes -Board Meeting January 13, 2025.docx 22k

[NCPS] Salaries for Budget

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, February 19, 2025 at 11:40:10 AM Eastern Standard Time

Please verify- I was told by the Director of Finance that it was proposed that directors and administrators except (SH and the AD) were not getting a raise and were only getting a step. This is why the salary scales for them are not increased because they only get step. Please advise.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Wednesday, February 19, 2025 at 4:23:40 PM Eastern Standard Time

Yes, I will clarify with the Board how they wish for that to be represented. By a 1.25% increase in the salary scale at step 0 with leadership remaining on the "same" step or keeping same salary scale as 2024-2025 and moving leadership to the next step.

On Wed, Feb 19, 2025 at 11:40 AM Karen Leslie <kleslie@nucps.net> wrote:

Please verify- I was told by the Director of Finance that it was proposed that directors and administrators except ([REDACTED]) were not getting a raise and were only getting a step. This is why the salary scales for them are not increased because they only get step. Please advise.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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[NCPS] Schedule Change

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Thursday, February 13, 2025 at 9:04:29 AM Eastern Standard Time

Can we please meet with the principals and Stacy regarding changes for the tutoring schedule today? It looks like we need to move tutoring hours 3:30-4:45, but we need to check on buses.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Thursday, February 13, 2025 at 9:21:46 AM Eastern Standard Time

Sure! Please set up a Google Meet. Does 2 work for you?

On Thu, Feb 13, 2025 at 9:04 AM Karen Leslie <kleslie@nucps.net> wrote:

Can we please meet with the principals and Stacy regarding changes for the tutoring schedule today? It looks like we need to move tutoring hours 3:30-4:45, but we need to check on buses.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Thursday, February 13, 2025 at 9:25:51 AM Eastern Standard Time

Works for me. I'll send it out.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Thu, Feb 13, 2025 at 9:21 AM Holly Wargo <hwargo@nucps.net> wrote:

Sure! Please set up a Google Meet. Does 2 work for you?

On Thu, Feb 13, 2025 at 9:04 AM Karen Leslie <kleslie@nucps.net> wrote:

Can we please meet with the principals and Stacy regarding changes for the tutoring schedule today? It looks like we need to move tutoring hours 3:30-4:45, but we need to check on buses.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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[NCPS] School Board Meeting Follow up

hwargo@nucps.net Holly Wargo

To: tbooth@nucps.net Tara Booth

Bcc: bchristopher@nucps.net

Tuesday, January 14, 2025 at 10:23:34 AM Eastern Standard Time

Good morning,



Last evening, the School Board held the reorganization of the School Board. They made some changes with Clerk and Deputy Clerk. I wanted to let you know before the press release goes out.

In addition, when considering the 2025-26 budget proposal, the School Board expressed concerns because they still do not know the amount of return from the 2023-24 fiscal year. I reached out to Taylor Stover, and he stated he is not able to provide a number. The School Board and I need for you to provide this number from our financial records.

The School Board had a couple of requests, with timelines:

1. The amount of return to the county for 2023-24. They requested for this information to be provided within five (5) business days;
2. The 2023-24 budget appropriation vs. actual expenditures by category within ten (10) business days; and
3. W-2 status.

Thank you for your help with these requests.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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hwargo@nucps.net Holly Wargo

To: tbooth@nucps.net Tara Booth

Bcc: bchristopher@nucps.net

Wednesday, January 15, 2025 at 1:15:23 PM Eastern Standard Time

Good afternoon,

I scanned and sent page 1 of the REAL PROPERTY STATUS REPORT Cover Page per your request.

I want to make sure you received the School Board's Finance requests from Monday's meeting (See Forward).

Please prepare a written response so we can forward this to the School Board.

The School Board identified timelines on the requests so I would like to adhere to those timelines.

I hope you continue to be on the mend.

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

From: **Holly Wargo** <hwargo@nucps.net>

Date: Tue, Jan 14, 2025 at 10:23 AM

Subject: School Board Meeting Follow up

To: Tara Booth <tbooth@nucps.net>

Good morning,

[REDACTED]

Last evening, the School Board held the reorganization of the School Board. They made some changes with Clerk and Deputy Clerk. I wanted to let you know before the press release goes out.

In addition, when considering the 2025-26 budget proposal, the School Board expressed concerns because they still do not know the amount of return from the 2023-24 fiscal year. I reached out to Taylor Stover, and he stated he is not able to provide a number. The School Board and I need for you to provide this number from our financial records.

The School Board had a couple of requests, with timelines:

1. The amount of return to the county for 2023-24. They requested for this information to be provided within five (5) business days;
2. The 2023-24 budget appropriation vs. actual expenditures by category within ten (10) business days; and
3. W-2 status.

Thank you for your help with these requests.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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[NCPS] Slide from PPT

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, February 19, 2025 at 11:57:52 AM Eastern Standard Time

 image.png



Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

image.png 73k

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Wednesday, February 19, 2025 at 4:21:33 PM Eastern Standard Time

Yes, I will clarify with the Board how they wish for that to be represented. By a 1.25% increase in the salary scale at step 0 with leadership remaining on the "same" step or keeping same salary scale as 2024-2025 and moving leadership to the next step.

On Wed, Feb 19, 2025 at 11:58 AM Karen Leslie <kleslie@nucps.net> wrote:

 image.png

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

image.png 73k

[NCPS] Special called meeting Friday, January 31, 2025

hwargo@nucps.net Holly Wargo

Sunday, January 26, 2025 at 2:52:38 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck, kleslie@nucps.net Karen Leslie, twithers@nucps.net Tina Withers, shannonobier@nucps.net Shannon Obier

Good afternoon Madam Chair & School Board Members,

We will have a special called meeting on Friday, January 31, 2025, at 4:45 PM for personnel and legal matters. The location will be the Northumberland School Board Office.

Please reach out if you have any questions. My cell is [REDACTED]

Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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cdavis@nucps.net Dr. Cheryl Davis

Monday, January 27, 2025 at 3:52:18 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck, kleslie@nucps.net Karen Leslie, twithers@nucps.net Tina Withers, shannonobier@nucps.net Shannon Obier

I am sorry not to be able to attend as we are in Scotland until February 2. Cheryl

On Sun, Jan 26, 2025, 7:53 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon Madam Chair & School Board Members,

We will have a special called meeting on Friday, January 31, 2025, at 4:45 PM for personnel and legal matters. The location will be the Northumberland School Board Office.

Please reach out if you have any questions. My cell is [REDACTED]

Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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twithers@nucps.net Tina Withers

To: cdavis@nucps.net Dr. Cheryl Davis

Monday, January 27, 2025 at 7:03:42 AM Eastern Standard Time

Dr. Davis,

Good morning, I spoke with VSBA and they have set up your virtual access for the Capitol Conference today. Enjoy Scotland, that sounds wonderful!! Safe travels!!

Tina

On Mon, Jan 27, 2025 at 3:52 AM Dr. Cheryl Davis <cdavis@nucps.net> wrote:

I am sorry not to be able to attend as we are in Scotland until February 2. Cheryl

On Sun, Jan 26, 2025, 7:53 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon Madam Chair & School Board Members,

We will have a special called meeting on Friday, January 31, 2025, at 4:45 PM for personnel and legal matters. The location will be the Northumberland School Board Office.

Please reach out if you have any questions. My cell is [REDACTED]

Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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--

Tina Withers
Finance Specialist
Northumberland County Public Schools
P.O. Box 730
6958 Northumberland Hwy.
Heathsville, VA 22473
(804) 529-6134 ext. 2002

cdavis@nucps.net Dr. Cheryl Davis

Monday, January 27, 2025 at 12:09:56 PM Eastern Standard Time

To: twithers@nucps.net Tina Withers

Cc: hwargo@nucps.net Holly Wargo

Hi Tina! We are now on the Isle of Skye, waiting to join in on the Conference! Thanks so much for setting this up! Cheryl

On Mon, Jan 27, 2025, 12:03 PM Tina Withers <twithers@nucps.net> wrote:

Dr. Davis,

Good morning, I spoke with VSBA and they have set up your virtual access for the Capitol Conference today. Enjoy Scotland, that sounds wonderful!! Safe travels!!

Tina

On Mon, Jan 27, 2025 at 3:52 AM Dr. Cheryl Davis <cdavis@nucps.net> wrote:

I am sorry not to be able to attend as we are in Scotland until February 2. Cheryl

On Sun, Jan 26, 2025, 7:53 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon Madam Chair & School Board Members,

We will have a special called meeting on Friday, January 31, 2025, at 4:45 PM for personnel and legal matters. The location will be the Northumberland School Board Office.

Please reach out if you have any questions. My cell is [REDACTED]

Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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--

Tina Withers
Finance Specialist
Northumberland County Public Schools
P.O. Box 730
[6958 Northumberland Hwy.](mailto:twithers@nucps.net)
[Heathsville, VA 22473](mailto:twithers@nucps.net)
(804) 529-6134 ext. 2002

[NCPS] Special Called Meeting

hwargo@nucps.net Holly Wargo

Tuesday, February 25, 2025 at 8:47:25 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Good morning Madam Chair & School Board:

We need to schedule a Special Called Meeting for an [REDACTED] Please let me know your availability this week or early next week and the time you prefer for the meeting to start.

Thursday, February 27

Friday, February 28

Monday, March 3

Tuesday, March 4

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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bchristopher@nucps.net Betty Christopher

Tuesday, February 25, 2025 at 1:45:10 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Friday, Feb. 28, is good for me or Monday. We have the district meeting on March 4.

On Tue, Feb 25, 2025 at 8:48 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning Madam Chair & School Board:

We need to schedule a Special Called Meeting for an [REDACTED] Please let me know your availability this week or early next week and the time you prefer for the meeting to start.

Thursday, February 27

Friday, February 28

Monday, March 3

Tuesday, March 4

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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dcurran@nucps.net Dave Curran

Thursday, February 27, 2025 at 7:38:12 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher

Cc: hwargo@nucps.net Holly Wargo, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Unfortunately, I'm not going to be able to make the meeting on Friday. I've made a previous commitment in Richmond. Sorry, Dave.
Sent from my iPhone

On Feb 25, 2025, at 1:45 PM, Betty Christopher <bchristopher@nucps.net> wrote:

Friday, Feb. 28, is good for me or Monday. We have the district meeting on March 4.

On Tue, Feb 25, 2025 at 8:48 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning Madam Chair & School Board:

We need to schedule a Special Called Meeting for an [REDACTED]. Please let me know your availability this week or early next week and the time you prefer for the meeting to start.

Thursday, February 27

Friday, February 28

Monday, March 3

Tuesday, March 4

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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cdavis@nucps.net Dr. Cheryl Davis

Friday, February 28, 2025 at 5:55:14 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck

I am sorry but I'll be in Chesapeake and Suffolk Monday and Newport news Tuesday , then driving to meeting Tuesday night.

Cheryl

On Tuesday, February 25, 2025, Holly Wargo <hwargo@nucps.net> wrote:

> Good morning Madam Chair & School Board:

> We need to schedule a Special Called Meeting for an [REDACTED] Please let me know your availability this week or early next week and the time you prefer for the meeting to start.

> Thursday, February 27

> Friday, February 28

> Monday, March 3

> Tuesday, March 4

> Thank you,

> Holly Wargo, ED.D.

>

> Division Superintendent

>

> NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

>

> 804.529.6134 | hwargo@nucps.net

>

> <https://ci3.googleusercontent.com/mail-sig/AlorK4x7nfwG8_XwU41lvP7O25Ptpz5KVVWcUzfXmm1xj1ua_tjSlg5c0y5wFietU2bnlZXOI_ghikXw>

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[NCPS] Spreadsheet shared with you: "2024-2025 Licensure Needing Attention "

drive-shares-dm-noreply@google.com Karen Leslie (via
Google Sheets)
To: kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net

Monday, December 9, 2024 at 10:54:06 AM Eastern
Standard Time

Karen Leslie shared a spreadsheet



Karen Leslie (kleslie@nucps.net) has invited you to **edit** the following spreadsheet:

Resharing. Also have notes from Lori regarding these. I sent emails 2 weeks ago to everyone for their next steps.



2024-2025 Licensure Needing Attention

Open

Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA
You have received this email because kleslie@nucps.net shared a spreadsheet
with you from Google Sheets.

Google Workspace

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, December 9, 2024 at 11:46:35 AM Eastern Standard Time

Thank you,

On Mon, Dec 9, 2024 at 10:54 AM Karen Leslie (via Google Sheets) <drive-shares-dm-noreply@google.com> wrote:

Karen Leslie shared a spreadsheet



Karen Leslie (kleslie@nucps.net) has invited you to **edit** the following spreadsheet:

Resharing. Also have notes from Lori regarding these. I sent emails 2 weeks ago to everyone for their next steps.



2024-2025 Licensure Needing Attention

Open

Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because kleslie@nucps.net shared a spreadsheet with you from Google Sheets.

Google Workspace

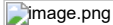
[NCPS] SSWS Report Past Due?

kleslie@nucps.net Karen Leslie
To: mgordon@nucps.net Michelle Gordon, hwargo@nucps.net Holly Wargo

Sunday, February 2, 2025 at 10:50:13 AM Eastern Standard Time

Good Morning,

This report popped up on my SSWS today- it has not been there and I do have any information on it or why it is suddenly past due. Does anyone have any information? Otherwise, I will reach to VDOE.



Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

image.png 49k

mgordon@nucps.net Michelle Gordon
To: kleslie@nucps.net Karen Leslie
Cc: hwargo@nucps.net Holly Wargo

Monday, February 3, 2025 at 8:07:01 AM Eastern Standard Time

Could be a syncing issue-- right now, SSWS is not letting me in. I will try again in a bit and see what I see!

Michelle

On Sun, Feb 2, 2025 at 10:50 AM Karen Leslie <kleslie@nucps.net> wrote:

Good Morning,

This report popped up on my SSWS today- it has not been there and I do have any information on it or why it is suddenly past due. Does anyone have any information? Otherwise, I will reach to VDOE.



Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Michelle Gordon
Director of Testing and Accountability
PowerSchool Administrator
Northumberland County Schools
804-580-5192 ext. 3011

Attachments:

image.png 49k

kleslie@nucps.net Karen Leslie
To: mgordon@nucps.net Michelle Gordon

Monday, February 3, 2025 at 8:15:09 AM Eastern Standard Time

Cc: hwargo@nucps.net Holly Wargo

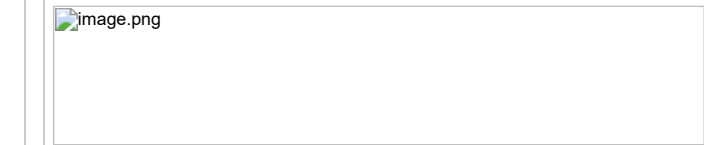
This report was never under me. I check it all the time.

On Monday, February 3, 2025, Michelle Gordon <mgordon@nucps.net> wrote:
Could be a syncing issue-- right now, SSWS is not letting me in. I will try again in a bit and see what I see!

Michelle

On Sun, Feb 2, 2025 at 10:50 AM Karen Leslie <kleslie@nucps.net> wrote:
Good Morning,

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Otherwise, I will reach to VDOE.



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Attachments:
image.png 49k

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie, mgordon@nucps.net Michelle Gordon

Monday, February 3, 2025 at 8:17:30 AM Eastern Standard Time

Good morning,

Adam Letizia approved National Board report.
Hope this helps!

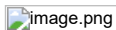
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image.png 49k

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo
Cc: mgordon@nucps.net Michelle Gordon

Monday, February 3, 2025 at 8:27:51 AM Eastern Standard Time

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mgordon@nucps.net Michelle Gordon

Monday, February 3, 2025 at 9:11:54 AM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie
Cc: hwargo@nucps.net Holly Wargo

Maybe it's not there anymore since its past due?? It is assigned to you and comes up as National Board Certification Incentive Award (NBCIA).

 image.png

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Michelle

On Mon, Feb 3, 2025 at 8:27 AM Karen Leslie <kleslie@nucps.net> wrote:

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Attachments:

image.png 49k
image.png 22k

kleslie@nucps.net Karen Leslie
To: mgordon@nucps.net Michelle Gordon
Cc: hwargo@nucps.net Holly Wargo

Monday, February 3, 2025 at 9:18:57 AM Eastern Standard Time

As below. It has not been there the last two months if checking. Something was changed.

On Monday, February 3, 2025, Michelle Gordon <mgordon@nucps.net> wrote:

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 Image.png

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Attachments:

image.png 22k
image.png 49k

kleslie@nucps.net Karen Leslie
To: mgordon@nucps.net Michelle Gordon
Cc: hwargo@nucps.net Holly Wargo

Monday, February 3, 2025 at 9:21:24 AM Eastern Standard Time

I will happily call VDOE tomorrow. Something is not right.

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To: mgordon@nucps.net Michelle Gordon
Cc: hwargo@nucps.net Holly Wargo

Monday, February 3, 2025 at 9:35:09 AM Eastern Standard Time

Thanks. I may ask them to audit changes. It is not right.

On Monday, February 3, 2025, Michelle Gordon <mgordon@nucps.net> wrote:

I will email Shawna Leblond and see if something happened.

Michelle

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804.529.6134 ext. 2005 | kleslie@nucps.net

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--

Michelle Gordon
Director of Testing and Accountability
PowerSchool Administrator
Northumberland County Schools
804-580-5192 ext. 3011

--

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

- image.png 49k
- image.png 22k

mgordon@nucps.net Michelle Gordon
To: kleslie@nucps.net Karen Leslie
Cc: hwargo@nucps.net Holly Wargo

Monday, February 3, 2025 at 9:31:53 AM Eastern Standard Time

I will email Shawna Leblond and see if something happened.

Michelle

On Mon, Feb 3, 2025 at 9:21 AM Karen Leslie <kleslie@nucps.net> wrote:
I will happily call VDOE tomorrow. Something is not right.

On Monday, February 3, 2025, Karen Leslie <kleslie@nucps.net> wrote:
As below. It has not been there the last two months if checking. Something was changed.

On Monday, February 3, 2025, Michelle Gordon <mgordon@nucps.net> wrote:
Maybe it's not there anymore since its past due?? It is assigned to you and comes up as National Board Certification Incentive Award (NBCIA).



We could try to reach out to the state contact and see if she can reopen it??

Michelle

On Mon, Feb 3, 2025 at 8:27 AM Karen Leslie <kleslie@nucps.net> wrote:
I'm sorry, it doesn't help because it was not under my name at all. I check SSWS often and it never showed there for me. Not ever. It is now past due and I have no idea why it suddenly is under my name when it wasn't previously.

On Monday, February 3, 2025, Holly Wargo <hwargo@nucps.net> wrote:
Good morning,

Adam Letizia approved National Board report.
Hope this helps!

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This report was never under me. I check it all the time.

On Monday, February 3, 2025, Michelle Gordon <mgordon@nucps.net> wrote:
Could be a syncing issue-- right now, SSWS is not letting me in. I will try again in a bit and see what I see!

Michelle

On Sun, Feb 2, 2025 at 10:50 AM Karen Leslie <kleslie@nucps.net> wrote:
Good Morning,

This report popped up on my SSWS today- it has not been there and I do have any information on it or why it is suddenly past due. Does anyone have any information? Otherwise, I will reach to VDOE.

 image.png

Karen H. Leslie, PhD
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Attachments:

image.png 49k
image.png 22k

mgordon@nucps.net Michelle Gordon
To: kleslie@nucps.net Karen Leslie
Cc: hwargo@nucps.net Holly Wargo

Monday, February 3, 2025 at 12:20:12 PM Eastern Standard Time

Response from VDOE-
Hello,

The VDOE announced last week that we were re-opening for additional data. [You can find that announcement here](#). No idea why it is stating that it is overdue on your end because on the backend the due date is showing as February 14. If you do not have any additional people to add, please re-submit.

Best,

Shawna

On Mon, Feb 3, 2025 at 9:35 AM Karen Leslie <kleslie@nucps.net> wrote:
| Thanks. I may ask them to audit changes. It is not right.


On Monday, February 3, 2025, Michelle Gordon <mgordon@nucps.net> wrote:
| I will email Shawna Leblond and see if something happened.

Michelle

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image.png

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PowerSchool Administrator
Northumberland County Schools
804-580-5192 ext. 3011

Attachments:

image.png 49k


image.png 22k

[NCPS] SSWS

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, December 11, 2024 at 10:22:23 AM Eastern Standard Time

This is still coming up for me and states it needs Superintendent approval. I cannot approve it. Can you help?

 image.png



Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
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Attachments:

image.png 92k

hwargo@nucps.net Holly Wargo
To: mgordon@nucps.net Michelle Gordon

Wednesday, December 11, 2024 at 11:24:40 AM Eastern Standard Time

Can you take a look at this?

----- Forwarded message -----
From: **Karen Leslie** <kleslie@nucps.net>
Date: Wed, Dec 11, 2024 at 10:22 AM
Subject: [NCPS] SSWS
To: Holly Wargo <hwargo@nucps.net>

This is still coming up for me and states it needs Superintendent approval. I cannot approve it. Can you help?

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Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Attachments:

image.png 92k

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Wednesday, December 11, 2024 at 11:50:43 AM Eastern Standard Time

Good morning,
SSWS does not feature this report for approval. I reached out to Michelle Gordon. She stated she will contact VDOE to see if it is closed due to the late submission.
I will let you know if I hear anything.

On Wed, Dec 11, 2024 at 10:22 AM Karen Leslie <kleslie@nucps.net> wrote:

This is still coming up for me and states it needs Superintendent approval. I cannot approve it. Can you help?

 image.png

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

image.png 92k

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, December 11, 2024 at 11:53:20 AM Eastern Standard Time

Thanks! I know it was reopened and submitted on 11/14, but that's all I can see.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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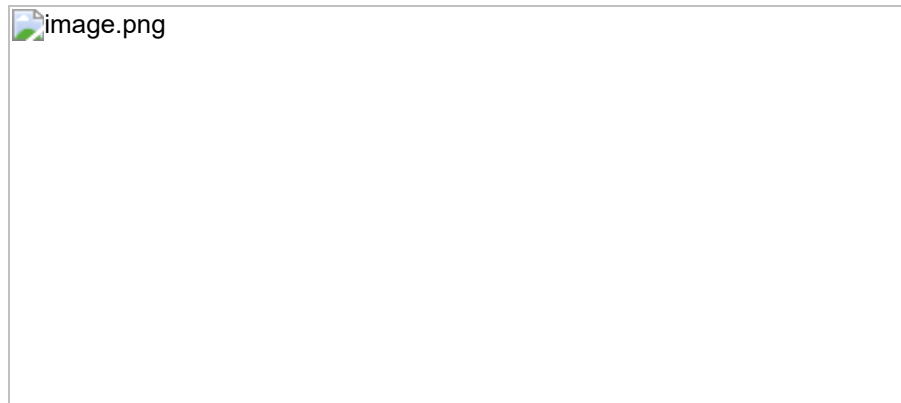
On Wed, Dec 11, 2024 at 11:51 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,
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I will let you know if I hear anything.

On Wed, Dec 11, 2024 at 10:22 AM Karen Leslie <kleslie@nucps.net> wrote:

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Attachments:

image.png 92k

[NCPS] Stamp of Clerk

kleslie@nucps.net Karen Leslie

Thursday, February 6, 2025 at 11:32:51 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo, twithers@nucps.net Tina Withers

Do we have an electronic signature for Ms. Withers as Clerk of the Board? I cannot issue contracts without the stamp or she will need to sign them all live. Please advise.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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kleslie@nucps.net Karen Leslie

Thursday, February 6, 2025 at 11:40:58 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo, twithers@nucps.net Tina Withers

Contracts are ready, only need to know if there is a stamp or if we want Ms. Withers to sign them.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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On Thu, Feb 6, 2025 at 11:32 AM Karen Leslie <kleslie@nucps.net> wrote:

Do we have an electronic signature for Ms. Withers as Clerk of the Board? I cannot issue contracts without the stamp or she will need to sign them all live. Please advise.

Karen H. Leslie, PhD

Assistant Superintendent

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hwargo@nucps.net Holly Wargo

Monday, February 10, 2025 at 8:00:00 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

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

From: **Karen Leslie** <kleslie@nucps.net>

Date: Thu, Feb 6, 2025 at 11:33 AM

Subject: [NCPS] Stamp of Clerk

To: Holly Wargo <hwargo@nucps.net>, Tina Withers <twithers@nucps.net>

Do we have an electronic signature for Ms. Withers as Clerk of the Board? I cannot issue contracts without the stamp or she will need to sign them all live. Please advise.

Karen H. Leslie, PhD

Assistant Superintendent

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[NCPS] Thank you!

hwargo@nucps.net Holly Wargo

Monday, February 24, 2025 at 9:57:42 AM Eastern Standard Time

To: dbasye@co.northumberland.va.us Drew Basye, sconaway@co.northumberland.va.us

Bcc: dobier@nucps.net

Good morning Drew & Stevie,

Thank you for looking at the ceiling today. I appreciate your help as we try to fix it as quickly as possible. Currently the Assistant Superintendent is working from the School Board Conference room which is not ideal since this is our only conference room space.

Please let me know if you need me to do anything to assist with the fix.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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[NCPS] This evening's Board of Supervisors meeting

hwargo@nucps.net Holly Wargo

Thursday, January 9, 2025 at 4:46:50 PM Eastern Standard Time

To: ltadlock@co.northumberland.va.us Luttrell, mwilson@co.northumberland.va.us Morgan Wilson
Cc: rfhaynie@co.northumberland.va.us Richard F. Haynie, jwbrann@co.northumberland.va.us James W. Brann,
jmlong@co.northumberland.va.us James M. Long, acfisher@co.northumberland.va.us Alfred Fisher,
cwagner@kwcps.k12.va.us Charles Wagner
Bcc: bchristopher@nucps.net

Good afternoon,

I am unable to attend this evening's meeting. I tried to call Mr. Haynie, but he did not pick up the cell.
Please find our school division updates attached.

Sincerely,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Attachments:

Northumberland Schools January Update 2025.pdf 2.4M

[NCPS] Updated invitation with note: Mid Year Review for Assist. Superintendent @ Thu Feb 27, 2025 9:15am - 9:45am (EST) (Karen Leslie)

hwargo@nucps.net Holly Wargo
To: hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, February 24, 2025 at 9:34:00 AM Eastern Standard Time

This event has been updated with a note:

"Good morning, I rescheduled your Mid Year Review to Thursday, February 27, 2025, @ 9:15 a.m. Thank you!"

Changed: time, location

When CHANGED

Thursday Feb 27, 2025 · 9:15am – 9:45am (Eastern Time - New York)

~~Monday Feb 24, 2025 · 8:15am – 9:15am (Eastern Time - New York)~~

Location CHANGED

School Board Office

[View map](#)

Guests

Holly Wargo - organizer

Karen Leslie

[View all guest info](#)

Reply for kleslie@nucps.net

Yes

No

Maybe

More options

Invitation from [Google Calendar](#)

You are receiving this email because you are subscribed to calendar notifications. To stop receiving these emails, go to [Calendar settings](#), select this calendar, and change "Other notifications".

Forwarding this invitation could allow any recipient to send a response to the organizer, be added to the guest list, invite others regardless of their own invitation status, or modify your RSVP. [Learn more](#)

Attachments:

invite.ics 1.2k

invite.ics 1.2k

[NCPS] Uploading Now

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 12:32:44 PM Eastern Standard Time

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

Program of Studies Updates.pptx 1.9M

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 12:33:26 PM Eastern Standard Time

Fixed typo in last slide.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Jan 13, 2025 at 12:32 PM Karen Leslie <kleslie@nucps.net> wrote:

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, January 13, 2025 at 12:55:54 PM Eastern Standard Time

Thanks for letting me know.

On Mon, Jan 13, 2025 at 12:32 PM Karen Leslie <kleslie@nucps.net> wrote:

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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[NCPS] W-2 Status

hwargo@nucps.net Holly Wargo

To: tbooth@nucps.net Tara Booth

Bcc: bchristopher@nucps.net

Thursday, January 16, 2025 at 3:07:58 PM Eastern Standard Time

REDACTED
PURSUANT TO
2.2-3705.1(1)

Good afternoon,

[REDACTED]

I am checking in to see the status of W-2 and Form 1099. I am not sure where we are in the process. Shannon seemed concerned about the process when I returned from my meeting.

Is there a deadline for RDA? I am concerned about a penalty if W-2s are not done. From what I see, there is a W-2 and Form 1099 deadline of January 31, 2025.

Please let me know where we are in the process.

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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bchristopher@nucps.net Betty Christopher

Thursday, January 16, 2025 at 6:14:56 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Dawn brought me hers today.

Remember last year the 403b's were wrong with several people. I gave the correct numbers to Amanda, and she contacted Voya and fixed them.

On Thu, Jan 16, 2025 at 3:08 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,

[REDACTED]

I am checking in to see the status of W-2 and Form 1099. I am not sure where we are in the process. Shannon seemed concerned about the process when I returned from my meeting.

Is there a deadline for RDA? I am concerned about a penalty if W-2s are not done. From what I see, there is a W-2 and Form 1099 deadline of January 31, 2025.

Please let me know where we are in the process.

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS



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Action needed

hwargo@nucps.net Holly Wargo

Tuesday, February 11, 2025 at 8:04:00 AM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Bcc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Dr. Leslie,

At last evening's School Board meeting, Dr. Curran noted that the meeting minutes from 1/13/2025 were not accurate. The 1/13/2025 meeting was a reorganizational meeting in which you served as Deputy Clerk because the Clerk was absent.

Following the 1/13/2025 School Board meeting, I requested for you, as Deputy Clerk, to draft the meeting minutes. The recording of the meeting also was sent. It is important to note the School Board stated it was important for the person who drafts the minutes to be present at the meeting.

You sent the minutes on February 5, 2025; [REDACTED]

[REDACTED]

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(1)



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hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 8:00:00 AM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Bcc: dobier@nucps.net Dana O'Bier, bchristopher@nucps.net Betty Christopher

Good morning,

Resending in case you missed this.

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

From: **Holly Wargo** <hwargo@nucps.net>

Date: Tue, Feb 11, 2025 at 8:04 AM

Subject: Action needed

To: Karen Leslie <kleslie@nucps.net>

Dr. Leslie,

At last evening's School Board meeting, Dr. Curran noted that the meeting minutes from 1/13/2025 were not accurate. The 1/13/2025 meeting was a reorganizational meeting in which you served as Deputy Clerk because the Clerk was absent.

Following the 1/13/2025 School Board meeting, I requested for you, as Deputy Clerk, to draft the meeting minutes. The recording of the meeting also was sent. It is important to note the School Board stated it was important for the person who drafts the minutes to be present at the meeting.

You sent the minutes on February 5, 2025; [REDACTED]

[REDACTED]

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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agendas

bchristopher@nucps.net Betty Christopher

Sunday, February 16, 2025 at 5:15:06 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo, twithers@nucps.net Tina Withers

Please put on the next agendas under public comments: a. in person, b. online. I am sorry I forgot to ask for online speakers last time. I have been told that there were people who wanted to speak. I think this would help me not miss them next time.

hwargo@nucps.net Holly Wargo

Sunday, February 16, 2025 at 5:17:53 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher

Cc: twithers@nucps.net Tina Withers

Will do. Thank you!

On Sun, Feb 16, 2025 at 5:15 PM Betty Christopher <bchristopher@nucps.net> wrote:

Please put on the next agendas under public comments: a. in person, b. online. I am sorry I forgot to ask for online speakers last time. I have been told that there were people who wanted to speak. I think this would help me not miss them next time.

twithers@nucps.net Tina Withers

Sunday, February 16, 2025 at 5:31:13 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: bchristopher@nucps.net Betty Christopher

I will take care of this.

Tina

On Sun, Feb 16, 2025 at 5:18 PM Holly Wargo <hwargo@nucps.net> wrote:

Will do. Thank you!

On Sun, Feb 16, 2025 at 5:15 PM Betty Christopher <bchristopher@nucps.net> wrote:

Please put on the next agendas under public comments: a. in person, b. online. I am sorry I forgot to ask for online speakers last time. I have been told that there were people who wanted to speak. I think this would help me not miss them next time.

--

Tina Withers
Finance Specialist
Clerk of the School Board
Northumberland County Public Schools
P.O. Box 730
6958 Northumberland Hwy.
Heathsville, VA 22473
(804) 529-6134 ext. 2002

[REDACTED]

kleslie@nucps.net Karen Leslie

Thursday, December 19, 2024 at 9:40:36 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Good Evening, Members of the School Board,

[REDACTED]

[REDACTED]

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(1)

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Attachments:

[REDACTED].docx 16k

kleslie@nucps.net Karen Leslie

Friday, February 7, 2025 at 8:19:01 AM Eastern Standard Time

To: [REDACTED]

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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

From: **Karen Leslie** <kleslie@nucps.net>

Date: Thu, Dec 19, 2024 at 9:40 PM

Subject: [REDACTED]

To: Betty Christopher <bchristopher@nucps.net>, Dana O'Bier <dobier@nucps.net>, Dave Curran <dcurran@nucps.net>, Dr. Cheryl Davis <cdavis@nucps.net>, Denise Mazyck <dmazyck@nucps.net>

Good Evening, Members of the School Board,

[REDACTED]

[REDACTED]

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

.docx 16k

Board of Supervisors Grant Policy and Surplus Property Policy

ltadlock@co.northumberland.va.us Luttrell Tadlock

Tuesday, February 18, 2025 at 2:13:02 PM Eastern Standard Time

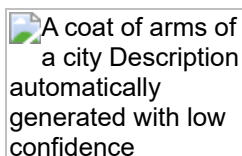
To: jbeauchamp@northumberlandsheff.net Johnny Beauchamp, dwoolard@co.northumberland.va.us David Woolard, dbasye@co.northumberland.va.us Drew Basye, jerryrushing@msn.com jerry rushing, smckenzie@co.northumberland.va.us Stuart McKenzie, tthomas@co.northumberland.va.us Todd Thomas, kdavenport@co.northumberland.va.us Kathy Davenport, rheadley@co.northumberland.va.us Robert Headley, cbalderson@co.northumberland.va.us Calvin Balderson, jwrightson@co.northumberland.va.us Jane Wrightson, ifisher@co.northumberland.va.us Iris Fisher, hwargo@nucps.net Holly Wargo, dbingham@vacourts.gov Deborah Bingham, pking@co.northumberland.va.us Pam King, mdodson@co.northumberland.va.us Mary Dodson, mwilson@co.northumberland.va.us Morgan Wilson

Good Afternoon,

Please find attached the Policy on Grants and the Policy on Surplus Property approved by the Board of Supervisors at their February 13, 2025 meeting. Please review these policies and let me know of any questions.

Sincerely,

Luttrell



E. Luttrell Tadlock

County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image001.jpg 32k

image003.jpg 5.3k

Surplus_Property_Policy.pdf 120k

Grant_Policies.pdf 130k

hwargo@nucps.net Holly Wargo

Tuesday, February 18, 2025 at 2:32:52 PM Eastern Standard Time

To: twithers@nucps.net Tina Withers

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>

Date: Tue, Feb 18, 2025 at 2:13 PM

Subject: Board of Supervisors Grant Policy and Surplus Property Policy

To: Johnny Beauchamp <jbeauchamp@northumberlandsheff.net>, David Woolard <dwoolard@co.northumberland.va.us>, Drew Basye <dbasye@co.northumberland.va.us>, jerry rushing <jerryrushing@msn.com>, Stuart McKenzie <smckenzie@co.northumberland.va.us>, Todd Thomas <tthomas@co.northumberland.va.us>, Kathy Davenport <kdavenport@co.northumberland.va.us>, Robert Headley <rheadley@co.northumberland.va.us>, Calvin Balderson <cbalderson@co.northumberland.va.us>, Jane Wrightson <jwrightson@co.northumberland.va.us>, Iris Fisher <ifisher@co.northumberland.va.us>, Holly Wargo <hwargo@nucps.net>, Deborah Bingham <dbingham@vacourts.gov>,

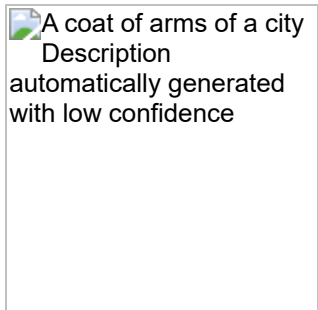
Pam King <pking@co.northumberland.va.us>, Mary Dodson <mdodson@co.northumberland.va.us>, Morgan Wilson <mwilson@co.northumberland.va.us>

Good Afternoon,

Please find attached the Policy on Grants and the Policy on Surplus Property approved by the Board of Supervisors at their February 13, 2025 meeting. Please review these policies and let me know of any questions.

Sincerely,

Luttrell



E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • [72 Monument Place](#) • [Heathsville, VA 22473](#)

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image003.jpg 5.3k

image001.jpg 32k

Surplus_Property_Policy.pdf 120k

Grant_Policies.pdf 130k

BOS Committee Member

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Thursday, January 16, 2025 at 9:44:40 AM Eastern Standard Time

Hi Dr. Wargo,

It has been several days and I have not received a response from Mr. Long to participate in our Teacher of the Year interviews. Is there another member I should request or a better way to contact him than email?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Friday, January 17, 2025 at 9:35:11 AM Eastern Standard Time

Good morning,
Have you heard back from Mr. Chip Williams? Thank you!

On Thu, Jan 16, 2025 at 9:44 AM Karen Leslie <kleslie@nucps.net> wrote:
Hi Dr. Wargo,

It has been several days and I have not received a response from Mr. Long to participate in our Teacher of the Year interviews. Is there another member I should request or a better way to contact him than email?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Friday, January 17, 2025 at 9:37:28 AM Eastern Standard Time

No, not yet. Sent a message yesterday.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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received this communication in error, please destroy all electronic, paper, and other copies, and notify the sender of the error immediately. Accidental transmission of this communication is not intended to waive any privilege or confidentiality protected under Virginia's Freedom of Information Act.

On Fri, Jan 17, 2025 at 9:35 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,
Have you heard back from Mr. Chip Williams? Thank you!

On Thu, Jan 16, 2025 at 9:44 AM Karen Leslie <kleslie@nucps.net> wrote:

Hi Dr. Wargo,

It has been several days and I have not received a response from Mr. Long to participate in our Teacher of the Year interviews. Is there another member I should request or a better way to contact him than email?

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Budget meeting at 2 PM cancelled 1/29/2025

hwargo@nucps.net Holly Wargo

Wednesday, January 29, 2025 at 12:19:17 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo, kleslie@nucps.net Karen Leslie, shannonobier@nucps.net Shannon Obier, twithers@nucps.net Tina Withers

Good afternoon,

We will forego today's budget meeting due to scheduling conflicts. Tomorrow we have leadership, so let's plan to begin on Friday.

Thank you!

--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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kleslie@nucps.net Karen Leslie

Wednesday, January 29, 2025 at 12:25:50 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Done.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Wed, Jan 29, 2025 at 12:19 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,

We will forego today's budget meeting due to scheduling conflicts. Tomorrow we have leadership, so let's plan to begin on Friday.

Thank you!

--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Ceiling emergency @ SBO

hwargo@nucps.net Holly Wargo

Monday, February 24, 2025 at 11:01:14 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck
Bcc: hwargo@nucps.net Holly Wargo

Good morning Madam Chair & School Board,

This morning Dr. Leslie shared that her office ceiling looked worse, appeared to buckle, and was concerned about the ceiling collapsing. She has been working from the conference room connected to her office.

I immediately let Dr. Leslie know her safety is our first priority. I directed her to work from the School Board conference room, effective immediately, to keep her safe.

We called the the Director of Operations & Maintenance, the Assistant County Administrator, and the County Administrator who came over immediately to take pictures. They advised Mr. Brann to go ahead and try to take some tiles out of the ceiling before it became a bigger issue. When Mr. Brann and Mr. Wallace started taking tiles out of the ceiling, the suspended ceiling failed. Mr. Wallace stated he does not think the suspended ceiling was installed correctly because the grid was not attached to anything.

Mr. Brann plans to order a new dropped ceiling and to correctly install the dropped ceiling. I will keep you posted. Please reach out should you have any questions.

Sincerely,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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cdavis@nucps.net Dr. Cheryl Davis

Monday, February 24, 2025 at 7:07:06 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck

Thank you Holly for acting quickly. Cheryl

On Mon, Feb 24, 2025 at 11:01 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning Madam Chair & School Board,

This morning Dr. Leslie shared that her office ceiling looked worse, appeared to buckle, and was concerned about the ceiling collapsing. She has been working from the conference room connected to her office.

I immediately let Dr. Leslie know her safety is our first priority. I directed her to work from the School Board conference room, effective immediately, to keep her safe.

We called the the Director of Operations & Maintenance, the Assistant County Administrator, and the County Administrator who came over immediately to take pictures. They advised Mr. Brann to go ahead and try to take some

tiles out of the ceiling before it became a bigger issue. When Mr. Brann and Mr. Wallace started taking tiles out of the ceiling, the suspended ceiling failed. Mr. Wallace stated he does not think the suspended ceiling was installed correctly because the grid was not attached to anything.

Mr. Brann plans to order a new dropped ceiling and to correctly install the dropped ceiling. I will keep you posted. Please reach out should you have any questions.

Sincerely,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Clarification re: Public Comment Board of Supervisors Meeting February 13 2025

hwargo@nucps.net Holly Wargo

Saturday, February 15, 2025 at 2:31:49 PM Eastern Standard Time

To: rfhaynie@co.northumberland.va.us Richard F. Haynie, jwbrann@co.northumberland.va.us James W. Brann, acfisher@co.northumberland.va.us Alfred Fisher, jmlong@co.northumberland.va.us James M. Long, chwilliams@co.northumberland.va.us Charles Williams, ltadlock@co.northumberland.va.us Luttrell, Eric@heftywiley.com Eric Gregory, dbasye@co.northumberland.va.us Drew Basye, mwilson@co.northumberland.va.us Morgan Wilson
Bcc: hwargo@nucps.net Holly Wargo, bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Dear Mr. Haynie, Mr. Brann, Mr. Fisher, Mr. Long, Mr. Williams, Mr. Tadlock, Mr. Basye, Mr. Gregory, & Ms. Wilson:

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I believe you are aware that my father, who is 80, had a medical emergency on Thursday, February 13, 2025, in which he was unexpectedly transported from Hardin Baptist Health Hospital in Elizabethtown, Kentucky, to the University of Louisville Hospital due to suspected pressure in his brain. My 78 year old mother called my cell and was extremely upset.

I immediately decided to try to find a flight to Kentucky on the evening of the 13th. I called Mr. Haynie and explained the unexpected family emergency. Mr. Haynie was fully supportive of my decision to fly to my parents and stated the Supervisors' meeting was just one meeting and not to worry about it. He stated my parents are more important. I stated I appreciated his compassion and understanding.

At 2 PM on the 13th, I left the School Board Office to go to the Richmond airport. I was fortunate enough to find a flight that evening at the last minute. Interim Finance Director Tina Withers was with me as I walked to the car and called Assistant Superintendent Karen Leslie. I let Dr. Leslie know of a family emergency requiring me to leave immediately.

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- 59:29 🌟
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Northumberland Board of Supervisors - 02/13/2025

Northumberland County, Va. Board of Supervisors - 02/13/2025

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Sincerely,

Holly Wargo

Holly Wargo, Ed.D.

Division Superintendent

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chwilliams@co.northumberland.va.us Charles Williams

Saturday, February 15, 2025 at 3:32:06 PM Eastern
Standard Time

To: hwargo@nucps.net Holly Wargo, rhaynie@co.northumberland.va.us Richard F. Haynie,
jwbrann@co.northumberland.va.us James W. Brann, acfisher@co.northumberland.va.us Alfred Fisher,
jmlong@co.northumberland.va.us James M. Long, ltadlock@co.northumberland.va.us Luttrell Tadlock, Eric@heftywiley.com
Eric Gregory, dbasye@co.northumberland.va.us Drew Basye, mwilson@co.northumberland.va.us Morgan Wilson

Received.

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From: Holly Wargo <hwargo@nucps.net>

Sent: Saturday, February 15, 2025 2:31:49 PM

To: Richard F. Haynie <rhaynie@co.northumberland.va.us>; James W. Brann <jwbrann@co.northumberland.va.us>; Alfred Fisher <acfisher@co.northumberland.va.us>; James M. Long <jmlong@co.northumberland.va.us>; Charles Williams <chwilliams@co.northumberland.va.us>; Luttrell Tadlock <ltadlock@co.northumberland.va.us>; Eric Gregory <Eric@heftywiley.com>; Drew Basye <dbasye@co.northumberland.va.us>; Morgan Wilson <mwilson@co.northumberland.va.us>

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Northumberland Board of Supervisors - 02/13/2025

Northumberland County, Va. Board of Supervisors - 02/13/2025

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Holly Wargo

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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hwargo@nucps.net



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rfhaynie@co.northumberland.va.us Richard F. Haynie

Saturday, February 15, 2025 at 4:09:29 PM Eastern Standard Time

To: chwilliams@co.northumberland.va.us Charles Williams, hwargo@nucps.net Holly Wargo, jwbrann@co.northumberland.va.us James W. Brann, acfisher@co.northumberland.va.us Alfred Fisher, jmlong@co.northumberland.va.us James M. Long, ltadlock@co.northumberland.va.us Luttrell Tadlock, Eric@heftywiley.com Eric Gregory, dbasye@co.northumberland.va.us Drew Basye, mwilson@co.northumberland.va.us Morgan Wilson

Received
Richard

Sent from my Verizon, Samsung Galaxy smartphone
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From: Charles Williams <chwilliams@co.northumberland.va.us>

Sent: Saturday, February 15, 2025 3:32:06 PM

To: Holly Wargo <hwargo@nucps.net>; Richard F. Haynie <rfhaynie@co.northumberland.va.us>; James W. Brann <jwbrann@co.northumberland.va.us>; Alfred Fisher <acfisher@co.northumberland.va.us>; James M. Long <jmlong@co.northumberland.va.us>; Luttrell Tadlock <ltadlock@co.northumberland.va.us>; Eric Gregory <Eric@heftywiley.com>; Drew Basye <dbasye@co.northumberland.va.us>; Morgan Wilson <mwilson@co.northumberland.va.us>

Subject: Re: Clarification re: Public Comment Board of Supervisors Meeting February 13 2025

Received.

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From: Holly Wargo <hwargo@nucps.net>

Sent: Saturday, February 15, 2025 2:31:49 PM

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Northumberland Board of Supervisors - 02/13/2025

Northumberland County, Va. Board of Supervisors - 02/13/2025

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Holly Wargo, Ed.D.

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hwargo@nucps.net Holly Wargo

Saturday, February 15, 2025 at 4:45:29 PM Eastern Standard Time

To: mwilliams@nucps.net Martha Williams

Board of Supervisors concerns.

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

From: **Holly Wargo** <hwargo@nucps.net>

Date: Sat, Feb 15, 2025 at 2:31 PM

Subject: Clarification re: Public Comment Board of Supervisors Meeting February 13 2025

To: Richard F. Haynie <rffhaynie@co.northumberland.va.us>, James W. Brann <jwbrann@co.northumberland.va.us>, Alfred Fisher <acfisher@co.northumberland.va.us>, James M. Long <jmlong@co.northumberland.va.us>, Charles Williams <chwilliams@co.northumberland.va.us>, Luttrell <ltadlock@co.northumberland.va.us>, Eric Gregory <Eric@heftywiley.com>, Drew Basye <dbasye@co.northumberland.va.us>, Morgan Wilson <mwilson@co.northumberland.va.us>

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NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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hwargo@nucps.net Holly Wargo

Saturday, February 15, 2025 at 4:47:57 PM Eastern Standard Time

To: chwilliams@co.northumberland.va.us Charles Williams

Cc: rfhaynie@co.northumberland.va.us Richard F. Haynie, jwbrann@co.northumberland.va.us James W. Brann, acfisher@co.northumberland.va.us Alfred Fisher, jmlong@co.northumberland.va.us James M. Long, ltadlock@co.northumberland.va.us Luttrell Tadlock, Eric@heftywiley.com Eric Gregory, dbasye@co.northumberland.va.us Drew Basye, mwilson@co.northumberland.va.us Morgan Wilson

Thank you.

On Sat, Feb 15, 2025 at 3:32 PM Charles Williams <chwilliams@co.northumberland.va.us> wrote:
Received.

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Sent: Saturday, February 15, 2025 2:31:49 PM

To: Richard F. Haynie <rfhaynie@co.northumberland.va.us>; James W. Brann <jwbrann@co.northumberland.va.us>; Alfred Fisher <acfisher@co.northumberland.va.us>; James M. Long <jmlong@co.northumberland.va.us>; Charles Williams <chwilliams@co.northumberland.va.us>; Luttrell Tadlock <ltadlock@co.northumberland.va.us>; Eric Gregory <Eric@heftywiley.com>; Drew Basye <dbasye@co.northumberland.va.us>; Morgan Wilson <mwilson@co.northumberland.va.us>

Subject: Clarification re: Public Comment Board of Supervisors Meeting February 13 2025

Dear Mr. Haynie, Mr. Brann, Mr. Fisher, Mr. Long, Mr. Williams, Mr. Tadlock, Mr. Basye, Mr. Gregory, & Ms. Wilson:

I am writing this email to clarify information that was shared with you on Thursday by the Assistant Superintendent of Northumberland County Public Schools Karen Leslie.

I believe you are aware that my father, who is 80, had a medical emergency on Thursday, February 13, 2025, in which he was unexpectedly transported from Hardin Baptist Health Hospital in Elizabethtown, Kentucky, to the University of Louisville Hospital due to suspected pressure in his brain. My 78 year old mother called my cell and was extremely upset.

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Northumberland Board of Supervisors - 02/13/2025

Northumberland County, Va. Board of Supervisors - 02/13/2025

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Sincerely,

Holly Wargo

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 |

hwargo@nucps.net



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hwargo@nucps.net Holly Wargo

Saturday, February 15, 2025 at 4:50:02 PM Eastern Standard Time

To: rfhaynie@co.northumberland.va.us Richard F. Haynie

Cc: chwilliams@co.northumberland.va.us Charles Williams, jwbrann@co.northumberland.va.us James W. Brann,

acfisher@co.northumberland.va.us Alfred Fisher, jmlong@co.northumberland.va.us James M. Long,

ltadlock@co.northumberland.va.us Luttrell Tadlock, Eric@heftywiley.com Eric Gregory, dbasye@co.northumberland.va.us

Drew Basye, mwilson@co.northumberland.va.us Morgan Wilson

Thank you.

On Sat, Feb 15, 2025 at 4:09 PM Richard F. Haynie <rfhaynie@co.northumberland.va.us> wrote:

Received

Richard

Sent from my Verizon, Samsung Galaxy smartphone

Get [Outlook for Android](#)

From: Charles Williams <chwilliams@co.northumberland.va.us>

Sent: Saturday, February 15, 2025 3:32:06 PM

To: Holly Wargo <hwargo@nucps.net>; Richard F. Haynie <rfhaynie@co.northumberland.va.us>; James W. Brann <jwbrann@co.northumberland.va.us>; Alfred Fisher <acfisher@co.northumberland.va.us>; James M. Long <jmlong@co.northumberland.va.us>; Luttrell Tadlock <ltadlock@co.northumberland.va.us>; Eric Gregory <Eric@heftywiley.com>; Drew Basye <dbasye@co.northumberland.va.us>; Morgan Wilson <mwilson@co.northumberland.va.us>

Subject: Re: Clarification re: Public Comment Board of Supervisors Meeting February 13 2025

Received.

Get [Outlook for iOS](#)

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Northumberland Board of Supervisors - 02/13/2025

Northumberland County, Va. Board of Supervisors - 02/13/2025

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Holly Wargo

Holly Wargo, Ed.D.

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hwargo@nucps.net



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hwargo@nucps.net Holly Wargo

To: jackie@rapprecord.com Jackie Nunnery

Saturday, February 15, 2025 at 5:17:47 PM Eastern Standard Time

Hi Jackie,

Can you help me with this to create balanced reporting? Please reply so I know you received this.

Thank you,

Holly

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

From: **Holly Wargo** <hwargo@nucps.net>

Date: Sat, Feb 15, 2025 at 2:31 PM

Subject: Clarification re: Public Comment Board of Supervisors Meeting February 13 2025

To: Richard F. Haynie <rffhaynie@co.northumberland.va.us>, James W. Brann <jwbrann@co.northumberland.va.us>, Alfred Fisher <acfisher@co.northumberland.va.us>, James M. Long <jmlong@co.northumberland.va.us>, Charles Williams <chwilliams@co.northumberland.va.us>, Luttrell <ltadlock@co.northumberland.va.us>, Eric Gregory <Eric@heftywiley.com>, Drew Basye <dbasye@co.northumberland.va.us>, Morgan Wilson <mwilson@co.northumberland.va.us>

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Northumberland Board of Supervisors - 02/13/2025

Northumberland County, Va. Board of Supervisors - 02/13/2025

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hwargo@nucps.net Holly Wargo

Saturday, February 15, 2025 at 5:42:32 PM Eastern Standard Time

To: AnnGardner@rapprecord.com AnnGardner Eubank

Hi Ann,

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Thank you for your consideration.

Holly

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AnnGardner@rapprecord.com AnnGardner Eubank

Saturday, February 15, 2025 at 5:59:42 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Hi there Dr. Wargo,

I hope you're doing well. Everything I reported stated who said what. There was zero bias to the story, noting I used direct quotes and only reported on what was said. Had anyone said otherwise, that also would have been reported. Additionally, I left a message for Tina Withers on Monday morning noting if anyone had a response to what was said in the meeting to please let me know. I never heard back. I also reached out to Katie Wilkins to do a special separate story on the boat building program because I didn't want something as great as that to be overshadowed by the rest of the meeting. If in the future there is a response you or anyone at the school board office would like to make, I'd be happy to run that, too. Deadlines are Tuesdays at noon. Have a great rest of the weekend.

Best,

AnnGardner

On Sat, Feb 15, 2025 at 5:42 PM Holly Wargo <hwargo@nucps.net> wrote:

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- 59:29 🌟
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YOUTUBE.COM

Northumberland Board of Supervisors - 02/13/2025

Northumberland County, Va. Board of Supervisors - 02/13/2025

Please know the Assistant Superintendent was spreading all of this misinformation during a time when my father was being diagnosed with a large brain tumor in the frontal lobe that has affected his movement and cognition.

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Please reach out if you would like to discuss further. My cell is (804) 994-1349. I am happy to answer your call and ask you to consider the information I shared before believing anything and everything you hear during public comment.

Sincerely,

Holly Wargo

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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AnnGardner@rapprecord.com AnnGardner Eubank

Saturday, February 15, 2025 at 6:05:55 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Dr. Wargo,

I also wanted to add I am very sorry to hear about the struggles of your father's health. I hadn't seen the forwarded portion of your email at first. I lost my mom just two years ago when she was just 58 and I was 24. I understand how difficult those things are and I hope and pray for health and wellness to you and yours.

Best,

AnnGardner

On Sat, Feb 15, 2025 at 5:59 PM AnnGardner Eubank <AnnGardner@rapprecord.com> wrote:

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On Sat, Feb 15, 2025 at 5:42 PM Holly Wargo <hwargo@nucps.net> wrote:

Hi Ann,

Thank you for covering us. There were some untruths shared at Thursday's meeting so I am requesting for balanced reporting, please, in a tasteful way if possible.

Thank you for your consideration.

Holly

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

From: **Holly Wargo** <hwargo@nucps.net>

Date: Sat, Feb 15, 2025 at 2:31 PM

Subject: Clarification re: Public Comment Board of Supervisors Meeting February 13 2025

To: Richard F. Haynie <rfhaynie@co.northumberland.va.us>, James W. Brann <jwbrann@co.northumberland.va.us>, Alfred Fisher <acfisher@co.northumberland.va.us>, James M. Long <jmlong@co.northumberland.va.us>, Charles Williams <chwilliams@co.northumberland.va.us>, Luttrell <ltadlock@co.northumberland.va.us>, Eric Gregory <Eric@heftywiley.com>, Drew Basye <dbasye@co.northumberland.va.us>, Morgan Wilson <mwilson@co.northumberland.va.us>

Dear Mr. Haynie, Mr. Brann, Mr. Fisher, Mr. Long, Mr. Williams, Mr. Tadlock, Mr. Basye, Mr. Gregory, & Ms. Wilson:

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I believe you are aware that my father, who is 80, had a medical emergency on Thursday, February 13, 2025, in which he was unexpectedly transported from Hardin Baptist Health Hospital in Elizabethtown,

Kentucky, to the University of Louisville Hospital due to suspected pressure in his brain. My 78 year old mother called my cell and was extremely upset.

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Please reach out if you would like to discuss further. My cell is (804) 994-1349. I am happy to answer your call and ask you to consider the information I shared before believing anything and everything you hear during public comment.

Sincerely,

Holly Wargo

Holly Wargo, Ed.D.
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hwargo@nucps.net Holly Wargo

Saturday, February 15, 2025 at 8:04:54 PM Eastern Standard Time

To: AnnGardner@rapprecord.com AnnGardner Eubank, jackie@rapprecord.com Jackie Nunnery

Bcc: editor@rapprecord.com, lisa@rapprecord.com

Thank you Ann.

I am not complaining about your articles. At the Board of Supervisors Meeting lies were told as truth. Please represent balanced reporting.

Dear Mr. Haynie, Mr. Brann, Mr. Fisher, Mr. Long, Mr. Williams, Mr. Tadlock, Mr. Basye, Mr. Gregory, & Ms. Wilson:

I am writing this email to clarify information that was shared with you on Thursday by the Assistant Superintendent of Northumberland County Public Schools Karen Leslie.

I believe you are aware that my father, who is 80, had a medical emergency on Thursday, February 13, 2025, in which he was unexpectedly transported from Hardin Baptist Health Hospital in Elizabethtown, Kentucky, to the University of Louisville Hospital due to suspected pressure in his brain. My 78 year old mother called my cell and was extremely upset.

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Northumberland Board of Supervisors - 02/13/2025

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Best,

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Hi Ann,

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From: **Holly Wargo** <hwargo@nucps.net>

Date: Sat, Feb 15, 2025 at 2:31 PM

Subject: Clarification re: Public Comment Board of Supervisors Meeting February 13 2025

To: Richard F. Haynie <rfhaynie@co.northumberland.va.us>, James W. Brann <jwbrann@co.northumberland.va.us>, Alfred Fisher <acfisher@co.northumberland.va.us>, James M. Long <jmlong@co.northumberland.va.us>, Charles Williams <chwilliams@co.northumberland.va.us>, Luttrell <ltadlock@co.northumberland.va.us>, Eric Gregory <Eric@heftywiley.com>, Drew Basye <dbasye@co.northumberland.va.us>, Morgan Wilson <mwilson@co.northumberland.va.us>

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hwargo@nucps.net Holly Wargo

Saturday, February 15, 2025 at 9:07:10 PM Eastern Standard Time

To: AnnGardner@rapprecord.com AnnGardner Eubank

I love your reporting, Ann. Some lies were reported while I was in Kentucky supporting my Dad dying that were not proper:

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On Sat, Feb 15, 2025 at 5:59 PM AnnGardner Eubank <AnnGardner@rapprecord.com> wrote:

Hi there Dr. Wargo,

I hope you're doing well. Everything I reported stated who said what. There was zero bias to the story, noting I used direct quotes and only reported on what was said. Had anyone said otherwise, that also would have been reported. Additionally, I left a message for Tina Withers on Monday morning noting if anyone had a response to what was said in the meeting to please let me know. I never heard back. I also reached out to Katie Wilkins to do a special separate story on the boat building program because I didn't want something as great as that to be overshadowed by the rest of the meeting. If in the future there is a response you or anyone at the school board office would like to make, I'd be happy to run that, too. Deadlines are Tuesdays at noon. Have a great rest of the weekend.

Best,

AnnGardner

On Sat, Feb 15, 2025 at 5:42 PM Holly Wargo <hwargo@nucps.net> wrote:

Hi Ann,

Thank you for covering us. There were some untruths shared at Thursday's meeting so I am requesting for balanced reporting, please, in a tasteful way if possible.

Thank you for your consideration.

Holly

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

From: **Holly Wargo** <hwargo@nucps.net>

Date: Sat, Feb 15, 2025 at 2:31 PM

Subject: Clarification re: Public Comment Board of Supervisors Meeting February 13 2025

To: Richard F. Haynie <rfhaynie@co.northumberland.va.us>, James W. Brann <jwbrann@co.northumberland.va.us>, Alfred Fisher <acfisher@co.northumberland.va.us>, James M. Long <jmlong@co.northumberland.va.us>, Charles Williams <chwilliams@co.northumberland.va.us>, Luttrell <ltadlock@co.northumberland.va.us>, Eric Gregory <Eric@heftywiley.com>, Drew Basye <dbasye@co.northumberland.va.us>, Morgan Wilson <mwilson@co.northumberland.va.us>

Dear Mr. Haynie, Mr. Brann, Mr. Fisher, Mr. Long, Mr. Williams, Mr. Tadlock, Mr. Basye, Mr. Gregory, & Ms. Wilson:

I am writing this email to clarify information that was shared with you on Thursday by the Assistant Superintendent of Northumberland County Public Schools Karen Leslie.

I believe you are aware that my father, who is 80, had a medical emergency on Thursday, February 13, 2025, in which he was unexpectedly transported from Hardin Baptist Health Hospital in Elizabethtown, Kentucky, to the University of Louisville Hospital due to suspected pressure in his brain. My 78 year old mother called my cell and was extremely upset.

I immediately decided to try to find a flight to Kentucky on the evening of the 13th. I called Mr. Haynie and explained the unexpected family emergency. Mr. Haynie was fully supportive of my decision to fly to my parents and stated the Supervisors' meeting was just one meeting and not to worry about it. He stated my parents are more important. I stated I appreciated his compassion and understanding.

At 2 PM on the 13th, I left the School Board Office to go to the Richmond airport. I was fortunate enough to find a flight that evening at the last minute. Interim Finance Director Tina Withers was with me as I walked to the car and called Assistant Superintendent Karen Leslie. I let Dr. Leslie know of a family emergency requiring me to leave immediately.

Dr. Leslie stated she had an appointment in Warsaw at 4:30 p.m. and asked if she needed to be at the Board of Supervisors' meeting at 5:30 p.m. Knowing Dr. Leslie had an appointment in Warsaw, I stated, to her, that Tina Withers and Shannon O'Bier already were planning to attend the Board of Supervisors meeting, and that she did not have to attend due to her previously scheduled meeting. At no time did I send someone on Karen Leslie's behalf or in Karen Leslie's stead to the Board of Supervisors' meeting. In fact, Dr. Leslie has never attended a Board of Supervisors meeting since beginning in the position of Assistant Superintendent in July 2025.

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Specifically, on recording, she stated:

"Are you able to hear me? I so apologize. I was just able to get unmuted. So this is Dr. Karen Leslie. I am the Assistant Superintendent at Northumberland County Public Schools. I just wanted to pop in and first of all I have been attending your meetings virtually and so I just wanted to let you know that. And I do really appreciate all of the invitations that you all have given out this evening.

I would love to come and sit in your meetings. I do want to be clear that I did intend on attending the meeting this evening and I did put that offer out but was told there were other representatives being sent in my stead. And so that I was not to attend. But I do want to be clear that I am here. I am listening. With the wishes of the School Board and the Superintendent I would love to be at your meetings and certainly work with you on anything going forward.

Absolutely and I have been here and I apologize I could not unmute. My name is Dr. Leslie. I have been with Northumberland County about six months and so I am here, and I am listening and as I said had some folks sent in my stead but would be happy to attend given that that is permissible with the School Board and Superintendent.

I would love to meet you guys too so thank you and I appreciate the invitations as I was listening. I really appreciate that so um I'm here should you have any questions if there is anything I can do I am absolutely here.

Thank you, Sirs"

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- School Board Report
- 59:29 *
- Board of Supervisors Comments
- 2:02:49 *
- Public Comment - Dr Leslie ... [See more](#)



YOUTUBE.COM

Northumberland Board of Supervisors - 02/13/2025

Northumberland County, Va. Board of Supervisors - 02/13/2025

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Please reach out if you would like to discuss further. My cell is (804) 994-1349. I am happy to answer your call and ask you to consider the information I shared before believing anything and everything you hear during public comment.

Sincerely,

Holly Wargo

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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jackie@rapprecord.com Jackie Nunnery

To: hwargo@nucps.net Holly Wargo

Sunday, February 16, 2025 at 12:49:42 PM Eastern Standard Time

Yes, I have received this. I would like to think that all of my previous reporting has been fair, so I will continue on the same path.

On Sat, Feb 15, 2025 at 5:17 PM Holly Wargo <hwargo@nucps.net> wrote:

Hi Jackie,

Can you help me with this to create balanced reporting? Please reply so I know you received this.

Thank you,

Holly

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

From: **Holly Wargo** <hwargo@nucps.net>

Date: Sat, Feb 15, 2025 at 2:31 PM

Subject: Clarification re: Public Comment Board of Supervisors Meeting February 13 2025

To: Richard F. Haynie <rffhaynie@co.northumberland.va.us>, James W. Brann <jwbrann@co.northumberland.va.us>, Alfred Fisher <acfisher@co.northumberland.va.us>, James M. Long <jmlong@co.northumberland.va.us>, Charles Williams <chwilliams@co.northumberland.va.us>, Luttrell <ltadlock@co.northumberland.va.us>, Eric Gregory <Eric@heftywiley.com>, Drew Basye <dbasye@co.northumberland.va.us>, Morgan Wilson <mwilson@co.northumberland.va.us>

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YOUTUBE.COM

Northumberland Board of Supervisors - 02/13/2025

Northumberland County, Va. Board of Supervisors - 02/13/2025

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Sincerely,

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Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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--



Jackie Nunnery

Reporter

Rappahannock Record

804-435-1701 ext. 28

www.rrecord.com



hwargo@nucps.net Holly Wargo

To: jackie@rapprecord.com Jackie Nunnery

Sunday, February 16, 2025 at 2:01:45 PM Eastern Standard Time

Yes, I agree. You always do a great job!

On Sun, Feb 16, 2025 at 12:49 PM Jackie Nunnery <jackie@rapprecord.com> wrote:

Yes, I have received this. I would like to think that all of my previous reporting has been fair, so I will continue on the same path.

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Hi Jackie,

Can you help me with this to create balanced reporting? Please reply so I know you received this.

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Date: Sat, Feb 15, 2025 at 2:31 PM

Subject: Clarification re: Public Comment Board of Supervisors Meeting February 13 2025

To: Richard F. Haynie <rfhaynie@co.northumberland.va.us>, James W. Brann <jwbrann@co.northumberland.va.us>, Alfred Fisher <acfisher@co.northumberland.va.us>, James M. Long <jmlong@co.northumberland.va.us>, Charles Williams <chwilliams@co.northumberland.va.us>, Luttrell <ltadlock@co.northumberland.va.us>, Eric Gregory

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Northumberland Board of Supervisors - 02/13/2025

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Holly Wargo, Ed.D.

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Jackie Nunnery
Reporter
Rappahannock Record

804-435-1701 ext. 28
www.rrecord.com



jackie@rapprecord.com Jackie Nunnery
To: hwargo@nucps.net Holly Wargo

Sunday, February 16, 2025 at 2:20:19 PM Eastern Standard Time

are you available by phone?

On Sat, Feb 15, 2025 at 5:17 PM Holly Wargo <hwargo@nucps.net> wrote:

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Can you help me with this to create balanced reporting? Please reply so I know you received this.

Thank you,
Holly

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From: **Holly Wargo** <hwargo@nucps.net>

Date: Sat, Feb 15, 2025 at 2:31 PM

Subject: Clarification re: Public Comment Board of Supervisors Meeting February 13 2025

To: Richard F. Haynie <rfhaynie@co.northumberland.va.us>, James W. Brann <jwbrann@co.northumberland.va.us>, Alfred Fisher <acfisher@co.northumberland.va.us>, James M. Long <jmlong@co.northumberland.va.us>, Charles Williams <chwilliams@co.northumberland.va.us>, Luttrell <ltadlock@co.northumberland.va.us>, Eric Gregory <Eric@heftywiley.com>, Drew Basye <dbasye@co.northumberland.va.us>, Morgan Wilson <mwilson@co.northumberland.va.us>

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Jackie Nunnery
Reporter
Rappahannock Record

804-435-1701 ext. 28
www.rrecord.com



hwargo@nucps.net Holly Wargo

Sunday, February 16, 2025 at 3:23:55 PM Eastern Standard Time

To: jackie@rapprecord.com Jackie Nunnery

Yes. I am at hospital with my Dad. If the doctor comes in, I will have to go. The phone number is 804-994-1349.

On Sun, Feb 16, 2025 at 2:20 PM Jackie Nunnery <jackie@rapprecord.com> wrote:
are you available by phone?

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Jackie Nunnery

Reporter

Rappahannock Record

804-435-1701 ext. 28

www.rrecord.com



jackie@rapprecord.com Jackie Nunnery

To: hwargo@nucps.net Holly Wargo

Sunday, February 16, 2025 at 6:24:44 PM Eastern Standard Time

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hwargo@nucps.net Holly Wargo
To: jackie@rapprecord.com Jackie Nunnery

Sunday, February 16, 2025 at 6:32:47 PM Eastern Standard Time

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NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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--



Jackie Nunnery
Reporter
Rappahannock Record

804-435-1701 ext. 28
www.rrecord.com



--



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Reporter
Rappahannock Record

804-435-1701 ext. 28
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--



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Reporter
Rappahannock Record

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www.rrecord.com



hwargo@nucps.net Holly Wargo

Sunday, February 16, 2025 at 9:51:02 PM Eastern Standard Time

To: AnnGardner@rapprecord.com AnnGardner Eubank

Bcc: hwargo@nucps.net Holly Wargo

Ann,

Thank you for your email. I have been brain numb if that is a thing. So much happening trying to take care of my 80 year old parents.

I am so sorry for your loss of your mother. She was so young, and I am sorry. You are helping me by reminding me that my parents have lived full, beautiful, long lives. Thank you for that.



On Sat, Feb 15, 2025 at 6:06 PM AnnGardner Eubank <AnnGardner@rapprecord.com> wrote:

Dr. Wargo,

I also wanted to add I am very sorry to hear about the struggles of your father's health. I hadn't seen the forwarded portion of your email at first. I lost my mom just two years ago when she was just 58 and I was 24. I understand how difficult those things are and I hope and pray for health and wellness to you and yours.

Best,
AnnGardner

On Sat, Feb 15, 2025 at 5:59 PM AnnGardner Eubank <AnnGardner@rapprecord.com> wrote:

Hi there Dr. Wargo,

I hope you're doing well. Everything I reported stated who said what. There was zero bias to the story, noting I used direct quotes and only reported on what was said. Had anyone said otherwise, that also would have been reported. Additionally, I left a message for Tina Withers on Monday morning noting if anyone had a response to what was said in the meeting to please let me know. I never heard back. I also reached out to Katie Wilkins to do a special separate story on the boat building program because I didn't want something as great as that to be overshadowed by the rest of the meeting. If in the future there is a response you or anyone at the school board office would like to make, I'd be happy to run that, too. Deadlines are Tuesdays at noon. Have a great rest of the weekend.

Best,
AnnGardner

On Sat, Feb 15, 2025 at 5:42 PM Holly Wargo <hwargo@nucps.net> wrote:

Hi Ann,

Thank you for covering us. There were some untruths shared at Thursday's meeting so I am requesting for balanced reporting, please, in a tasteful way if possible.

Thank you for your consideration.

Holly

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

From: **Holly Wargo** <hwargo@nucps.net>

Date: Sat, Feb 15, 2025 at 2:31 PM

Subject: Clarification re: Public Comment Board of Supervisors Meeting February 13 2025

To: Richard F. Haynie <rfhaynie@co.northumberland.va.us>, James W. Brann <jwbrann@co.northumberland.va.us>, Alfred Fisher <acfisher@co.northumberland.va.us>, James M. Long <jmlong@co.northumberland.va.us>, Charles Williams <chwilliams@co.northumberland.va.us>, Luttrell <ltadlock@co.northumberland.va.us>, Eric Gregory <Eric@heftywiley.com>, Drew Basye <dbasye@co.northumberland.va.us>, Morgan Wilson <mwilson@co.northumberland.va.us>

Dear Mr. Haynie, Mr. Brann, Mr. Fisher, Mr. Long, Mr. Williams, Mr. Tadlock, Mr. Basye, Mr. Gregory, & Ms. Wilson:

I am writing this email to clarify information that was shared with you on Thursday by the Assistant Superintendent of Northumberland County Public Schools Karen Leslie.

I believe you are aware that my father, who is 80, had a medical emergency on Thursday, February 13, 2025, in which he was unexpectedly transported from Hardin Baptist Health Hospital in Elizabethtown, Kentucky, to the University of Louisville Hospital due to suspected pressure in his brain. My 78 year old mother called my cell and was extremely upset.

I immediately decided to try to find a flight to Kentucky on the evening of the 13th. I called Mr. Haynie and explained the unexpected family emergency. Mr. Haynie was fully supportive of my decision to fly to my parents and stated the Supervisors' meeting was just one meeting and not to worry about it. He stated my parents are more important. I stated I appreciated his compassion and understanding.

At 2 PM on the 13th, I left the School Board Office to go to the Richmond airport. I was fortunate enough to find a flight that evening at the last minute. Interim Finance Director Tina Withers was with me as I walked to the car and called Assistant Superintendent Karen Leslie. I let Dr. Leslie know of a family emergency requiring me to leave immediately.

Dr. Leslie stated she had an appointment in Warsaw at 4:30 p.m. and asked if she needed to be at the Board of Supervisors' meeting at 5:30 p.m. Knowing Dr. Leslie had an appointment in Warsaw, I stated, to

her, that Tina Withers and Shannon O'Bier already were planning to attend the Board of Supervisors meeting, and that she did not have to attend due to her previously scheduled meeting. At no time did I send someone on Karen Leslie's behalf or in Karen Leslie's stead to the Board of Supervisors' meeting. In fact, Dr. Leslie has never attended a Board of Supervisors meeting since beginning in the position of Assistant Superintendent in July 2025.

At the February 13, 2025, Board of Supervisors meeting, Dr. Leslie listened in remotely. During public comment, she lied about the circumstances of her participation in the meeting. She cast blame on the School Board and the Superintendent and stated lie #1: The Superintendent sent others in her stead; and lie #2: The School Board and Superintendent do not permit her to attend the Board of Supervisors' meetings.

Specifically, on recording, she stated:

"Are you able to hear me? I so apologize. I was just able to get unmuted. So this is Dr. Karen Leslie. I am the Assistant Superintendent at Northumberland County Public Schools. I just wanted to pop in and first of all I have been attending your meetings virtually and so I just wanted to let you know that. And I do really appreciate all of the invitations that you all have given out this evening.

I would love to come and sit in your meetings. I do want to be clear that I did intend on attending the meeting this evening and I did put that offer out but was told there were other representatives being sent in my stead. And so that I was not to attend. But I do want to be clear that I am here. I am listening. With the wishes of the School Board and the Superintendent I would love to be at your meetings and certainly work with you on anything going forward.

Absolutely and I have been here and I apologize I could not unmute. My name is Dr. Leslie. I have been with Northumberland County about six months and so I am here, and I am listening and as I said had some folks sent in my stead but would be happy to attend given that that is permissible with the School Board and Superintendent.

I would love to meet you guys too so thank you and I appreciate the invitations as I was listening. I really appreciate that so um I'm here should you have any questions if there is anything I can do I am absolutely here.

Thank you, Sirs"

Subsequently, this recording is being shared on social media and is accessible to the entire community, and it is a pure lie. It erodes trust and falsely puts blame on the School Board and Superintendent alleging the assistant superintendent has been told, by me, that she may not participate in monthly Board of Supervisors' meetings.

- School Board Report
 - 59:29 🌟
 - Board of Supervisors Comments
 - 2:02:49 🌟
 - Public Comment - Dr Leslie ... See more
-



YOUTUBE.COM

Northumberland Board of Supervisors - 02/13/2025

Northumberland County, Va. Board of Supervisors - 02/13/2025

Please know the Assistant Superintendent was spreading all of this misinformation during a time when my father was being diagnosed with a large brain tumor in the frontal lobe that has affected his movement and cognition.

I am disappointed and distraught regarding Karen Leslie's false claims. I have worked hard with each of you to develop a strong and trusting relationship. Please know I would never tell anyone that they could not attend your meetings. I am not a person who plays games or gaslights others, and I do not appreciate that I was portrayed this way on Thursday evening, at a time when I was trying to reach my parents during a severe medical crisis. This is not the way anyone deserves to be treated.

Please reach out if you would like to discuss further. My cell is (804) 994-1349. I am happy to answer your call and ask you to consider the information I shared before believing anything and everything you hear during public comment.

Sincerely,

Holly Wargo

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Eric@heftywiley.com Eric Gregory
To: hwargo@nucps.net Holly Wargo

Tuesday, February 18, 2025 at 1:54:35 PM Eastern Standard Time

Dr. Wargo,

I am very sorry for the challenges you and your family are experiencing with your father's and mother's health. I know how hard that is. You are in my thoughts and prayers.

Kind regards,

Eric

Eric A. Gregory

Hefty Wiley & Gore, P.C.

100 West Franklin Street, Suite 300

Richmond, VA 23220

Office: (804) 780-3143

Mobile: (804) 306-2072

E-mail: eric@heftywiley.com

Web: www.heftywiley.com

 image001.png

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From: Holly Wargo <hwargo@nucps.net>

Sent: Saturday, February 15, 2025 2:32 PM

To: Richard F. Haynie <rfhaynie@co.northumberland.va.us>; James W. Brann <jwbrann@co.northumberland.va.us>; Alfred Fisher <acfisher@co.northumberland.va.us>; James M. Long <jmlong@co.northumberland.va.us>; Charles Williams <chwilliams@co.northumberland.va.us>; Luttrell <ltadlock@co.northumberland.va.us>; Eric Gregory <Eric@heftywiley.com>; Drew Basye <dbasye@co.northumberland.va.us>; Morgan Wilson <mwilson@co.northumberland.va.us>

Subject: Clarification re: Public Comment Board of Supervisors Meeting February 13 2025

Dear Mr. Haynie, Mr. Brann, Mr. Fisher, Mr. Long, Mr. Williams, Mr. Tadlock, Mr. Basye, Mr. Gregory, & Ms. Wilson:

I am writing this email to clarify information that was shared with you on Thursday by the Assistant Superintendent of Northumberland County Public Schools Karen Leslie.

I believe you are aware that my father, who is 80, had a medical emergency on Thursday, February 13, 2025, in which he was unexpectedly transported from Hardin Baptist Health Hospital in Elizabethtown, Kentucky, to the University of Louisville Hospital due to suspected pressure in his brain. My 78 year old mother called my cell and was extremely upset.

I immediately decided to try to find a flight to Kentucky on the evening of the 13th. I called Mr. Haynie and explained the unexpected family emergency. Mr. Haynie was fully supportive of my decision to fly to my parents and stated the Supervisors' meeting was just one meeting and not to worry about it. He stated my parents are more important. I stated I appreciated his compassion and understanding.

At 2 PM on the 13th, I left the School Board Office to go to the Richmond airport. I was fortunate enough to find a flight that evening at the last minute. Interim Finance Director Tina Withers was with me as I walked to the car and called Assistant Superintendent Karen Leslie. I let Dr. Leslie know of a family emergency requiring me to leave immediately.

Dr. Leslie stated she had an appointment in Warsaw at 4:30 p.m. and asked if she needed to be at the Board of Supervisors' meeting at 5:30 p.m. Knowing Dr. Leslie had an appointment in Warsaw, I stated, to her, that Tina Withers and Shannon O'Bier already were planning to attend the Board of Supervisors meeting, and that she did not have to attend due to her previously scheduled meeting. At no time did I send someone on Karen Leslie's behalf or in Karen Leslie's stead to the Board of Supervisors' meeting. In fact, Dr. Leslie has never attended a Board of Supervisors meeting since beginning in the position of Assistant Superintendent in July 2025.

At the February 13, 2025, Board of Supervisors meeting, Dr. Leslie listened in remotely. During public comment, she lied about the circumstances of her participation in the meeting. She cast blame on the School Board and the Superintendent and stated lie #1: The Superintendent sent others in her stead; and lie #2: The School Board and Superintendent do not permit her to attend the Board of Supervisors' meetings.

Specifically, on recording, she stated:

"Are you able to hear me? I so apologize. I was just able to get unmuted. So this is Dr. Karen Leslie. I am the Assistant Superintendent at Northumberland County Public Schools. I just wanted to pop in and first of

all I have been attending your meetings virtually and so I just wanted to let you know that. And I do really appreciate all of the invitations that you all have given out this evening.

I would love to come and sit in your meetings. I do want to be clear that I did intend on attending the meeting this evening and I did put that offer out but was told there were other representatives being sent in my stead. And so that i was not to attend. But I do want to be clear that I am here. I am listening. With the wishes of the School Board and the Superintendent I would love to be at your meetings and certainly work with you on anything going forward.

Absolutely and I have been here and I apologize I could not unmute. My name is Dr. Leslie. I have been with Northumberland County about six months and so I am here, and I am listening and as I said had some folks sent in my stead but would be happy to attend given that that is permissible with the School Board and Superintendent.

I would love to meet you guys too so thank you and I appreciate the invitations as I was listening. I really appreciate that so um I'm here should you have any questions if there is anything I can do I am absolutely here.

Thank you, Sirs"

Subsequently, this recording is being shared on social media and is accessible to the entire community, and it is a pure lie. It erodes trust and falsely puts blame on the School Board and Superintendent alleging the assistant superintendent has been told, by me, that she may not participate in monthly Board of Supervisors' meetings.

 Image removed by sender.

Please know the Assistant Superintendent was spreading all of this misinformation during a time when my father was being diagnosed with a large brain tumor in the frontal lobe that has affected his movement and cognition.

I am disappointed and distraught regarding Karen Leslie's false claims. I have worked hard with each of you to develop a strong and trusting relationship. Please know I would never tell anyone that they could not attend your meetings. I am not a person who plays games or gaslights others, and I do not appreciate that I was portrayed this way on Thursday evening, at a time when I was trying to reach my parents during a severe medical crisis. This is not the way anyone deserves to be treated.

Please reach out if you would like to discuss further. My cell is (804) 994-1349. I am happy to answer your call and ask you to consider the information I shared before believing anything and everything you hear during public comment.

Sincerely,

Holly Wargo

Holly Wargo, Ed.D.

Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net

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Attachments:

~WRD0004.jpg 823

image001.png 16k

Closed meeting agenda

dobier@nucps.net Dana O'Bier

Monday, January 13, 2025 at 8:08:36 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: bchristopher@nucps.net Betty Christopher, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck, cdavis@nucps.net Dr. Cheryl Davis

Morning,

Could I request that we add to the closed meeting agenda? Please add under "legal" items "discussion of employee email". Thanks so much.

~ Dana

hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 8:13:01 AM Eastern Standard Time

To: dobier@nucps.net Dana O'Bier

Cc: bchristopher@nucps.net Betty Christopher, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck, cdavis@nucps.net Dr. Cheryl Davis

I will add this.

On Mon, Jan 13, 2025 at 8:08 AM Dana O'Bier <dobier@nucps.net> wrote:

Morning,

Could I request that we add to the closed meeting agenda? Please add under "legal" items "discussion of employee email". Thanks so much.

~ Dana

dcurran@nucps.net Dave Curran

Monday, January 13, 2025 at 8:53:23 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: dobier@nucps.net Dana O'Bier, bchristopher@nucps.net Betty Christopher, dmazyck@nucps.net Denise Mazyck, cdavis@nucps.net Dr. Cheryl Davis

Holly, can you bring any paperwork generated regarding said email? thanks Dave

On Mon, Jan 13, 2025 at 8:13 AM Holly Wargo <hwargo@nucps.net> wrote:

I will add this.

On Mon, Jan 13, 2025 at 8:08 AM Dana O'Bier <dobier@nucps.net> wrote:

Morning,

Could I request that we add to the closed meeting agenda? Please add under "legal" items "discussion of employee email". Thanks so much.

~ Dana

dcurran@nucps.net Dave Curran

Monday, January 13, 2025 at 9:05:25 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: dobier@nucps.net Dana O'Bier, bchristopher@nucps.net Betty Christopher, dmazyck@nucps.net Denise Mazyck, cdavis@nucps.net Dr. Cheryl Davis

Holly Please add the following under legal, thanks Dave

§ 2.2-3708.3. Meetings held through electronic communication means; situations other than declared states of emergency

On Mon, Jan 13, 2025 at 8:53 AM Dave Curran <dcurran@nucps.net> wrote:

Holly, can you bring any paperwork generated regarding said email? thanks Dave

On Mon, Jan 13, 2025 at 8:13 AM Holly Wargo <hwargo@nucps.net> wrote:
I will add this.

On Mon, Jan 13, 2025 at 8:08 AM Dana O'Bier <dobier@nucps.net> wrote:
Morning,

Could I request that we add to the closed meeting agenda? Please add under "legal" items "discussion of employee email". Thanks so much.

~ Dana

hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 12:29:46 PM Eastern Standard Time

To: dcurran@nucps.net Dave Curran

Cc: dobier@nucps.net Dana O'Bier, bchristopher@nucps.net Betty Christopher, dmazyck@nucps.net Denise Mazyck, cdavis@nucps.net Dr. Cheryl Davis

Hi Dr. Curran,

I am not sure of the specifics re: an employee email.

On Mon, Jan 13, 2025 at 8:53 AM Dave Curran <dcurran@nucps.net> wrote:
Holly, can you bring any paperwork generated regarding said email? thanks Dave

On Mon, Jan 13, 2025 at 8:13 AM Holly Wargo <hwargo@nucps.net> wrote:
I will add this.

On Mon, Jan 13, 2025 at 8:08 AM Dana O'Bier <dobier@nucps.net> wrote:
Morning,

Could I request that we add to the closed meeting agenda? Please add under "legal" items "discussion of employee email". Thanks so much.

~ Dana

Closed Session today

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, January 13, 2025 at 12:54:50 PM Eastern Standard Time

Good afternoon Dr. Leslie,

Please know Closed Session will begin at 4:30 PM rather than 4 PM.

Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 1:00:36 PM Eastern Standard Time

Okay

On Monday, January 13, 2025, Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon Dr. Leslie,

Please know Closed Session will begin at 4:30 PM rather than 4 PM.

Thank you!

Holly Wargo, Ed.D.

Division Superintendent

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--
Karen H. Leslie, PhD

Assistant Superintendent

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Comp time

hwargo@nucps.net Holly Wargo

Friday, February 7, 2025 at 9:58:17 AM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Bcc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Hi Dr. Leslie,
Please stop by to discuss.

Thank you,

 image.png



Holly Wargo, Ed.D.

Division Superintendent

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804.529.6134 | hwargo@nucps.net



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Attachments:

image.png 32k

kleslie@nucps.net Karen Leslie

Friday, February 7, 2025 at 9:59:29 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

I absolutely will.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

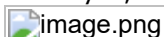
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Fri, Feb 7, 2025 at 9:58 AM Holly Wargo <hwargo@nucps.net> wrote:

Hi Dr. Leslie,
Please stop by to discuss.

Thank you,



Holly Wargo, Ed.D.

Division Superintendent

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Attachments:

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hwargo@nucps.net Holly Wargo

Friday, February 7, 2025 at 11:13:26 AM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Bcc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Hi Dr. Leslie,

Thank you for meeting today to discuss the use of comp. time. Comp. time needs to be pre approved by the Superintendent and then it is entered in Frontline.

Please reach out directly if you have any questions.

Sincerely,

Holly

On Fri, Feb 7, 2025 at 9:59 AM Karen Leslie <kleslie@nucps.net> wrote:

I absolutely will.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net


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Please stop by to discuss.

Thank you,

 image.png

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Attachments:

image.png 32k

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Friday, February 7, 2025 at 11:23:11 AM Eastern Standard Time

Thank you for that. I want to be clear of what was stated during that meeting as well.

- 1- Comp time cannot be used for sick leave by any employee. That this has always been the practice.
- 2- Comp time for attending SB meetings doesn't count. It was, however, counted for comp in August of 2024, and flex days were and are used by many employees for SB meeting days.
- 3- You will have to pre-approve comp time for any employee.

Thanks!

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Fri, Feb 7, 2025 at 11:14 AM Holly Wargo <hwargo@nucps.net> wrote:

Hi Dr. Leslie,
Thank you for meeting today to discuss the use of comp. time. Comp. time needs to be pre approved by the Superintendent and then it is entered in Frontline.
Please reach out directly if you have any questions.

Sincerely,
Holly

On Fri, Feb 7, 2025 at 9:59 AM Karen Leslie <kleslie@nucps.net> wrote:

I absolutely will.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS


804.529.6134 ext. 2005 | kleslie@nucps.net

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On Fri, Feb 7, 2025 at 9:58 AM Holly Wargo <hwargo@nucps.net> wrote:

Hi Dr. Leslie,
Please stop by to discuss.

Thank you,

 image.png

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Attachments:

image.png 32k

hwargo@nucps.net Holly Wargo

Friday, February 7, 2025 at 12:15:43 PM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Bcc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

REDACTED
PURSUANT TO
2.2-3705.1(1)

Dr. Leslie,

1- Comp time cannot be used for sick leave by any employee. That this has always been the practice.

Comp time should not be used when an employee is sick. NCPS did have a unique situation with an employee who accrued an excessive amount of comp. time and was permitted to apply that time to all leave. This was an exception.

2- Comp time for attending SB meetings doesn't count. It was, however, counted for comp in August of 2024, and flex days were and are used by many employees for SB meeting days.

3- You will have to pre-approve comp time for any employee.

The employee notifies the Superintendent of the need to use comp time and, if approved, the comp time is entered into Frontline.

On Fri, Feb 7, 2025 at 11:23 AM Karen Leslie <kleslie@nucps.net> wrote:

Thank you for that. I want to be clear of what was stated during that meeting as well.

1- Comp time cannot be used for sick leave by any employee. That this has always been the practice.

2- Comp time for attending SB meetings doesn't count. It was, however, counted for comp in August of 2024, and flex days were and are used by many employees for SB meeting days.

3- You will have to pre-approve comp time for any employee.

Thanks!

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Sincerely,
Holly

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I absolutely will.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Hi Dr. Leslie,
Please stop by to discuss.

Thank you,

image.png

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Attachments:

image.png 32k

Concern

hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 9:52:32 AM Eastern Standard Time

To: dobier@nucps.net Dana O'Bier, bchristopher@nucps.net Betty Christopher

Good morning,

Dr. Curran sent the following to Tina Withers.

 image.png



Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Attachments:

image.png 40k


Concern

hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 12:04:37 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Here is another example . . .

 image.png

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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Attachments:

image.png 9.9k

Confidential & Sensitive Information

hwargo@nucps.net Holly Wargo

Thursday, February 13, 2025 at 10:38:31 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Madam Chair & School Board Members:

[REDACTED]

This information is privileged and confidential and should not be shared with others.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(1)



IUP



GW

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Attachments:

[REDACTED]docx - Google Docs.pdf 177k

Contract Concern

hwargo@nucps.net Holly Wargo

Wednesday, December 18, 2024 at 9:01:15 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

REDACTED
PURSUANT TO
2.2-3705.1(1)

Good morning,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- [REDACTED]

[REDACTED]

- [REDACTED]
- [REDACTED]

Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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dobier@nucps.net Dana O'Bier
To: hwargo@nucps.net Holly Wargo
Cc: bchristopher@nucps.net Betty Christopher

Wednesday, December 18, 2024 at 9:43:43 AM Eastern Standard Time

[REDACTED]

~ Dana

On Wed, Dec 18, 2024 at 9:01 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

•

[REDACTED]

[REDACTED]

•

[REDACTED]

[REDACTED]

•

[REDACTED]

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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hwargo@nucps.net Holly Wargo

Wednesday, December 18, 2024 at 9:47:11 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

On Wed, Dec 18, 2024 at 9:01 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

[REDACTED]



[REDACTED]

-

[REDACTED]



-

[REDACTED]



-

[REDACTED]

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Corrective Action Plan

ltadlock@co.northumberland.va.us Luttrell Tadlock

Thursday, February 6, 2025 at 1:37:52 PM Eastern
Standard Time

To: pking@co.northumberland.va.us Pam King, hwargo@nucps.net Holly Wargo, mdodson@co.northumberland.va.us Mary
Dodson

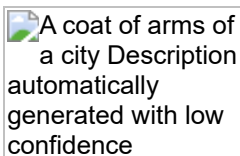
Good Afternoon,

I wanted to reach out to let you know that the Board is requesting information for their February 13, 2025 meeting regarding 1.) the responsible person for audit finding or efficiency and 2) date that the item has been completed or when the item is to be completed.

They would like to have this information ahead of the meeting, so please get the information to me by tomorrow or latest Monday morning so that I can upload to BoardDocs.

Thank you for your help,

Luttrell



E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image001.jpg 32k

image002.jpg 5.3k

hwargo@nucps.net Holly Wargo

Thursday, February 6, 2025 at 3:49:07 PM Eastern Standard Time

To: ltadlock@co.northumberland.va.us Luttrell Tadlock

Cc: pking@co.northumberland.va.us Pam King, mdodson@co.northumberland.va.us Mary Dodson

I am working on it.

Thank you,

On Thu, Feb 6, 2025 at 1:37 PM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

Good Afternoon,

I wanted to reach out to let you know that the Board is requesting information for their February 13, 2025 meeting regarding 1.) the responsible person for audit finding or efficiency and 2) date that the item has been completed or when the item is to be completed.

They would like to have this information ahead of the meeting, so please get the information to me by tomorrow or latest Monday morning so that I can upload to BoardDocs.

Thank you for your help,

Luttrell



A coat of arms of
a city Description
automatically
generated with low
confidence

E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image002.jpg 5.3k

Deputy Clerk

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, January 13, 2025 at 7:12:39 PM Eastern Standard Time

Dr. Leslie,

As Deputy Clerk, I will need for you to draft the meeting minutes and press release for this meeting. The press release usually goes out sometime tomorrow. Thanks for your assistance. Javornda may have a recording, but we will need that following the second closed session so we can report out on everything.

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 7:22:19 PM Eastern Standard Time

I could not hear a lot of what was happening. Do we have no clerk now?

On Monday, January 13, 2025, Holly Wargo <hwargo@nucps.net> wrote:

Dr. Leslie,

As Deputy Clerk, I will need for you to draft the meeting minutes and press release for this meeting. The press release usually goes out sometime tomorrow. Thanks for your assistance. Javornda may have a recording, but we will need that following the second closed session so we can report out on everything.

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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--

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo

To: kleslie@nucps.net Karen Leslie

Monday, January 13, 2025 at 9:34:35 PM Eastern Standard Time

Javornda shared the recording. Thank you!

On Mon, Jan 13, 2025 at 7:22 PM Karen Leslie <kleslie@nucps.net> wrote:

I could not hear a lot of what was happening. Do we have no clerk now?

On Monday, January 13, 2025, Holly Wargo <hwargo@nucps.net> wrote:

Dr. Leslie,

As Deputy Clerk, I will need for you to draft the meeting minutes and press release for this meeting. The press release usually goes out sometime tomorrow. Thanks for your assistance. Javornda may have a recording, but we will need that following the second closed session so we can report out on everything.

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Division Superintendent

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Karen H. Leslie, PhD

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, January 14, 2025 at 12:45:41 PM Eastern Standard Time

Hi Dr. Wargo,
Since Shannon is now the deputy clerk, would she be doing the minutes for last night's meeting?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Jan 13, 2025 at 7:13 PM Holly Wargo <hwargo@nucps.net> wrote:

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Thank you,

Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Tuesday, January 14, 2025 at 12:47:23 PM Eastern Standard Time

Just for this month, I am assigning this responsibility to you and Tina. The School Board felt it was important for the person who drafts the minutes to be present at the meeting.

I assisted with the press release this morning. Hope this helps!

On Tue, Jan 14, 2025 at 12:45 PM Karen Leslie <kleslie@nucps.net> wrote:

Hi Dr. Wargo,
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Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, January 14, 2025 at 12:50:36 PM Eastern Standard Time

Okay- what is the timeline for when they need to be completed and then where do I send them? I ask bc I am supposed to meet with Social Studies at 3:15. I will work on them now, but not sure how long it will take.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Tue, Jan 14, 2025 at 12:48 PM Holly Wargo <hwargo@nucps.net> wrote:

Just for this month, I am assigning this responsibility to you and Tina. The School Board felt it was important for the person who drafts the minutes to be present at the meeting.

I assisted with the press release this morning. Hope this helps!

On Tue, Jan 14, 2025 at 12:45 PM Karen Leslie <kleslie@nucps.net> wrote:

Hi Dr. Wargo,

Since Shannon is now the deputy clerk, would she be doing the minutes for last night's meeting?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Thank you,

Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Tuesday, January 14, 2025 at 12:53:18 PM Eastern Standard Time

Great question. The minutes are needed approximately one week prior to the February meeting. Lots of time, but it is best to capture them while the meeting is fresh in our minds.

Thank you,

On Tue, Jan 14, 2025 at 12:50 PM Karen Leslie <kleslie@nucps.net> wrote:

Okay- what is the timeline for when they need to be completed and then where do I send them? I ask bc I am supposed to meet with Social Studies at 3:15. I will work on them now, but not sure how long it will take.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Tue, Jan 14, 2025 at 12:48 PM Holly Wargo <hwargo@nucps.net> wrote:

Just for this month, I am assigning this responsibility to you and Tina. The School Board felt it was important for the person who drafts the minutes to be present at the meeting.

I assisted with the press release this morning. Hope this helps!

On Tue, Jan 14, 2025 at 12:45 PM Karen Leslie <kleslie@nucps.net> wrote:

Hi Dr. Wargo,

Since Shannon is now the deputy clerk, would she be doing the minutes for last night's meeting?

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Jan 13, 2025 at 7:13 PM Holly Wargo <hwargo@nucps.net> wrote:

Dr. Leslie,

As Deputy Clerk, I will need for you to draft the meeting minutes and press release for this meeting. The press release usually goes out sometime tomorrow. Thanks for your assistance. Javornda may have a recording, but we will need that following the second closed session so we can report out on everything.

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Division Teacher of the Year

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, January 28, 2025 at 9:55:05 AM Eastern Standard Time

Yesterday, Mr. Williams, Ms. Mazyck, Ms. Rogers, and I (Ms. Blue did not show) met to interview the three candidates for Division Teacher of the Year.

[REDACTED] Please let me know how you typically handle the next steps. We are on a tight timeline for the winner to complete all the pieces of the VDOE application.

Thanks!

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(1)

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, January 29, 2025 at 8:45:59 AM Eastern Standard Time

Good Morning!

Can you let me know how we want to proceed with this? I want to make sure the candidate has time to complete all the pieces for the application and we are on a tight timeline.

Thanks !

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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----- Forwarded message -----
From: **Karen Leslie** <kleslie@nucps.net>
Date: Tue, Jan 28, 2025 at 9:55 AM
Subject: Division Teacher of the Year
To: Holly Wargo <hwargo@nucps.net>

Yesterday, Mr. Williams, Ms. Mazyck, Ms. Rogers, and I (Ms. Blue did not show) met to interview the three candidates for Division Teacher of the Year.

[REDACTED] Please let me know how you typically handle the next steps. We are on a tight timeline for the winner to complete all the pieces of the VDOE application.

Thanks!

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Wednesday, January 29, 2025 at 9:03:07 AM Eastern Standard Time

Hi Dr. Leslie,
Thank you for your leadership with Teacher of the Year. Please let me know your availability for a morning meeting today.

On Tue, Jan 28, 2025 at 9:55 AM Karen Leslie <kleslie@nucps.net> wrote:

Yesterday, Mr. Williams, Ms. Mazyck, Ms. Rogers, and I (Ms. Blue did not show) met to interview the three candidates for Division Teacher of the Year.

[REDACTED]. Please let me know how you typically handle the next steps. We are on a tight timeline for the winner to complete all the pieces of the VDOE application.

Thanks!

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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--
Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, January 29, 2025 at 9:16:11 AM Eastern Standard Time

I am at NHS in a title ix issue. I hope to be there about 11. I have a talented kickoff at 12:30, budget at 2, and calendar at 3:15.

On Wednesday, January 29, 2025, Holly Wargo <hwargo@nucps.net> wrote:

Hi Dr. Leslie,

Thank you for your leadership with Teacher of the Year. Please let me know your availability for a morning meeting today.

On Tue, Jan 28, 2025 at 9:55 AM Karen Leslie <kleslie@nucps.net> wrote:

Yesterday, Mr. Williams, Ms. Mazyck, Ms. Rogers, and I (Ms. Blue did not show) met to interview the three candidates for Division Teacher of the Year.

[REDACTED]. Please let me know how you typically handle the next steps. We are on a tight timeline for the winner to complete all the pieces of the VDOE application.

Thanks!

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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--

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Employee Payment

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, February 25, 2025 at 10:01:13 AM Eastern Standard Time

For the employee in question:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

REDACTED
PURSUANT TO
2.2-3705.1(1)

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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February 27 4:30

bchristopher@nucps.net Betty Christopher

Saturday, February 22, 2025 at 9:16:45 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo, kleslie@nucps.net Karen Leslie, dobier@nucps.net Dana O'Bier

[REDACTED] I have set 4:30 on Thursday for us to meet at the school board office. Hope it is convenient for all to attend. If you cannot, please let me know asap so we can get another date.

dobier@nucps.net Dana O'Bier

Saturday, February 22, 2025 at 10:58:57 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher

Cc: hwargo@nucps.net Holly Wargo, kleslie@nucps.net Karen Leslie

Good Morning Ladies,

We wanted to discuss [REDACTED] It's important to include Dr. Leslie, as she is our Assistant Superintendent, and to be respectful of her daily planning; we would like her to be available for the school district. I suggest having a discussion when the entire board can meet. [REDACTED]

Have a good weekend!
Dana

On Sat, Feb 22, 2025 at 9:16 AM Betty Christopher <bchristopher@nucps.net> wrote:

[REDACTED] I have set 4:30 on Thursday for us to meet at the school board office. Hope it is convenient for all to attend. If you cannot, please let me know asap so we can get another date.

hwargo@nucps.net Holly Wargo

Saturday, February 22, 2025 at 11:07:42 AM Eastern Standard Time

To: dobier@nucps.net Dana O'Bier

Cc: bchristopher@nucps.net Betty Christopher, kleslie@nucps.net Karen Leslie

Good morning,

[REDACTED]

[REDACTED]

[REDACTED]

On Sat, Feb 22, 2025 at 10:59 AM Dana O'Bier <dobier@nucps.net> wrote:

Good Morning Ladies,

We wanted to discuss [REDACTED] It's important to include Dr. Leslie, as she is our Assistant Superintendent, and to be respectful of her daily planning; we would like her to be available for the school district. I suggest having a discussion when the entire board can meet. [REDACTED]

Have a good weekend!
Dana

On Sat, Feb 22, 2025 at 9:16 AM Betty Christopher <bchristopher@nucps.net> wrote:

[REDACTED] I have set 4:30 on Thursday for us to meet at the school board office. Hope it is convenient for all to attend. If you cannot, please let me know asap so we can get another date.

kleslie@nucps.net Karen Leslie

Saturday, February 22, 2025 at 12:32:26 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: dobier@nucps.net Dana O'Bier, bchristopher@nucps.net Betty Christopher

Good Afternoon.

Please just me know when and I will be there.

On Saturday, February 22, 2025, Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

[REDACTED]

[REDACTED]

[REDACTED] [REDACTED] 

On Sat, Feb 22, 2025 at 10:59 AM Dana O'Bier <dobier@nucps.net> wrote:

Good Morning Ladies,

We wanted to discuss [REDACTED]

[REDACTED] It's important to include Dr. Leslie, as she is our Assistant Superintendent, and to be respectful of her daily planning; we would like her to be available for the school district. I suggest having a discussion when the entire board can meet. [REDACTED]

Have a good weekend!

Dana

On Sat, Feb 22, 2025 at 9:16 AM Betty Christopher <bchristopher@nucps.net> wrote:

[REDACTED] I have set 4:30 on Thursday for us to meet at the school board office. Hope it is convenient for all to attend. If you cannot, please let me know asap so we can get another date.

--

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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kleslie@nucps.net Karen Leslie

Saturday, February 22, 2025 at 12:48:11 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: dobier@nucps.net Dana O'Bier, bchristopher@nucps.net Betty Christopher

Autocorrect- *just let me know.

On Saturday, February 22, 2025, Karen Leslie <kleslie@nucps.net> wrote:

Good Afternoon.

Please just me know when and I will be there.

On Saturday, February 22, 2025, Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

On Sat, Feb 22, 2025 at 10:59 AM Dana O'Bier <dobier@nucps.net> wrote:

Good Morning Ladies,

We wanted to discuss

It's important to include Dr. Leslie, as she is our Assistant Superintendent, and to be respectful of her daily planning; we would like her to be available for the school district. I suggest having a discussion when the entire board can meet.

Have a good weekend!

Dana

On Sat, Feb 22, 2025 at 9:16 AM Betty Christopher <bchristopher@nucps.net> wrote:

I have set 4:30 on Thursday for us to meet at the school board office. Hope it is convenient for all to attend. If you cannot, please let me know asap so we can get another date.

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Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Karen H. Leslie, PhD

Assistant Superintendent

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FOIA

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, February 18, 2025 at 1:29:43 PM Eastern Standard Time

Good Afternoon, Dr. Wargo,

I am writing to you a Freedom of Information Act

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Follow up

hwargo@nucps.net Holly Wargo

Tuesday, February 11, 2025 at 1:48:06 PM Eastern Standard Time

To: ltadlock@co.northumberland.va.us Luttrell

Bcc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Good afternoon Mr. Tadlock,

Please find the Corrective Action Plan for the Forensic Audit attached, and please let me know if you have any suggestions after you review the document.

I will make revisions, per your direction, and then share with our team.

Please reply receipt.

Thank you,

Holly

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Attachments:

School_Corrective_Action_Plan_Forensic_Audit.docx - Google Docs.pdf 94k

ltadlock@co.northumberland.va.us Luttrell Tadlock

Tuesday, February 11, 2025 at 3:46:34 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Dr. Wargo,

I have received the document. Is this ready to be posted to the Board?

Thanks,

Luttrell

From: Holly Wargo <hwargo@nucps.net>

Sent: Tuesday, February 11, 2025 1:48 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Subject: Follow up

Good afternoon Mr. Tadlock,

Please find the Corrective Action Plan for the Forensic Audit attached, and please let me know if you have any suggestions after you review the document.

I will make revisions, per your direction, and then share with our team.

Please reply receipt.

Thank you,

Holly

Holly Wargo, Ed.D.

Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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hwargo@nucps.net Holly Wargo

Tuesday, February 11, 2025 at 3:47:50 PM Eastern Standard Time

To: ltadlock@co.northumberland.va.us Luttrell Tadlock

I would like for you to review and make any necessary suggestions.

Thank you,

On Tue, Feb 11, 2025 at 3:46 PM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

Dr. Wargo,

I have received the document. Is this ready to be posted to the Board?

Thanks,

Luttrell

From: Holly Wargo <hwargo@nucps.net>
Sent: Tuesday, February 11, 2025 1:48 PM
To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>
Subject: Follow up

Good afternoon Mr. Tadlock,

Please find the Corrective Action Plan for the Forensic Audit attached, and please let me know if you have any suggestions after you review the document.

I will make revisions, per your direction, and then share with our team.

Please reply receipt.

Thank you,

Holly

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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ltadlock@co.northumberland.va.us Luttrell Tadlock

Tuesday, February 11, 2025 at 4:02:31 PM Eastern
Standard Time

To: hwargo@nucps.net Holly Wargo

Thanks Holly,

I don't know that I am able to comment on the corrective action plan as the Board asked for them directly. That is why I wanted to make sure you were good with me posting these prior to me doing so.

Luttrell

From: Holly Wargo <hwargo@nucps.net>

Sent: Tuesday, February 11, 2025 3:48 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Subject: Re: Follow up

I would like for you to review and make any necessary suggestions.

Thank you,

On Tue, Feb 11, 2025 at 3:46 PM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

Dr. Wargo,

I have received the document. Is this ready to be posted to the Board?

Thanks,

Luttrell

From: Holly Wargo <hwargo@nucps.net>
Sent: Tuesday, February 11, 2025 1:48 PM
To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>
Subject: Follow up

Good afternoon Mr. Tadlock,

Please find the Corrective Action Plan for the Forensic Audit attached, and please let me know if you have any suggestions after you review the document.

I will make revisions, per your direction, and then share with our team.

Please reply receipt.

Thank you,

Holly

Holly Wargo, Ed.D.

Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
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Follow up

hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 2:37:07 PM Eastern Standard Time

To: ltadlock@co.northumberland.va.us Luttrell, rfhaynie@co.northumberland.va.us Richard F. Haynie

Bcc: twithers@nucps.net Tina Withers

Good afternoon Mr. Tadlock,

Tina Withers and I revised the Corrective Action Plan for the audit. Please find that attached. Will you add it to the Board of Supervisors documentation and let them know?

Tina is working with RDA to try to figure out how to run reports for your salary request. I will forward those once we have them.

[REDACTED]

[REDACTED]

[REDACTED]

Thank you for your consideration,

Holly

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(1)



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Attachments:

School_Corrective_Action_Plan_Forensic_Audit.docx - Google Docs.pdf 94k

ltadlock@co.northumberland.va.us Luttrell Tadlock

Wednesday, February 12, 2025 at 3:07:11 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo, rfhaynie@co.northumberland.va.us Richard F. Haynie

Dr. Wargo,

I have received the Corrective Action Plan and will upload it for the Board, thank you. I have also spoken to Mr. Haynie and will move you to being first on the agenda. Wishing the best for you and your family and safe travels.

Luttrell

From: Holly Wargo <hwargo@nucps.net>

Sent: Wednesday, February 12, 2025 2:37 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>; Richard F. Haynie <rfhaynie@co.northumberland.va.us>

Subject: Follow up

Good afternoon Mr. Tadlock,

Tina Withers and I revised the Corrective Action Plan for the audit. Please find that attached. Will you add it to the Board of Supervisors documentation and let them know?

Tina is working with RDA to try to figure out how to run reports for your salary request. I will forward those once we have them.

[REDACTED]

[REDACTED]

[REDACTED]

Thank you for your consideration,

Holly

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 3:38:11 PM Eastern Standard Time

To: ltadlock@co.northumberland.va.us Luttrell Tadlock

Cc: rfhaynie@co.northumberland.va.us Richard F. Haynie

Bcc: twithers@nucps.net Tina Withers, hwargo@nucps.net Holly Wargo

Thank you, Mr. Tadlock & Mr. Haynie, for your understanding and compassion. It is definitely appreciated and means a lot.

My Golden Retriever Miss Scarlett O'Hara says thank you, too. 🐕

[REDACTED]

I truly appreciate your understanding and, again, your compassion.

Holly

On Wed, Feb 12, 2025 at 3:07 PM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

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[REDACTED]

[REDACTED]

[REDACTED]

Thank you for your consideration,

Holly

Holly Wargo, Ed.D.

Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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rfhaynie@co.northumberland.va.us Richard F. Haynie

Wednesday, February 12, 2025 at 7:37:12 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Dr Wargo,

Will be moving you up to the first one.

[REDACTED]

Richard

Sent from my Verizon, Samsung Galaxy smartphone
Get [Outlook for Android](#)

From: Holly Wargo <hwargo@nucps.net>

Sent: Wednesday, February 12, 2025 2:37:07 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>; Richard F. Haynie <rfhaynie@co.northumberland.va.us>

Subject: Follow up

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[REDACTED]

[REDACTED]

[REDACTED]

Thank you for your consideration,

Holly

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 |

hwargo@nucps.net



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hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 7:55:43 PM Eastern Standard Time

To: rfhaynie@co.northumberland.va.us Richard F. Haynie

Much love for this. [REDACTED]

On Wed, Feb 12, 20 at 7:37 PM Richard F. Haynie <rfhaynie@co.northumberland.va.us> wrote:

Dr Wargo,

Will be moving you up to thr first one.
[REDACTED]

Richard

Sent from my Verizon, Samsung Galaxy smartphone

Get [Outlook for Android](#)

From: Holly Wargo <hwargo@nucps.net>

Sent: Wednesday, February 12, 2025 2:37:07 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>; Richard F. Haynie <rfhaynie@co.northumberland.va.us>

Subject: Follow up

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[REDACTED]

[REDACTED]

[REDACTED]

Thank you for your consideration,

Holly

Holly Wargo, Ed.D.

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NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 |

hwargo@nucps.net



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hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 8:02:47 PM Eastern Standard Time

To: rfhaynie@co.northumberland.va.us Richard F. Haynie

Thank you, Mr. Haynie. I love you .

On Wed, Feb 12, 2025 at 7:37 PM Richard F. Haynie <rfhaynie@co.northumberland.va.us> wrote:

Dr Wargo,

Will be moving you up to thr first one.
[REDACTED]

Richard

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To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>; Richard F. Haynie <rfhaynie@co.northumberland.va.us>

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[REDACTED]

[REDACTED]

[REDACTED]

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Holly Wargo, Ed.D.

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hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 8:05:28 PM Eastern Standard Time

To: rfhaynie@co.northumberland.va.us Richard F. Haynie

Thank you. [REDACTED]

On Wed, Feb 12, 2025 at 7:37 PM Richard F. Haynie <rfhaynie@co.northumberland.va.us> wrote:

Dr Wargo,

Will be moving you up to thr first one.

[REDACTED]

Richard

Sent from my Verizon, Samsung Galaxy smartphone

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Sent: Wednesday, February 12, 2025 2:37:07 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>; Richard F. Haynie <rfhaynie@co.northumberland.va.us>

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[REDACTED]

[REDACTED]

[REDACTED]

Thank you for your consideration,

Holly

Holly Wargo, Ed.D.

Division Superintendent

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hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 8:07:49 PM Eastern Standard Time

To: rfhaynie@co.northumberland.va.us Richard F. Haynie

Please pray for all of us. [REDACTED]

On Wed, Feb 12, 2025 at 8:05 PM Holly Wargo <hwargo@nucps.net> wrote:

Thank you. [REDACTED]

On Wed, Feb 12, 2025 at 7:37 PM Richard F. Haynie <rfhaynie@co.northumberland.va.us> wrote:

Dr Wargo,

Will be moving you up to thr first one.

[REDACTED]

Richard

Sent from my Verizon, Samsung Galaxy smartphone

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Sent: Wednesday, February 12, 2025 2:37:07 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>; Richard F. Haynie <rfhaynie@co.northumberland.va.us>

va.us>

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[REDACTED]

[REDACTED]

[REDACTED]

Thank you for your consideration,

Holly

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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twithers@nucps.net Tina Withers
To: hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 9:17:04 PM Eastern Standard Time

Thanks for update.

Tina

On Wed, Feb 12, 2025 at 3:38 PM Holly Wargo <hwargo@nucps.net> wrote:

Thank you, Mr. Tadlock & Mr. Haynie, for your understanding and compassion. It is definitely appreciated and means a lot.

My Golden Retriever Miss Scarlett O'Hara says thank you, too. 🐕

[REDACTED]

I truly appreciate your understanding and, again, your compassion.

Holly

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Luttrell

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Sent: Wednesday, February 12, 2025 2:37 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>; Richard F. Haynie <rfhaynie@co.northumberland.va.us>

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[REDACTED]

[REDACTED]

[REDACTED]

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NORTHUMBERLAND COUNTY PUBLIC SCHOOLS



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--

Tina Withers
Finance Specialist
Clerk of the School Board
Northumberland County Public Schools
P.O. Box 730
6958 Northumberland Hwy.
Heathsville, VA 22473
(804) 529-6134 ext. 2002

rfhaynie@co.northumberland.va.us Richard F. Haynie

Thursday, February 13, 2025 at 8:30:26 AM Eastern
Standard Time

To: hwargo@nucps.net Holly Wargo

[REDACTED]

Sent from my Verizon, Samsung Galaxy smartphone
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From: Holly Wargo <hwargo@nucps.net>
Sent: Wednesday, February 12, 2025 8:07:49 PM
To: Richard F. Haynie <rfhaynie@co.northumberland.va.us>
Subject: Re: Follow up

Please pray for all of us. [REDACTED]

On Wed, Feb 12, 2025 at 8:05 PM Holly Wargo <hwargo@nucps.net> wrote:
Thank you. Prayers for my Mom and Dad

On Wed, Feb 12, 2025 at 7:37 PM Richard F. Haynie <rfhaynie@co.northumberland.va.us> wrote:
Dr Wargo,

Will be moving you up to thr first one.
[REDACTED]

Richard

Sent from my Verizon, Samsung Galaxy smartphone
Get [Outlook for Android](#)

From: Holly Wargo <hwargo@nucps.net>
Sent: Wednesday, February 12, 2025 2:37:07 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>; Richard F. Haynie <rfhaynie@co.northumberland.

va.us>

Subject: Follow up

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[REDACTED]

[REDACTED]

[REDACTED]

Thank you for your consideration,

Holly

Holly Wargo, Ed.D.

Division Superintendent

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804.529.6134 |

hwargo@nucps.net



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Follow up: Office Ceiling Repair

hwargo@nucps.net Holly Wargo

Friday, February 7, 2025 at 9:09:02 AM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Bcc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Good morning,

I noticed the ceiling in your office is not fixed yet. Mr. Brann plans to meet with the county inspector for guidance since the School Board Office is county owned. I will keep you posted!
Thank you for your willingness to work from the conference room.

Sincerely,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Forensic Audit Meeting Thursday January 23, 2025

hwargo@nucps.net Holly Wargo

Wednesday, January 22, 2025 at 8:04:16 AM Eastern Standard Time

To: tbooth@nucps.net Tara Booth

Bcc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Good morning,

Just a reminder that the Board of Supervisors will have a Forensic Audit meeting on Thursday, January 23, 2025, @ 5:30. Due to the nature of the meeting, it will be important for both of us to attend.

Enjoy the snow day, and please reach out if you need anything.

--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Forensic Audit meeting

hwargo@nucps.net Holly Wargo

Thursday, January 23, 2025 at 6:26:36 AM Eastern Standard Time

To: tbooth@nucps.net Tara Booth

Bcc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Good morning,
Circling back on this.

The Board of Supervisors will have a Forensic Audit meeting on Thursday, January 23, 2025, @ 5:30. Due to the nature of the meeting, it will be important for both of us to attend.

Enjoy the snow day, and please reach out if you need anything.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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Fuel bids

ltadlock@co.northumberland.va.us Luttrell Tadlock

Friday, February 28, 2025 at 9:39:19 AM Eastern
Standard Time

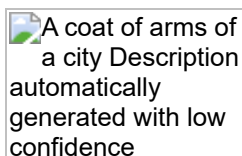
To: hwargo@nucps.net Holly Wargo, twithers@nucps.net Tina Withers

Good Morning,

I wanted to let you know that we will have an additional tank and fuel that will need to be added to the fuel bids this year as the County piggybacks off of the school bidding process. I have reached out to obtain the information and will get that to you as soon as possible. I wasn't sure when you all may be going out to bid on the fuel.

Thanks,

Luttrell



E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image001.jpg 32k

image002.jpg 5.3k

hwargo@nucps.net Holly Wargo

Friday, February 28, 2025 at 3:44:26 PM Eastern Standard Time

To: ltadlock@co.northumberland.va.us Luttrell Tadlock

Cc: twithers@nucps.net Tina Withers

Thank you. I will work on this once I receive the additional information.

On Fri, Feb 28, 2025 at 9:39 AM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:


Good Morning,

I wanted to let you know that we will have an additional tank and fuel that will need to be added to the fuel bids this year as the County piggybacks off of the school bidding process. I have reached out to obtain the information and will get that to you as soon as possible. I wasn't sure when you all may be going out to bid on the fuel.

Thanks,

Luttrell

E. Luttrell Tadlock

 A coat of arms of a city Description automatically generated with low confidence

County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image002.jpg 5.3k

ltadlock@co.northumberland.va.us Luttrell Tadlock

Monday, March 3, 2025 at 10:12:45 AM Eastern
Standard Time

To: hwargo@nucps.net Holly Wargo
Cc: twithers@nucps.net Tina Withers

Good Morning,

I have confirmed that it is a 500 gallon tank for heating fuel. If this could be added to the list for the fuel bids for the County, we would appreciate it.

Let me know if you need anything further.

Thank you,

Luttrell

From: Holly Wargo <hwargo@nucps.net>

Sent: Friday, February 28, 2025 3:44 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Cc: Tina Withers <twithers@nucps.net>

Subject: Re: Fuel bids

Thank you. I will work on this once I receive the additional information.


On Fri, Feb 28, 2025 at 9:39 AM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

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Thanks,

Luttrell

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County Administrator
Northumberland County, Virginia

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Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image001.jpg 5.3k

image003.jpg 5.0k

FW: Renewal Notification for The Local Choice Health Benefits Program 2025-2026-Northumberland County & Schools

Itadlock@co.northumberland.va.us Luttrell Tadlock
To: hwargo@nucps.net Holly Wargo
Cc: mdodson@co.northumberland.va.us Mary Dodson

Friday, February 21, 2025 at 9:16:09 AM Eastern Standard Time

Good Morning Holly,

Please find attached the renewal rates for the FY26 Health Insurance. Just as a reminder, if the document is forwarded to anyone, please remove pdf pages #36 and 37 from the packet before sharing with anyone other than the individual that submits the schools renewal numbers.

Let us know if you have any questions.

Luttrell

From: Johnson, Morgan <Morgan.Johnson@anthem.com>

Sent: Friday, February 21, 2025 8:53 AM

To: Mary Dodson <mdodson@co.northumberland.va.us>

Cc: Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Subject: Renewal Notification for The Local Choice Health Benefits Program 2025-2026-Northumberland County & Schools

Good morning, Mary!

I have attached the renewal for Northumberland County and Schools for the upcoming year. I am more than happy to meet with you either in person or virtually if you would like to set up a time. Please let me know if you have any questions. The important dates and times are shown below but again, I am more than happy to discuss when convenient.

Thank you,

Morgan

We are pleased to inform you that it is renewal time for The Local Choice Health Benefits Program. Your renewal eBinder for the 2025-2026 program is attached for your review.

Please note that this year's renewal involves a 4.3% increase in your current program. The eBinder includes a comprehensive benefits brochure detailing the benefits provided under each plan and outlining the rates for all available options.

There are a few key dates and changes to note for this renewal period:

Renewal Selections:


- All groups are required to submit their renewal selections via the Cardinal Human Capital Management (HCM) system.
 - For groups with July renewals, submissions are due by April 1, 2025.
 - For groups with October renewals, submissions are due by July 1, 2025.
- Please be aware that extensions will not be permitted.

Open Enrollment:

- Groups will no longer have the flexibility to choose their own Open Enrollment dates.
 - Open Enrollment for July renewals will occur from May 1, 2025, to May 15, 2025.
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Thank you for your continued participation in The Local Choice program. Should you have any questions or need further assistance, please do not hesitate to contact us.

Morgan Johnson

 Strategic Account Consultant, Anthem Blue Cross and Blue Shield
5800 Northampton Blvd, Norfolk, VA 23502
M: 757-708-5180
morgan.johnson@anthem.com

From: Johnson, Morgan
Sent: Monday, January 27, 2025 3:55 PM
To: Mary Dodson <mdodson@co.northumberland.va.us>
Cc: Luttrell Tadlock <ltadlock@co.northumberland.va.us>
Subject: RE: Renewal

Hi Mary,

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Thank you for reaching out

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Morgan Johnson



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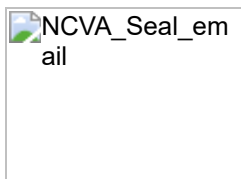
Subject: {EXTERNAL} Renewal

Good Afternoon, Morgan

We are starting our budget process and wondering when we should see our renewal for FY26 ? Thank you in advance for your help.

Regards,

Mary



Mary Dodson

Bookkeeper/Benefits Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

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Attachments:

image002.png 8.1k

image003.jpg 71k

image001.jpg 5.4k

Northumberland County & Schools - The Local Choice (TLC) FY26 Renewal.pdf 11M

hwargo@nucps.net Holly Wargo
To: twithers@nucps.net Tina Withers

Friday, February 21, 2025 at 9:36:05 AM Eastern Standard Time

Please do not share this document with others as it contains confidential information.

Thank you,

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>

Date: Fri, Feb 21, 2025 at 9:16 AM

Subject: FW: Renewal Notification for The Local Choice Health Benefits Program 2025-2026-Northumberland County & Schools

To: Holly Wargo <hwargo@nucps.net>

CC: Mary Dodson <mdodson@co.northumberland.va.us>

Good Morning Holly,

Please find attached the renewal rates for the FY26 Health Insurance. Just as a reminder, if the document is forwarded to anyone, please remove pdf pages #36 and 37 from the packet before sharing with anyone other than the individual that submits the schools renewal numbers.

Let us know if you have any questions.

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Cc: Luttrell Tadlock <ltadlock@co.northumberland.va.us>

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Thank you,

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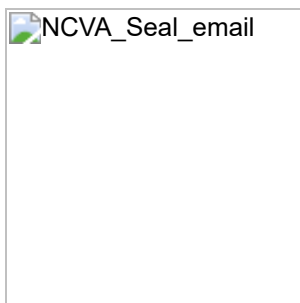
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Mary



Mary Dodson

Bookkeeper/Benefits Administrator
Northumberland County, Virginia

P. O. Box 129 • [72 Monument Place](#) • [Heathsville, VA 22473](#)

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Attachments:

image001.jpg 5.4k

image002.png 8.1k

image003.jpg 71k

Northumberland County & Schools - The Local Choice (TLC) FY26 Renewal.pdf 11M

hwargo@nucps.net Holly Wargo

Friday, February 21, 2025 at 9:36:22 AM Eastern Standard Time

To: ltadlock@co.northumberland.va.us Luttrell Tadlock

Cc: mdodson@co.northumberland.va.us Mary Dodson

Thank you so much!

On Fri, Feb 21, 2025 at 9:16 AM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

Good Morning Holly,

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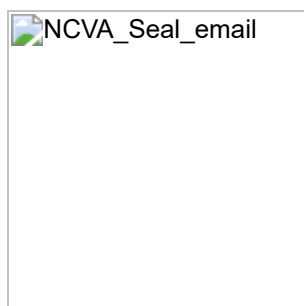
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Mary Dodson

Bookkeeper/Benefits Administrator
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Attachments:

image002.png 8.1k

image001.jpg 5.4k

twithers@nucps.net Tina Withers
To: hwargo@nucps.net Holly Wargo

Friday, February 21, 2025 at 10:17:08 AM Eastern Standard Time

Thanks, this is good news. We will need to make this adjustment in the budget.

Tina

On Fri, Feb 21, 2025 at 9:36 AM Holly Wargo <hwargo@nucps.net> wrote:
Please do not share this document with others as it contains confidential information.

Thank you,

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>

Date: Fri, Feb 21, 2025 at 9:16 AM

Subject: FW: Renewal Notification for The Local Choice Health Benefits Program 2025-2026-Northumberland County & Schools

To: Holly Wargo <hwargo@nucps.net>

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M: 757-708-5180

morgan.johnson@anthem.com

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Cc: Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Subject: {EXTERNAL} Renewal

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Mary



Mary Dodson

Bookkeeper/Benefits Administrator
Northumberland County, Virginia

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--

Tina Withers
Finance Specialist
Clerk of the School Board
Northumberland County Public Schools
P.O. Box 730
6958 Northumberland Hwy.
Heathsville, VA 22473
(804) 529-6134 ext. 2002

Attachments:

image001.jpg 5.4k

image002.png 8.1k

Fwd: [NCPS] 1/13/25 Meeting Minutes

hwargo@nucps.net Holly Wargo

Monday, February 10, 2025 at 8:55:55 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Dr. Leslie sent these minutes. [REDACTED]

REDACTED
PURSUANT TO
2.2-3705.1(1)

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

From: **Karen Leslie** <kleslie@nucps.net>

Date: Wed, Feb 5, 2025 at 3:35 PM

Subject: [NCPS] 1/13/25 Meeting Minutes

To: Holly Wargo <hwargo@nucps.net>, Tina Withers <twithers@nucps.net>, Shannon Obier <shannonobier@nucps.net>

Attached.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Attachments:

Meeting Minutes -Board Meeting January 13, 2025.docx 19k

Fwd: Registration is Open for the VSBA 2025 Spring Superintendent Evaluation Workshop

dcurran@nucps.net Dave Curran
To: hwargo@nucps.net Holly Wargo

Wednesday, February 5, 2025 at 8:34:45 AM Eastern Standard Time

I would like to attend this Conference please, Dave

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

From: **Virginia School Boards Association** <mikaela@vsba.org>

Date: Wed, Feb 5, 2025 at 8:31 AM

Subject: Registration is Open for the VSBA 2025 Spring Superintendent Evaluation Workshop

To: <dcurran@nucps.net>

**VSBA**
Virginia School Boards Association
Leadership • Advocacy • Support



**VSBA 2025 SPRING
SUPERINTENDENT
EVALUATION WORKSHOP**
MARCH 25, 2025

Educate  Empower  Elevate 

**VSBA**
Virginia School Boards Association

Registration is Open!

Are you prepared to evaluate your Superintendent? Register now for the Superintendent Evaluation Workshop!

On March 17, 2022, the Virginia Board of Education approved revisions to the Guidelines for Uniform Performance Standards and Evaluation Criteria for Principals and the Guidelines for Uniform Performance Standards for Superintendents to be implemented in the 2022-2023 academic school year in alignment with § 22.1-298.1 of the Code of Virginia. The Board of Education revised the principal and superintendent performance standards and evaluation criteria to add a new Standard 6, bringing the total number of performance standards to eight. Other minor edits and technical revisions were also incorporated in the Guidelines:

- Revised Division-wide Student Academic Progress section
- Revised data source descriptions for clarity
- Revised rating level names for summative evaluation as follows:

- *Highly Effective*
- *Effective*
- *Approaching Effective*
- *Ineffective*
- Updates/revisions to existing performance standards, indicators and rubrics to address new research and lessons from the field of practice

This workshop is designed to provide small group support to superintendents and board members responsible for assessing and updating their evaluation model. Participants will have the opportunity to review the guidelines in detail and then use them as they draft their own models. Individual consultation and support will be available throughout the session as participants work on their revisions.

Cost: \$180 per registration

Location: VSBA Office or Virtual

Brochure: [Click Here](#)

Registration: Please reach out to your school division clerk to register for this event. For affiliate members, please reach out to Mikaela Coffey for registration at mikaela@vsba.org. (Registration for VSBA meetings is only open to VSBA members and affiliate members.)

Disclaimer: Participation in VSBA initiatives and observances is optional. Any related materials from the Association are shared as suggested ideas and resources for implementation. Member school boards may choose not to participate locally.



Virginia School Boards Association | 200 Hansen Rd, Suite 2 200 Hansen Rd, Suite 2 | Charlottesville, VA 22911 US

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Try email marketing for free today!

hwargo@nucps.net Holly Wargo

Wednesday, February 5, 2025 at 8:39:07 AM Eastern Standard Time

To: twithers@nucps.net Tina Withers

Bcc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Good morning,

Please survey the Board and register Dr. Curran and I for this session.

Thank you.

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

From: **Dave Curran** <dcurran@nucps.net>

Date: Wed, Feb 5, 2025 at 8:34 AM

Subject: Fwd: Registration is Open for the VSBA 2025 Spring Superintendent Evaluation Workshop

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dcurran@nucps.net Dave Curran
To: hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 1:01:42 AM Eastern Standard Time

Where you able to register me. Thanks Dave
Sent from my iPhone

On Feb 5, 2025, at 8:34 AM, Dave Curran <dcurran@nucps.net> wrote:

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Subject: Registration is Open for the VSBA 2025 Spring Superintendent Evaluation Workshop

To: <dcurran@nucps.net>



The graphic features the VSBA logo at the top center, which includes a red square with a white rolled-up diploma icon and the text "VSBA Virginia School Boards Association Leadership • Advocacy • Support". Below the logo is a large, stylized graphic of a performance evaluation form. The form has a red diagonal banner across it that says "PERFORMANCE". On the form, there are checkboxes for "Excellent", "Good", and "Average". The "Excellent" checkbox is checked with a green checkmark. A green pen is shown writing on the form. To the right of the form, the text "VSBA 2025 SPRING SUPERINTENDENT EVALUATION WORKSHOP" is displayed in bold, followed by "MARCH 25, 2025". Below this, the words "Educate", "Empower", and "Elevate" are separated by icons of a lightbulb, a graduation cap, and an upward arrow, respectively. At the bottom of the graphic, the text "Registration is Open!" is written in large, bold, red letters. Below this, a paragraph of text reads: "Are you prepared to evaluate your Superintendent? Register now for the Superintendent Evaluation Workshop!". At the bottom of the graphic, another paragraph of text reads: "On March 17, 2022, the Virginia Board of Education approved revisions to the Guidelines for Uniform Performance Standards and Evaluation Criteria for Principals and the Guidelines for Uniform Performance Standards for Superintendents to be implemented in the 2022-2023 academic school year in alignment with § 22.1-298.1 of the Code of Virginia. The Board of Education revised the principal and superintendent performance standards and evaluation criteria to add a new Standard 6, bringing the total number of".

VSBA
Virginia School Boards Association
Leadership • Advocacy • Support

**VSBA 2025 SPRING
SUPERINTENDENT
EVALUATION WORKSHOP**
MARCH 25, 2025

Educate  Empower  Elevate 

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performance standards to eight. Other minor edits and technical revisions were also incorporated in the Guidelines:

- Revised Division-wide Student Academic Progress section
- Revised data source descriptions for clarity
- Revised rating level names for summative evaluation as follows:
 - *Highly Effective*
 - *Effective*
 - *Approaching Effective*
 - *Ineffective*
- Updates/revisions to existing performance standards, indicators and rubrics to address new research and lessons from the field of practice

This workshop is designed to provide small group support to superintendents and board members responsible for assessing and updating their evaluation model. Participants will have the opportunity to review the guidelines in detail and then use them as they draft their own models. Individual consultation and support will be available throughout the session as participants work on their revisions.

Cost: \$180 per registration

Location: VSBA Office or Virtual

Brochure: [Click Here](#)

Registration: Please reach out to your school division clerk to register for this event. For affiliate members, please reach out to Mikaela Coffey for registration at mikaela@vsba.org. (Registration for VSBA meetings is only open to VSBA members and affiliate members.)

Disclaimer: Participation in VSBA initiatives and observances is optional. Any related materials from the Association are shared as suggested ideas and resources for implementation. Member school boards may choose not to participate locally.



Virginia School Boards Association | 200 Hansen Rd, Suite 200 Hansen Rd, Suite 2 | Charlottesville, VA 22911 US

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Try email marketing for free today!

hwargo@nucps.net Holly Wargo
To: dcurran@nucps.net Dave Curran
Bcc: twithers@nucps.net Tina Withers

Wednesday, February 12, 2025 at 2:56:39 PM Eastern Standard Time

Dr. Curran,
I have been waiting to hear back from Mrs. Withers. As Clerk, she is able to register us for the VSBA Superintendent's Workshop.
I will let you know as soon as I hear that we have been registered.

On Wed, Feb 12, 2025 at 1:01 AM Dave Curran <dcurran@nucps.net> wrote:

Where you able to register me. Thanks Dave
Sent from my iPhone

On Feb 5, 2025, at 8:34 AM, Dave Curran <dcurran@nucps.net> wrote:

I would like to attend this Conference please, Dave

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

From: **Virginia School Boards Association** <mikaela@vsba.org>

Date: Wed, Feb 5, 2025 at 8:31 AM

Subject: Registration is Open for the VSBA 2025 Spring Superintendent Evaluation Workshop

To: <dcurran@nucps.net>

**VSBA**
Virginia School Boards Association
Leadership • Advocacy • Support



**VSBA 2025 SPRING
SUPERINTENDENT
EVALUATION WORKSHOP**
MARCH 25, 2025

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Virginia School Boards Association

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Brochure: [Click Here](#)

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Try email marketing for free today!

dcurran@nucps.net Dave Curran
To: hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 3:00:08 PM Eastern Standard Time

thank you for your response dave

On Wed, Feb 12, 2025 at 2:57 PM Holly Wargo <hwargo@nucps.net> wrote:

Dr. Curran,

I have been waiting to hear back from Mrs. Withers. As Clerk, she is able to register us for the VSBA Superintendent's Workshop.

I will let you know as soon as I hear that we have been registered.

On Wed, Feb 12, 2025 at 1:01 AM Dave Curran <dcurran@nucps.net> wrote:

Where you able to register me. Thanks Dave

Sent from my iPhone

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I would like to attend this Conference please, Dave

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Date: Wed, Feb 5, 2025 at 8:31 AM

Subject: Registration is Open for the VSBA 2025 Spring Superintendent Evaluation Workshop

To: <dcurran@nucps.net>

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**VSBA 2025 SPRING
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VA 22911 US

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Health Insurance- ex-employee

ltadlock@co.northumberland.va.us Luttrell Tadlock

Monday, February 3, 2025 at 11:09:06 AM Eastern
Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: mdodson@co.northumberland.va.us Mary Dodson


Good Morning Dr. Wargo,

I have been made aware that the School Division may still or has recently paid the health insurance for an employee who is no longer employed with the School Division. Depending on the specifics of this matter, this could jeopardize the County and School's health insurance coverage by Local Choice. As the County is the administrator on the health insurance account, I wanted to make sure that this matter is resolved as soon as possible so that our coverage is not terminated in any way. I am attaching several sections of The Local Choice Membership Manual as reference related to this item.

Please let me know of any questions.

Sincerely,

Luttrell

 A coat of arms of a city Description automatically generated with low confidence

E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image001.jpg 32k

image002.jpg 5.3k

Section_2_2.pdf 626k

Section_2_3.pdf 487k

Section_3_4.pdf 633k

hwargo@nucps.net Holly Wargo

Monday, February 3, 2025 at 11:15:17 AM Eastern Standard Time

To: twithers@nucps.net Tina Withers, shannonobier@nucps.net Shannon Obier

This is urgent.

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>

Date: Mon, Feb 3, 2025 at 11:09 AM

Subject: Health Insurance- ex-employee

To: Holly Wargo <hwargo@nucps.net>

Cc: Mary Dodson <mdodson@co.northumberland.va.us>


Good Morning Dr. Wargo,

I have been made aware that the School Division may still or has recently paid the health insurance for an employee who is no longer employed with the School Division. Depending on the specifics of this matter, this could jeopardize the County and School's health insurance coverage by Local Choice. As the County is the administrator on the health insurance account, I wanted to make sure that this matter is resolved as soon as possible so that our coverage is not terminated in any way. I am attaching several sections of The Local Choice Membership Manual as reference related to this item.

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Sincerely,

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image001.jpg 32k

Section_2_2.pdf 626k

Section_2_3.pdf 487k

Section_3_4.pdf 633k

ltadlock@co.northumberland.va.us Luttrell Tadlock

Monday, February 3, 2025 at 1:27:06 PM Eastern
Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: mdodson@co.northumberland.va.us Mary Dodson

Dr. Wargo,

Thank you and Shannon for your time this morning. I spoke to the individual that called me and they seemed satisfied that paperwork had been filed to term the individual on 11/1/2024. I indicated to them that you all were following up with DHRM to resolve that matter further in regards to the reconciling matter.

I'm hoping this will put this matter to rest, however, if anything else should be brought up about this, I will reach back out to you all.

Thanks again,

Luttrell

From: Luttrell Tadlock
Sent: Monday, February 3, 2025 11:09 AM
To: Holly Wargo <hwargo@nucps.net>
Cc: Mary Dodson <mdodson@co.northumberland.va.us>
Subject: Health Insurance- ex-employee

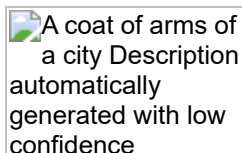
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Please let me know of any questions.

Sincerely,

Luttrell



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County Administrator
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Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image001.jpg 32k

image002.jpg 5.3k

hwargo@nucps.net Holly Wargo
To: ltadlock@co.northumberland.va.us Luttrell Tadlock
Cc: mdodson@co.northumberland.va.us Mary Dodson

Monday, February 3, 2025 at 1:29:01 PM Eastern Standard Time

Thank you for the follow up. Thank you, both, for your assistance today.

Sincerely,
Holly

On Mon, Feb 3, 2025 at 1:27 PM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

Dr. Wargo,

Thank you and Shannon for your time this morning. I spoke to the individual that called me and they seemed satisfied that paperwork had been filed to term the individual on 11/1/2024. I indicated to them that you all were following up with DHRM to resolve that matter further in regards to the reconciling matter.

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Thanks again,

Luttrell

From: Luttrell Tadlock
Sent: Monday, February 3, 2025 11:09 AM
To: Holly Wargo <hwargo@nucps.net>
Cc: Mary Dodson <mdodson@co.northumberland.va.us>
Subject: Health Insurance- ex-employee


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Sincerely,

Luttrell

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Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image002.jpg 5.3k

HS Compliance

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Thursday, January 16, 2025 at 3:27:32 PM Eastern Standard Time

I spoke to RJ and she is checking it for all our kiddos. Can give you the rundown if you like- but it all sounds on point.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

The information conveyed in this communication is intended for the use of the original addressee(s), and may be legally privileged, confidential, and/or exempt from disclosure under applicable law. If this communication was not addressed or copied to you, then you have received it in error and are strictly prohibited from reading, copying, distributing, disseminating, or transmitting any of the information it conveys. If you received this communication in error, please destroy all electronic, paper, and other copies, and notify the sender of the error immediately. Accidental transmission of this communication is not intended to waive any privilege or confidentiality protected under Virginia's Freedom of Information Act.

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Thursday, January 16, 2025 at 3:44:33 PM Eastern Standard Time

Thank you!

On Thu, Jan 16, 2025 at 3:27 PM Karen Leslie <kleslie@nucps.net> wrote:

I spoke to RJ and she is checking it for all our kiddos. Can give you the rundown if you like- but it all sounds on point.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Joint Finance Meeting

hwargo@nucps.net Holly Wargo

Tuesday, February 25, 2025 at 10:36:18 AM Eastern Standard Time

To: rfhaynie@co.northumberland.va.us Richard F. Haynie, ltadlock@co.northumberland.va.us Luttrell

Good morning,
When is the next Joint Finance

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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Keeping you informed

hwargo@nucps.net Holly Wargo

Tuesday, February 11, 2025 at 8:00:00 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Madam Chair & School Board Members,

The NHS Principal reported the following:

A verbal altercation between boys basketball coaches occurred at the end of tonight's basketball game. From what I know and can see from the video the head coaches were talking and then at one point the Lancaster Head coach aggressively postured and came toward Coach Jones. Assistant Coach Webb blocks the Lancaster Coach from confronting Coach Jones and directs him to the exit area. NSCO sheriff's Deputy advised me later that the Lancaster Head Coach used extreme profanity in the hallway as he exited with his team to the dressing area.

Some of our fans and their fans lacked a bit of composure. AD from Lancaster assisted us in getting things settled down and everyone safely out and off campus. Principals Myers and I agreed to follow up with one another.

I will keep you informed.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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Keeping you informed

hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 2:30:48 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck

Cc: kleslie@nucps.net Karen Leslie, ltadlock@co.northumberland.va.us Luttrell, dbasye@co.northumberland.va.us Drew Basye

Good afternoon Madam Chair & School Board,

This morning the suspended ceiling in the Assistant Superintendent's office showed a large crack. The Assistant Superintendent has relocated to the conference room attached to her office. The Director of Operations & Maintenance and the Assistant County Administrator are meeting to come up with a plan for how to address this.

Please reach out if you have any questions.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Licensure

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, December 9, 2024 at 10:36:35 AM Eastern Standard Time

Good morning,

A concern came up about licensure. Can you provide a list of unlicensed teachers and where we are with this?

Thanks so much!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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March 4

bchristopher@nucps.net Betty Christopher

Thursday, February 20, 2025 at 2:55:00 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo, dmazyck@nucps.net Denise Mazyck, dobier@nucps.net Dana O'Bier

Dana and I were thinking if we could do this. Holly get school car brought to school board office. Holly drive her car to meet us in Warsaw. Denise and Betty drive county car to Callao. Dana would meet us there and drive the car the rest of the way. We would stop in Warsaw and pick up Holly.

dobier@nucps.net Dana O'Bier

Thursday, February 20, 2025 at 2:56:53 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher

Cc: dmazyck@nucps.net Denise Mazyck, hwargo@nucps.net Holly Wargo

If the county car isn't available I can drive my car

On Thu, Feb 20, 2025 at 2:55 PM Betty Christopher <bchristopher@nucps.net> wrote:

Dana and I were thinking if we could do this. Holly get school car brought to school board office. Holly drive her car to meet us in Warsaw. Denise and Betty drive county car to Callao. Dana would meet us there and drive the car the rest of the way. We would stop in Warsaw and pick up Holly.

hwargo@nucps.net Holly Wargo

Thursday, February 20, 2025 at 4:12:02 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher

Cc: dmazyck@nucps.net Denise Mazyck, dobier@nucps.net Dana O'Bier

I will reserve the car.

Thank you!

On Thu, Feb 20, 2025 at 2:55 PM Betty Christopher <bchristopher@nucps.net> wrote:

Dana and I were thinking if we could do this. Holly get school car brought to school board office. Holly drive her car to meet us in Warsaw. Denise and Betty drive county car to Callao. Dana would meet us there and drive the car the rest of the way. We would stop in Warsaw and pick up Holly.

meeting tomorrow

ltadlock@co.northumberland.va.us Luttrell Tadlock

Tuesday, February 25, 2025 at 4:47:34 PM Eastern Standard Time


To: hwargo@nucps.net Holly Wargo

Good Afternoon,

I had on the calendar that we set up a meeting tomorrow morning at 10:00 a.m. I wanted to see if we needed to meet over here now due to the ceiling matter?

Thanks,

Luttrell

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E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image001.jpg 32k

image002.jpg 5.3k

hwargo@nucps.net Holly Wargo

Wednesday, February 26, 2025 at 8:25:57 AM Eastern Standard Time

To: ltadlock@co.northumberland.va.us Luttrell Tadlock

Yes, we will meet with you in your office at 10 AM. Thanks for checking!
See you soon!


On Tue, Feb 25, 2025 at 4:47 PM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

Good Afternoon,

I had on the calendar that we set up a meeting tomorrow morning at 10:00 a.m. I wanted to see if we needed to meet over here now due to the ceiling matter?

Thanks,

Luttrell

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Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image002.jpg 5.3k

meeting yesterday

ltadlock@co.northumberland.va.us Luttrell Tadlock

Friday, January 31, 2025 at 8:34:26 AM Eastern
Standard Time

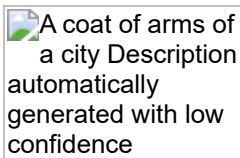
To: hwargo@nucps.net Holly Wargo

Good Morning,

Thank you all for coming over yesterday. I feel that it was a very beneficial meeting and if possible I would like to resume the monthly meetings between the school admin and county admin. Would it be possible to get some dates from you for February and I will confirm those dates with Pam, Gail, and Mary to see if it will work with everyone.

Thanks and have a great weekend,

Luttrell



E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image001.jpg 32k

image002.jpg 5.3k

ltadlock@co.northumberland.va.us Luttrell Tadlock

Wednesday, February 5, 2025 at 4:10:16 PM Eastern
Standard Time

To: hwargo@nucps.net Holly Wargo

I have checked with everyone over here and we were wondering if 2/26 at 10 a.m. would work for you all?

Thanks,

Luttrell


From: Luttrell Tadlock
Sent: Friday, January 31, 2025 8:34 AM
To: Holly Wargo <hwargo@nucps.net>
Subject: meeting yesterday

Good Morning,

Thank you all for coming over yesterday. I feel that it was a very beneficial meeting and if possible I would like to resume the monthly meetings between the school admin and county admin. Would it be possible to get some dates from you for February and I will confirm those dates with Pam, Gail, and Mary to see if it will work with everyone.

Thanks and have a great weekend,

Luttrell

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E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image001.jpg 32k

image002.jpg 5.3k

hwargo@nucps.net Holly Wargo

Wednesday, February 5, 2025 at 7:50:04 PM Eastern Standard Time

To: ltadlock@co.northumberland.va.us Luttrell Tadlock

Good evening,
I sent a calendar invitation. Please let me know if that works for you.

On Wed, Feb 5, 2025 at 4:10 PM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

I have checked with everyone over here and we were wondering if 2/26 at 10 a.m. would work for you all?

Thanks,

Luttrell


From: Luttrell Tadlock
Sent: Friday, January 31, 2025 8:34 AM
To: Holly Wargo <hwargo@nucps.net>
Subject: meeting yesterday

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Attachments:

image002.jpg 5.3k

ltadlock@co.northumberland.va.us Luttrell Tadlock

Thursday, February 6, 2025 at 7:02:19 AM Eastern
Standard Time

To: hwargo@nucps.net Holly Wargo

That should work, I will forward to Pam and Gail as well.

Thanks,

Luttrell

From: Holly Wargo <hwargo@nucps.net>

Sent: Wednesday, February 5, 2025 7:50 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Subject: Re: meeting yesterday

Good evening,

I sent a calendar invitation. Please let me know if that works for you.

On Wed, Feb 5, 2025 at 4:10 PM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

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Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image001.jpg 5.3k

Meeting

hwargo@nucps.net Holly Wargo

Thursday, February 6, 2025 at 12:00:06 PM Eastern Standard Time

To: tburns@nucps.net Travis Burns, kleslie@nucps.net Karen Leslie

Good afternoon,

Please plan to meet at 2:30 (sharp) at the SBO. We will need to keep the leadership meeting short :)

Please bring ALL documents.

Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



The information conveyed in this communication is intended for the use of the original addressee(s), and may be legally privileged, confidential, and/or exempt from disclosure under applicable law. If this communication was not addressed or copied to you, then you have received it in error and are strictly prohibited from reading, copying, distributing, disseminating, or transmitting any of the information it conveys. If you received this communication in error, please destroy all electronic, paper, and other copies, and notify the sender of the error immediately. Accidental transmission of this communication is not intended to waive any privilege or confidentiality protected under Virginia's Freedom of Information Act.

hwargo@nucps.net Holly Wargo
To: rfhaynie@co.northumberland.va.us Richard F. Haynie

Friday, February 14, 2025 at 10:43:06 PM Eastern Standard Time

Hi Mr. Haynie,

[REDACTED]

[REDACTED]

[REDACTED]

--
Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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rfhaynie@co.northumberland.va.us Richard F. Haynie

Saturday, February 15, 2025 at 7:28:56 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Dr Wargo,

[REDACTED]

REDACTED
PURSUANT TO
2.2-3705.1(1)

Respectfully,
Richard

Sent from my Verizon, Samsung Galaxy smartphone
Get [Outlook for Android](#)

From: Holly Wargo <hwargo@nucps.net>
Sent: Friday, February 14, 2025 10:43:06 PM
To: Richard F. Haynie <rfhaynie@co.northumberland.va.us>
Subject: [REDACTED]

Hi Mr. Haynie,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] S.

--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 |

hwargo@nucps.net



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Negative Categories/Line Items

ltadlock@co.northumberland.va.us Luttrell Tadlock

Friday, January 24, 2025 at 4:39:44 PM Eastern
Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: pking@co.northumberland.va.us Pam King, gdungan@co.northumberland.va.us Gail Dungan,
mdodson@co.northumberland.va.us Mary Dodson, tbooth@nucps.net Tara Booth


Good Afternoon Dr. Wargo,

At last night's Board meeting, the Board voted to have the Treasurer's Office not process any payments from the School Division effective immediately when there is overspending in any of the budget categories or any line items. In the attached expenditure detail report, there are several items (Federal Cares, Special Appropriations, and Federal Funds) for which negative amounts are being shown. We will need this to be corrected in order to proceed forward with processing any payments as soon as possible.

Please let me know if you have any questions.

Sincerely,

Luttrell

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Attachments:

image001.jpg 32k

image002.jpg 5.3k

Jan 25 School Expenditure Report.pdf 9.1k

hwargo@nucps.net Holly Wargo

Tuesday, January 28, 2025 at 4:31:44 AM Eastern Standard Time

To: twithers@nucps.net Tina Withers

Good morning,

Mr. Tadlock sent this email at 4:40 PM last Friday when we were experiencing difficulty processing the vendor pay. I believe you already received this information in the forward from Director of Finance.

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>

Date: Fri, Jan 24, 2025 at 4:39 PM

Subject: Negative Categories/Line Items

To: Holly Wargo <hwargo@nucps.net>

CC: Pam King <pking@co.northumberland.va.us>, Gail Dungan <gdungan@co.northumberland.va.us>, Mary Dodson <mdodson@co.northumberland.va.us>, Tara Booth <tbooth@nucps.net>

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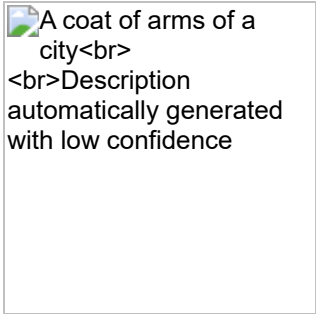
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Please let me know if you have any questions.

Sincerely,

Luttrell



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--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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Attachments:

image002.jpg 5.3k

image001.jpg 32k

Jan 25 School Expenditure Report.pdf 9.1k

New Policy Change

hwargo@nucps.net Holly Wargo

Tuesday, December 17, 2024 at 1:59:07 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Good afternoon,

The FOIA policy that was adopted states I am the FOIA Officer. Typically the Clerk of the Board is the FOIA Officer. I was informed I am the FOAIA Officer by the Clerk of the Board today. I was surprised and asked how this was possible. After doing some research, I found the policy has been changed.

When I checked with School Board

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Payment Requests and Negative Line Items

ltadlock@co.northumberland.va.us Luttrell Tadlock

Wednesday, January 29, 2025 at 2:25:50 PM Eastern
Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: pking@co.northumberland.va.us Pam King, gdungan@co.northumberland.va.us Gail Dungan,
mdodson@co.northumberland.va.us Mary Dodson

Good Afternoon Dr. Wargo:

As we left the matter on Friday evening (1/24/2025) after a discussion with your office, Treasurer's Office, and my office, the school division was going to redo the payment request so as to not draw from the negative line items and resubmit the pay request to the Treasurer on Monday (1/27/2025). To my knowledge, this has not been completed. I was made aware that a vendor was directed by the school division to go to the Treasurer's Office as they had the check for payment. Please have staff not send any further vendors to the Treasurer to inquire about payments as the matter needs to be resolved by correcting the pay request sheet submitted by the School Division to the Treasurer's Office.

The Board has not appropriated monies to the additional line items created by the school division (Federal Cares, Special Appropriation, and Federal Funds). Only the major categories to which the Board of Supervisors has appropriated monies can be utilized to draw funds/make pay requests. The negative line items being shown need to be corrected and appropriately transferred to the correct category where funds have been appropriated (Instruction, Administration & Health, Transportation, Operation & Maintenance, Building & Site Improvements, Debt Service, and Technology). This matter was discussed to be resolved last August with the School Division to remove the negative line items and to transfer the negative balances to those categories to which appropriations are made.

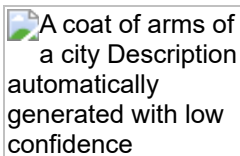
There are two separate items that need to be addressed:

1. The more immediate need from the School Division is that the Treasurer's Office needs an amended pay request directing funds to be expensed from the categories without negative amounts.
2. The funds directed to the line items of Federal Cares, Special Appropriation, and Federal Funds creating negative line items need to be transferred to the major categories to which the Board has appropriated funds. The transfer of funds will need to be approved by the Board of Supervisors at their February 13, 2025 Board of Supervisors meeting. Attached is the form that will need to be completed showing where the funds will be transferred from and to which category they are being moved. I am also attaching the expenditure report for the school division showing the negative line items.

Let me know if you have any questions.

Sincerely,

Luttrell



E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

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Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image001.jpg 32k

image002.jpg 5.3k

Jan 25 School Expenditure Report.pdf 9.1k

hwargo@nucps.net Holly Wargo

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Cc: pking@co.northumberland.va.us Pam King, gdungan@co.northumberland.va.us Gail Dungan,

mdodson@co.northumberland.va.us Mary Dodson, twithers@nucps.net Tina Withers

Thank you for the update. We will work on these items immediately.

We have a special called meeting on Friday.

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Attachments:

image002.jpg 5.3k

ltadlock@co.northumberland.va.us Luttrell Tadlock

Wednesday, January 29, 2025 at 3:22:43 PM Eastern
Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: pking@co.northumberland.va.us Pam King, gdungan@co.northumberland.va.us Gail Dungan,
mdodson@co.northumberland.va.us Mary Dodson, twithers@nucps.net Tina Withers

Thank you for your help,

Luttrell

From: Holly Wargo <hwargo@nucps.net>

Sent: Wednesday, January 29, 2025 2:32 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Cc: Pam King <pking@co.northumberland.va.us>; Gail Dungan <gdungan@co.northumberland.va.us>; Mary
Dodson <mdodson@co.northumberland.va.us>; Tina Withers <twithers@nucps.net>

Subject: Re: Payment Requests and Negative Line Items

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Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image001.jpg 5.3k

twithers@nucps.net Tina Withers
To: hwargo@nucps.net Holly Wargo

Wednesday, January 29, 2025 at 3:45:42 PM Eastern Standard Time

Where is the attachment?

Tina

On Wed, Jan 29, 2025 at 2:31 PM Holly Wargo <hwargo@nucps.net> wrote:
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Tina Withers
Finance Specialist
Northumberland County Public Schools
P.O. Box 730
6958 Northumberland Hwy.
Heathsville, VA 22473
(804) 529-6134 ext. 2002

Attachments:

image002.jpg 5.3k

ltadlock@co.northumberland.va.us Luttrell Tadlock

Wednesday, January 29, 2025 at 5:01:25 PM Eastern
Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: pking@co.northumberland.va.us Pam King, gdungan@co.northumberland.va.us Gail Dungan,
mdodson@co.northumberland.va.us Mary Dodson, twithers@nucps.net Tina Withers

Dr. Wargo,

I apologize, I attached the expenditure report but did not attach the transfer form. Please find that attached.

Let me know if you need anything else.

Luttrell

From: Holly Wargo <hwargo@nucps.net>

Sent: Wednesday, January 29, 2025 2:32 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Cc: Pam King <pking@co.northumberland.va.us>; Gail Dungan <gdungan@co.northumberland.va.us>; Mary
Dodson <mdodson@co.northumberland.va.us>; Tina Withers <twithers@nucps.net>

Subject: Re: Payment Requests and Negative Line Items

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Attachments:

image001.jpg 5.3k

Fillable Budget_Transfer_Appropriation_Policy.pdf 261k

hwargo@nucps.net Holly Wargo
To: twithers@nucps.net Tina Withers

Wednesday, January 29, 2025 at 9:52:14 PM Eastern Standard Time

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>

Date: Wed, Jan 29, 2025 at 5:01 PM

Subject: RE: Payment Requests and Negative Line Items

To: Holly Wargo <hwargo@nucps.net>

CC: Pam King <pking@co.northumberland.va.us>, Gail Dungan <gdungan@co.northumberland.va.us>, Mary Dodson <mdodson@co.northumberland.va.us>, Tina Withers <twithers@nucps.net>

Dr. Wargo,

I apologize, I attached the expenditure report but did not attach the transfer form. Please find that attached.

Let me know if you need anything else.

Luttrell

From: Holly Wargo <hwargo@nucps.net>

Sent: Wednesday, January 29, 2025 2:32 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Cc: Pam King <pking@co.northumberland.va.us>; Gail Dungan <gdungan@co.northumberland.va.us>; Mary Dodson <mdodson@co.northumberland.va.us>; Tina Withers <twithers@nucps.net>

Subject: Re: Payment Requests and Negative Line Items

Thank you for the update. We will work on these items immediately.

We have a special called meeting on Friday.

On Wed, Jan 29, 2025 at 2:25 PM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

Good Afternoon Dr. Wargo:

As we left the matter on Friday evening (1/24/2025) after a discussion with your office, Treasurer's Office, and my office, the school division was going to redo the payment request so as to not draw from the negative line items and resubmit the pay request to the Treasurer on Monday (1/27/2025). To my knowledge, this has not been completed. I was made aware that a vendor was directed by the school division to go to the Treasurer's Office as they had the check for payment. Please have staff not send any further vendors to the Treasurer to inquire about payments as the matter needs to be resolved by correcting the pay request sheet submitted by the School Division to the Treasurer's Office.

The Board has not appropriated monies to the additional line items created by the school division (Federal Cares, Special Appropriation, and Federal Funds). Only the major categories to which the Board of Supervisors has appropriated monies can be utilized to draw funds/make pay requests. The negative line items being shown need to be corrected and appropriately transferred to the correct category where funds have been appropriated (Instruction, Administration & Health, Transportation, Operation & Maintenance, Building & Site Improvements, Debt Service, and Technology). This matter was discussed to be resolved last August with the School Division to remove the negative line items and to transfer the negative balances to those categories to which appropriations are made.

There are two separate items that need to be addressed:

1. The more immediate need from the School Division is that the Treasurer's Office needs an amended pay request directing funds to be expensed from the categories without negative amounts.
2. The funds directed to the line items of Federal Cares, Special Appropriation, and Federal Funds creating negative line items need to be transferred to the major categories to which the Board has appropriated funds. The transfer of funds will need to be approved by the Board of Supervisors at their February 13, 2025 Board of Supervisors meeting. Attached is the form that will need to be completed showing where the funds will be transferred from and to which category they are being moved. I am also attaching the expenditure report for the school division showing the negative line items.

Let me know if you have any questions.

Sincerely,

Luttrell



A coat of arms of a city
Description
automatically generated
with low confidence

E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • [72 Monument Place](#) • [Heathsville, VA 22473](#)

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image001.jpg 5.3k

Fillable Budget_Transfer_Appropriation_Policy.pdf 261k

please check

bchristopher@nucps.net Betty Christopher
To: kleslie@nucps.net Karen Leslie

Wednesday, February 5, 2025 at 2:56:26 PM Eastern Standard Time

To make sure that these calendars do not collide with spring break at the governor's school, etc. We had this mess three years ago when our spring break was not the same as the others. No one thought to check apparently.

Betty

kleslie@nucps.net Karen Leslie
To: bchristopher@nucps.net Betty Christopher

Wednesday, February 5, 2025 at 2:57:49 PM Eastern Standard Time

Thank you! This spring break was set by the area Superintendents for consistency.

On Wednesday, February 5, 2025, Betty Christopher <bchristopher@nucps.net> wrote:

To make sure that these calendars do not collide with spring break at the governor's school, etc. We had this mess three years ago when our spring break was not the same as the others. No one thought to check apparently.

Betty

--
Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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bchristopher@nucps.net Betty Christopher
To: kleslie@nucps.net Karen Leslie

Wednesday, February 5, 2025 at 2:58:51 PM Eastern Standard Time

Oh good.

On Wed, Feb 5, 2025 at 2:57 PM Karen Leslie <kleslie@nucps.net> wrote:

Thank you! This spring break was set by the area Superintendents for consistency.

On Wednesday, February 5, 2025, Betty Christopher <bchristopher@nucps.net> wrote:

To make sure that these calendars do not collide with spring break at the governor's school, etc. We had this mess three years ago when our spring break was not the same as the others. No one thought to check apparently.

Betty

--
Karen H. Leslie, PhD

Assistant Superintendent

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immediately. Accidental transmission of this communication is not intended to waive any privilege or confidentiality protected under Virginia's Freedom of Information Act.

Privileged and confidential - Important

hwargo@nucps.net Holly Wargo

Tuesday, February 25, 2025 at 3:22:14 PM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie, shannonobier@nucps.net Shannon Obier

Good afternoon,

REDACTED
PURSUANT TO
2.2-3705.1(1)

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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kleslie@nucps.net Karen Leslie

Tuesday, February 25, 2025 at 3:30:43 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: shannonobier@nucps.net Shannon Obier

Okay.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Tue, Feb 25, 2025 at 3:22 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,

[REDACTED]

Thank you,

Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo
Cc: shannonobier@nucps.net Shannon Obier

Wednesday, February 26, 2025 at 8:10:48 AM Eastern Standard Time

[REDACTED]

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Tue, Feb 25, 2025 at 3:22 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,

[REDACTED]

[REDACTED]

[REDACTED]

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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hwargo@nucps.net Holly Wargo

Wednesday, February 26, 2025 at 8:24:12 AM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Cc: shannonobier@nucps.net Shannon Obier

Good morning,

I made minor edits and approve. Thank you,

On Wed, Feb 26, 2025 at 8:10 AM Karen Leslie <kleslie@nucps.net> wrote:

[REDACTED]

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Tue, Feb 25, 2025 at 3:22 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,

[REDACTED]

[REDACTED]

[REDACTED]

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Privileged and Confidential

hwargo@nucps.net Holly Wargo

Thursday, February 6, 2025 at 8:29:30 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Good evening Madam Chair & School Board:

Dr. Burns shared the following: 2 ambulances responding to an adult and [REDACTED].

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net

REDACTED
PURSUANT TO
2.2-3705.4(A)(1)



IUP



GW

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Program of Studies

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, December 9, 2024 at 3:22:02 PM Eastern Standard Time

Any word on the Program of Studies? Thank you!

Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, December 9, 2024 at 3:26:03 PM Eastern Standard Time

I literally shared that 20 minutes ago. Can you not see it?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Dec 9, 2024 at 3:22 PM Holly Wargo <hwargo@nucps.net> wrote:
Any word on the Program of Studies? Thank you!

Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie

Monday, December 9, 2024 at 3:26:59 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Let me know. That's weird. I also shared it 11/14.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Dec 9, 2024 at 3:26 PM Karen Leslie <kleslie@nucps.net> wrote:

I literally shared that 20 minutes ago. Can you not see it?

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Dec 9, 2024 at 3:22 PM Holly Wargo <hwargo@nucps.net> wrote:

Any word on the Program of Studies? Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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hwargo@nucps.net Holly Wargo

To: kleslie@nucps.net Karen Leslie

Monday, December 9, 2024 at 3:30:27 PM Eastern Standard Time

Did you need this to be added to the Board Doc? Or can it wait until January?

On Mon, Dec 9, 2024 at 3:26 PM Karen Leslie <kleslie@nucps.net> wrote:

I literally shared that 20 minutes ago. Can you not see it?

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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On Mon, Dec 9, 2024 at 3:22 PM Holly Wargo <hwargo@nucps.net> wrote:

Any word on the Program of Studies? Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, December 9, 2024 at 3:37:19 PM Eastern Standard Time

It needs to wait. SPED needs some updates and there needs to be a decision on VDOEs proposed SS trajectory changes. This will affect HS and may be detrimental due to the 4x4 block there bc there aren't enough advanced classes, and when the kids don't attend both semesters it changes our enrollment.

On Monday, December 9, 2024, Holly Wargo <hwargo@nucps.net> wrote:

Did you need this to be added to the Board Doc? Or can it wait until January?

On Mon, Dec 9, 2024 at 3:26 PM Karen Leslie <kleslie@nucps.net> wrote:

I literally shared that 20 minutes ago. Can you not see it?

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Dec 9, 2024 at 3:22 PM Holly Wargo <hwargo@nucps.net> wrote:

Any word on the Program of Studies? Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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--
Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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hwargo@nucps.net Holly Wargo

To: kleslie@nucps.net Karen Leslie

Monday, December 9, 2024 at 4:51:39 PM Eastern Standard Time

Ok, thanks for the update.

On Mon, Dec 9, 2024 at 3:37 PM Karen Leslie <kleslie@nucps.net> wrote:

It needs to wait. SPED needs some updates and there needs to be a decision on VDOEs proposed SS trajectory changes. This will affect HS and may be detrimental due to the 4x4 block there bc there aren't enough advanced classes, and when the kids don't attend both semesters it changes our enrollment.

On Monday, December 9, 2024, Holly Wargo <hwargo@nucps.net> wrote:

Did you need this to be added to the Board Doc? Or can it wait until January?

On Mon, Dec 9, 2024 at 3:26 PM Karen Leslie <kleslie@nucps.net> wrote:

I literally shared that 20 minutes ago. Can you not see it?

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Dec 9, 2024 at 3:22 PM Holly Wargo <hwargo@nucps.net> wrote:

Any word on the Program of Studies? Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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--

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Question

hwargo@nucps.net Holly Wargo
To: NCheuk@sandsanderson.com Cheuk, Nicole S., kleslie@nucps.net Karen Leslie

Tuesday, January 28, 2025 at 3:08:01 PM Eastern Standard Time

REDACTED
PURSUANT TO
2.2-3705.1(2)

Attachments:
30713.jpg 1.3M

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, January 28, 2025 at 3:09:32 PM Eastern Standard Time

They are in the back page

On Tuesday, January 28, 2025, Holly Wargo <hwargo@nucps.net> wrote:
| I noticed the essential job functions are not included. Is this okay?

--
Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:
30713.jpg 1.3M

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Tuesday, January 28, 2025 at 3:11:04 PM Eastern Standard Time

#4 is incomplete.

On Tue, Jan 28, 2025 at 3:09 PM Karen Leslie <kleslie@nucps.net> wrote:
| They are in the back page

On Tuesday, January 28, 2025, Holly Wargo <hwargo@nucps.net> wrote:
| I noticed the essential job functions are not included. Is this okay?

--
Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:
30713.jpg 1.3M


hwargo@nucps.net Holly Wargo
To: NCheuk@sandsanderson.com Cheuk, Nicole S., kleslie@nucps.net Karen Leslie

Tuesday, January 28, 2025 at 3:11:33 PM Eastern Standard Time

On Tue, Jan 28, 2025 at 3:08 PM Holly Wargo <hwargo@nucps.net> wrote:
|

Attachments:
30713.jpg 1.3M

NCheuk@sandsanderson.com Cheuk, Nicole S.
To: hwargo@nucps.net Holly Wargo, kleslie@nucps.net Karen Leslie



Nicole S. Cheuk
Attorney

Sands Anderson PC
PO Box 1998, Richmond, VA 23218-1998
Direct: (804) 783-7267 | Main: (804) 648-1636
www.sandsanderson.com | NCheuk@sandsanderson.com | [Bio](#) | [vCard](#)

From: Holly Wargo <hwargo@nucps.net>
Sent: Tuesday, January 28, 2025 3:08 PM
To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>; Karen Leslie <kleslie@nucps.net>
Subject: Question

CAUTION: External Message

[REDACTED]

Attachments:

image001.png 2.3k
image002.jpg 1.3M

hwargo@nucps.net Holly Wargo

To: NCheuk@sandsanderson.com Cheuk, Nicole S., kleslie@nucps.net Karen Leslie

Tuesday, January 28, 2025 at 3:15:34 PM Eastern Standard Time

[REDACTED]
[REDACTED]
[REDACTED]

On Tue, Jan 28, 2025 at 3:08 PM Holly Wargo <hwargo@nucps.net> wrote:

[REDACTED]

Attachments:

30713.jpg 1.3M

kleslie@nucps.net Karen Leslie

To: NCheuk@sandsanderson.com Cheuk, Nicole S.

Cc: hwargo@nucps.net Holly Wargo

[REDACTED] ?

On Tuesday, January 28, 2025, Cheuk, Nicole S. <NCheuk@sandsanderson.com> wrote:

[REDACTED]



Nicole S. Cheuk

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

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From: Holly Wargo <hwargo@nucps.net>

Sent: Tuesday, January 28, 2025 3:08 PM

To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>; Karen Leslie <kleslie@nucps.net>

Subject: Question

CAUTION: External Message

[REDACTED]

--
Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:
image001.png 2.3k
image002.jpg 1.3M

kleslie@nucps.net Karen Leslie Tuesday, January 28, 2025 at 3:17:17 PM Eastern Standard Time
To: hwargo@nucps.net Holly Wargo

What do you want me to add? Approves purchase orders and develops budget?

On Tuesday, January 28, 2025, Holly Wargo <hwargo@nucps.net> wrote:
I think the Job description should have a checkmark.

Yes, the instructions say it is determined with reference to the position.

You will need to revise.

On Tue, Jan 28, 2025 at 3:08 PM Holly Wargo <hwargo@nucps.net> wrote:
| I noticed the essential job functions are not included. Is this okay?

--
Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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30713.jpg 1.3M

NCheuk@sandsanderson.com Cheuk, Nicole S.
To: kleslie@nucps.net Karen Leslie
Cc: hwargo@nucps.net Holly Wargo





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From: Karen Leslie <kleslie@nucps.net>
Sent: Tuesday, January 28, 2025 3:16 PM
To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>
Cc: Holly Wargo <hwargo@nucps.net>
Subject: Re: [NCPS] Question

On Tuesday, January 28, 2025, Cheuk, Nicole S. <NCheuk@sandsanderson.com> wrote:



Nicole S. Cheuk

Attorney

Sands Anderson PC

PO Box 1998, Richmond, VA 23218-1998

Direct: (804) 783-7267 | Main: (804) 648-1636

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From: Holly Wargo <hwargo@nucps.net>
Sent: Tuesday, January 28, 2025 3:08 PM
To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>; Karen Leslie <kleslie@nucps.net>
Subject: Question

CAUTION: External Message

--

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:
image001.png 2.3k
image002.jpg 1.3M

Re: [NCPS] Fwd: Monday Comp Time

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Friday, February 28, 2025 at 3:43:12 PM Eastern Standard Time

Good afternoon,
I approve of your request. I have been in Mid-Year Reviews most of the day so just seeing this. Please enter as professional leave, and place a description with pre-approval by Superintendent.

Thank you,

On Fri, Feb 28, 2025 at 10:27 AM Karen Leslie <kleslie@nucps.net> wrote:
Can you please let me know about this request?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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----- Forwarded message -----
From: **Karen Leslie** <kleslie@nucps.net>
Date: Thu, Feb 27, 2025 at 12:13 PM
Subject: Monday Comp Time
To: Holly Wargo <hwargo@nucps.net>

REDACTED
PURSUANT TO
2.2-3705.1(1)

Good Afternoon, Dr. Wargo,

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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Re: [NCPS] Re: [NCPS] Re: [NCPS] Re: [NCPS] Contracts - Follow up

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Friday, February 28, 2025 at 8:40:15 AM Eastern Standard Time

Allegedly.

I will have you present the final contracts to the School Board on March 7 to gain direction from the full Board.

On Fri, Feb 28, 2025 at 8:33 AM Karen Leslie <kleslie@nucps.net> wrote:

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(1)

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On Fri, Feb 28, 2025 at 8:22 AM Holly Wargo <hwargo@nucps.net> wrote:

That was not included so I will check on the classified employee contract and let you know.

On Fri, Feb 28, 2025 at 8:16 AM Karen Leslie <kleslie@nucps.net> wrote:

Is there a classified contract also?

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Fri, Feb 28, 2025 at 8:08 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

Thank you,

Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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Recruiting Events

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Friday, January 24, 2025 at 4:08:24 PM Eastern Standard Time

Good afternoon,

Here are some venues to explore:

- Longwood
- VCU
- University of Mary Washington
- JMU
- Virginia Union University
- Virginia State University
- Howard
- Hampton
- Christopher Newport University
- Old Dominion University

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, January 28, 2025 at 8:46:18 AM Eastern Standard Time

I have tried to register at three of the fairs for these schools so far and searched several others. All of them have a fee associated with them of ~350-400 dollars per fair. Please let me know how you want to proceed.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Fri, Jan 24, 2025 at 4:09 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,

Here are some venues to explore:

- Longwood

- VCU
- University of Mary Washington
- JMU
- Virginia Union University
- Virginia State University
- Howard
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- Christopher Newport University
- Old Dominion University

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, January 28, 2025 at 8:47:30 AM Eastern Standard Time

I did find one for 150, but it is sold out.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Tue, Jan 28, 2025 at 8:46 AM Karen Leslie <kleslie@nucps.net> wrote:

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Karen H. Leslie, PhD

Assistant Superintendent

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hwargo@nucps.net Holly Wargo

To: kleslie@nucps.net Karen Leslie

Tuesday, January 28, 2025 at 9:58:46 AM Eastern Standard Time

Absolutely!!! Please register.

On Tue, Jan 28, 2025 at 8:46 AM Karen Leslie <kleslie@nucps.net> wrote:

I have tried to register at three of the fairs for these schools so far and searched several others. All of them have a fee associated with them of ~350-400 dollars per fair. Please let me know how you want to proceed.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, January 28, 2025 at 9:59:35 AM Eastern Standard Time

I cannot register without a credit card for most of them. Is there a cap on what I should spend total?

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Tue, Jan 28, 2025 at 9:58 AM Holly Wargo <hwargo@nucps.net> wrote:
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Karen H. Leslie, PhD

Assistant Superintendent

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hwargo@nucps.net Holly Wargo

Tuesday, January 28, 2025 at 3:42:56 PM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Let's start with \$3,000. Do they accept purchase orders or just credit card?

Thank you,

On Tue, Jan 28, 2025 at 9:59 AM Karen Leslie <kleslie@nucps.net> wrote:

I cannot register without a credit card for most of them. Is there a cap on what I should spend total?

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Karen H. Leslie, PhD

Assistant Superintendent

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Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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kleslie@nucps.net Karen Leslie

To: hwargo@nucps.net Holly Wargo

Tuesday, January 28, 2025 at 3:47:32 PM Eastern Standard Time

Just credit card. I can get into VUU and MWash. Can do more tomorrow

On Tuesday, January 28, 2025, Holly Wargo <hwargo@nucps.net> wrote:

Let's start with \$3,000. Do they accept purchase orders or just credit card?

Thank you,

On Tue, Jan 28, 2025 at 9:59 AM Karen Leslie <kleslie@nucps.net> wrote:

I cannot register without a credit card for most of them. Is there a cap on what I should spend total?

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Fri, Jan 24, 2025 at 4:09 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,

Here are some venues to explore:

- Longwood
- VCU
- University of Mary Washington
- JMU
- Virginia Union University
- Virginia State University
- Howard
- Hampton
- Christopher Newport University
- Old Dominion University

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Assistant Superintendent

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[REDACTED]

hwargo@nucps.net Holly Wargo

Saturday, February 15, 2025 at 9:05:31 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

REDACTED
PURSUANT TO
2.2-3705.1(1)

Dear Chairman Mrs. Betty Christopher and Vice Chairman Mrs. Dana O'Bier:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- School Board Report
- 59:29 🌟
- Board of Supervisors Comments
- 2:02:49 🌟
- Public Comment - Dr Leslie ... See more



YOUTUBE.COM

Northumberland Board of Supervisors - 02/13/2025

Northumberland County, Va. Board of Supervisors - 02/13/2025

Sincerely,

Holly Wargo
Superintendent

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Report of Violations: Policy GBA/JFHA: Prohibition Against Harassment and Retaliation and Policy GBB: Prohibition of Abusive Work Environments

hwargo@nucps.net Holly Wargo

Tuesday, February 11, 2025 at 5:01:00 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Bcc: hwargo@nucps.net Holly Wargo

Good afternoon Madam Chair and Madam Vice Chair,

I am sending this letter to inform you of violations in Policy GBA/JFHA and Policy GBB re: [REDACTED]

[REDACTED] Please see the attachment.

This information is privileged and confidential.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(1)



IUP



GW

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Attachments:

Violations re Policy GBA and JFHA and Policy GBB. This information is privileged and confidential..pdf 175k

Request for Overnight Field Trip

hwargo@nucps.net Holly Wargo

Monday, February 3, 2025 at 1:35:28 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Cc: twithers@nucps.net Tina Withers

Good afternoon,

I received a request for an overnight field trip on January 30, 2025. The trip date is February 7-8, 2025, for one night. Senior Beta will be competing at the Hampton Roads Convention Center. Do I have your permission to approve this overnight field trip request?

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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dobier@nucps.net Dana O'Bier

Monday, February 3, 2025 at 1:43:48 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: bchristopher@nucps.net Betty Christopher, twithers@nucps.net Tina Withers

I am fine with it. Thanks!

On Mon, Feb 3, 2025 at 1:36 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,

I received a request for an overnight field trip on January 30, 2025. The trip date is February 7-8, 2025, for one night. Senior Beta will be competing at the Hampton Roads Convention Center. Do I have your permission to approve this overnight field trip request?

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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bchristopher@nucps.net Betty Christopher

Monday, February 3, 2025 at 3:09:38 PM Eastern Standard Time

To: dobier@nucps.net Dana O'Bier

Cc: hwargo@nucps.net Holly Wargo, twithers@nucps.net Tina Withers

I vote yes.

On Mon, Feb 3, 2025 at 1:43 PM Dana O'Bier <dobier@nucps.net> wrote:

I am fine with it. Thanks!

On Mon, Feb 3, 2025 at 1:36 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,

I received a request for an overnight field trip on January 30, 2025. The trip date is February 7-8, 2025, for one night. Senior Beta will be competing at the Hampton Roads Convention Center.

Do I have your permission to approve this overnight field trip request?

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Request for this evening's School Board Meeting

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, January 13, 2025 at 2:47:45 PM Eastern Standard Time

Good afternoon,

Will you cover the Financial report this evening since the Director of Finance cannot be at the School Board meeting?

Thank you,

Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 2:59:57 PM Eastern Standard Time

Yes- can I have someone come and sit with me? It is very difficult for me to be able to hear the Boardmembers to know when to speak.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Jan 13, 2025 at 2:48 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,

Will you cover the Financial report this evening since the Director of Finance cannot be at the School Board meeting?

Thank you,

Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, January 13, 2025 at 3:01:36 PM Eastern Standard Time

Yes! Ms. Lisa Day plans to sit with you. Ms. Day has helped in the past when the Clerk was not able to make it.

Thank you,

On Mon, Jan 13, 2025 at 3:00 PM Karen Leslie <kleslie@nucps.net> wrote:

Yes- can I have someone come and sit with me? It is very difficult for me to be able to hear the Boardmembers to know when to speak.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Jan 13, 2025 at 2:48 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,

Will you cover the Financial report this evening since the Director of Finance cannot be at the School Board meeting?

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Request

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, January 13, 2025 at 1:38:27 PM Eastern Standard Time

Hi Dr. Leslie,
Will you upload the applications for any new hires, including coaches, to this evening's meeting?

Thank you!

Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, January 13, 2025 at 1:40:03 PM Eastern Standard Time

Sure thing.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Jan 13, 2025 at 1:39 PM Holly Wargo <hwargo@nucps.net> wrote:

Hi Dr. Leslie,
Will you upload the applications for any new hires, including coaches, to this evening's meeting?

Thank you!

Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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immediately. Accidental transmission of this communication is not intended to waive any privilege or confidentiality protected under Virginia's Freedom of Information Act.

Requested Information

ltadlock@co.northumberland.va.us Luttrell Tadlock
To: hwargo@nucps.net Holly Wargo

Friday, January 31, 2025 at 3:22:35 PM Eastern Standard Time

Dr. Wargo,


I have had a request by Board Members for the following information from the school division.

1. A list containing the names, position, and salaries for the school division.
2. A list of any stipend or supplemental compensation, and who is receiving such compensation (name and position)
3. A copy of the Superintendent's most recently approved contract extension (December 9, 2024) and a copy of the previous contract.

Let me know of any questions.

Sincerely,

Luttrell

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E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473
Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image001.jpg 32k

image003.jpg 5.3k

hwargo@nucps.net Holly Wargo

Friday, January 31, 2025 at 3:27:28 PM Eastern Standard Time

To: twithers@nucps.net Tina Withers, shannonobier@nucps.net Shannon Obier
Bcc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Can we tackle this on Monday?

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>
Date: Fri, Jan 31, 2025 at 3:22 PM
Subject: Requested Information
To: Holly Wargo <hwargo@nucps.net>

Dr. Wargo,

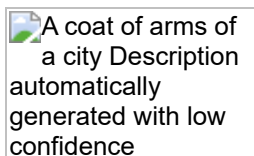
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Let me know of any questions.

Sincerely,

Luttrell



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Northumberland County, Virginia

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Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image003.jpg 5.3k

image001.jpg 32k

hwargo@nucps.net Holly Wargo

Friday, January 31, 2025 at 3:28:39 PM Eastern Standard Time

To: ltadlock@co.northumberland.va.us Luttrell Tadlock

Cc: twithers@nucps.net Tina Withers, shannonobier@nucps.net Shannon Obier

Thank you for your email. I will work on this request.

Have a great weekend!

On Fri, Jan 31, 2025 at 3:22 PM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

Dr. Wargo,


I have had a request by Board Members for the following information from the school division.

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Luttrell

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Attachments:

image003.jpg 5.3k

hwargo@nucps.net Holly Wargo

Friday, January 31, 2025 at 3:28:59 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Fyi

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>

Date: Fri, Jan 31, 2025 at 3:22 PM

Subject: Requested Information

To: Holly Wargo <hwargo@nucps.net>

Dr. Wargo,

I have had a request by Board Members for the following information from the school division.

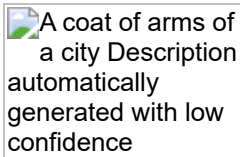
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Let me know of any questions.

Sincerely,

Luttrell

E. Luttrell Tadlock



County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image003.jpg 5.3k

image001.jpg 32k

shannonobier@nucps.net Shannon Obier

Friday, January 31, 2025 at 3:41:57 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: twithers@nucps.net Tina Withers

Yes

On Fri, Jan 31, 2025 at 3:28 PM Holly Wargo <hwargo@nucps.net> wrote:
Can we tackle this on Monday?

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>

Date: Fri, Jan 31, 2025 at 3:22 PM

Subject: Requested Information

To: Holly Wargo <hwargo@nucps.net>

Dr. Wargo,

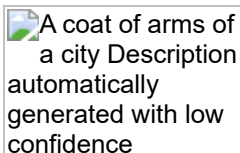
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Let me know of any questions.

Sincerely,

Luttrell



E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

--
Shannon S. O'Bier
Finance & Human Resources Specialist
Northumberland County Public Schools
P.O. Box 730
6958 Northumberland Highway
shannonobier@nucps.net
(804) 529-6134 ext. 2004
Heathsville, VA 22473

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Attachments:

image003.jpg 5.3k

twithers@nucps.net Tina Withers
To: hwargo@nucps.net Holly Wargo

Friday, January 31, 2025 at 3:42:55 PM Eastern Standard Time

Yes, is this a FOIA request? If so we have time to respond.

Tina

On Fri, Jan 31, 2025 at 3:28 PM Holly Wargo <hwargo@nucps.net> wrote:
Can we tackle this on Monday?

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>
Date: Fri, Jan 31, 2025 at 3:22 PM
Subject: Requested Information
To: Holly Wargo <hwargo@nucps.net>

Dr. Wargo,


I have had a request by Board Members for the following information from the school division.

1. A list containing the names, position, and salaries for the school division.
2. A list of any stipend or supplemental compensation, and who is receiving such compensation (name and position)
3. A copy of the Superintendent's most recently approved contract extension (December 9, 2024) and a copy of the previous contract.

Let me know of any questions.

Sincerely,

Luttrell

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County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

--

Tina Withers
Finance Specialist
Northumberland County Public Schools
P.O. Box 730
6958 Northumberland Hwy.
Heathsville, VA 22473
(804) 529-6134 ext. 2002

Attachments:

image003.jpg 5.3k

hwargo@nucps.net Holly Wargo
To: hwargo@nucps.net Holly Wargo

Monday, February 3, 2025 at 8:00:00 AM Eastern Standard Time

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>
Date: Fri, Jan 31, 2025 at 3:22 PM
Subject: Requested Information
To: Holly Wargo <hwargo@nucps.net>

Dr. Wargo,


I have had a request by Board Members for the following information from the school division.

1. A list containing the names, position, and salaries for the school division.
2. A list of any stipend or supplemental compensation, and who is receiving such compensation (name and position)
3. A copy of the Superintendent's most recently approved contract extension (December 9, 2024) and a copy of the previous contract.

Let me know of any questions.

Sincerely,

Luttrell

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Attachments:

image003.jpg 5.3k

image001.jpg 32k

ltadlock@co.northumberland.va.us Luttrell Tadlock

Tuesday, February 11, 2025 at 7:03:48 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Cc: twithers@nucps.net Tina Withers, shannonobier@nucps.net Shannon Obier

Good Evening Dr. Wargo,

I wanted to check on the information requested below and its status since it was requested by the Board on Jan. 31.

Thank you for your help.

Sincerely,

Luttrell

From: Holly Wargo <hwargo@nucps.net>

Sent: Friday, January 31, 2025 3:29 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Cc: Tina Withers <twithers@nucps.net>; Shannon Obier <shannonobier@nucps.net>

Subject: Re: Requested Information

Thank you for your email. I will work on this request.

Have a great weekend!

On Fri, Jan 31, 2025 at 3:22 PM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

Dr. Wargo,

I have had a request by Board Members for the following information from the school division.


1. A list containing the names, position, and salaries for the school division.

2. A list of any stipend or supplemental compensation, and who is receiving such compensation (name and position)
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Let me know of any questions.

Sincerely,

Luttrell

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County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image003.jpg 5.3k

hwargo@nucps.net Holly Wargo
To: twithers@nucps.net Tina Withers

Tuesday, February 11, 2025 at 7:17:43 PM Eastern Standard Time

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

From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>
Date: Fri, Jan 31, 2025 at 3:22 PM
Subject: Requested Information
To: Holly Wargo <hwargo@nucps.net>

Dr. Wargo,

I have had a request by Board Members for the following information from the school division.

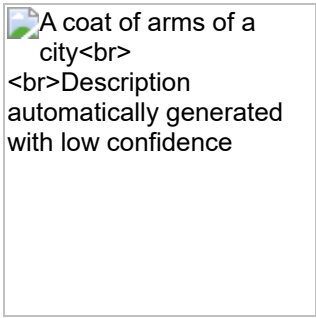
1. A list containing the names, position, and salaries for the school division.
2. A list of any stipend or supplemental compensation, and who is receiving such compensation (name and position)
3. A copy of the Superintendent's most recently approved contract extension (December 9, 2024) and a copy of the previous contract.

Let me know of any questions.

Sincerely,

Luttrell

|



E. Luttrell Tadlock

County Administrator

Northumberland County, Virginia

P. O. Box 129 • [72 Monument Place](#) • [Heathsville, VA 22473](#)

Admin Office: 804.580.7666 • Fax: 804.580.7053

--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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Attachments:

image003.jpg 5.3k

image001.jpg 32k

hwargo@nucps.net Holly Wargo

Wednesday, February 12, 2025 at 10:33:55 AM Eastern Standard Time

To: ltadlock@co.northumberland.va.us Luttrell Tadlock

Good morning Mr. Tadlock,

Mrs. Withers is working on this request. She is still transitioning to her new role. We appreciate your patience. I will send this information as soon as possible.

Sincerely,

On Fri, Jan 31, 2025 at 3:22 PM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

Dr. Wargo,


I have had a request by Board Members for the following information from the school division.

1. A list containing the names, position, and salaries for the school division.
2. A list of any stipend or supplemental compensation, and who is receiving such compensation (name and position)
3. A copy of the Superintendent's most recently approved contract extension (December 9, 2024) and a copy of the previous contract.

Let me know of any questions.

Sincerely,

Luttrell

 A coat of arms of a city Description automatically generated with low confidence

E. Luttrell Tadlock
County Administrator
Northumberland County, Virginia

P. O. Box 129 • 72 Monument Place • Heathsville, VA 22473

Admin Office: 804.580.7666 • Fax: 804.580.7053

Attachments:

image003.jpg 5.3k

Reschedule Mid Year Review

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, February 24, 2025 at 7:20:00 AM Eastern Standard Time

Good morning,

I need to reschedule your Mid Year review. Do you have availability on Thursday or Friday?

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, February 24, 2025 at 8:15:34 AM Eastern Standard Time

I could meet in the mornings either day.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Feb 24, 2025 at 7:20 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

I need to reschedule your Mid Year review. Do you have availability on Thursday or Friday?

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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hwargo@nucps.net Holly Wargo

Wednesday, February 5, 2025 at 10:27:49 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dcurran@nucps.net Dave Curran,
cdavis@nucps.net Dr. Cheryl Davis, dmazyck@nucps.net Denise Mazyck

Good morning Madam Chair & School Board Members:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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School Day Calculations

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Wednesday, January 29, 2025 at 2:21:32 PM Eastern Standard Time

I did all the math on making up time. I have it in formulas (sent link), but here are the short strokes.

We missed three extra days (1200 mins). Need 8400 mins per class per semester. Right now each class will make only 8100 mins per class for second semester. We need to make up 300 mins per class or 1200 minutes total.

If we begin an extended schedule beginning on February 10, that will give us 64 total days to extend and each day needs an extra 18.75 minutes. If we round that to be even, it would mean we add 20 minutes to each school day (end at 3:25). This allows us to make up 320 minutes per class over the course of 64 days, or 1,280 minutes total (a little over due to rounding up).

Other options could include:

Give back good Friday (100 mins per class)

Make March 7 and May 21 full days (100 mins)

Still have to add minutes, but only need 100 more.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Sensitive & Confidential Information

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, January 27, 2025 at 8:26:21 AM Eastern Standard Time

Good morning,

REDACTED
PURSUANT TO
2.2-3705.1(1)

Hope you had a great weekend! I have three (3) important, time sensitive requests:

1. Please work with the Director of Transportation today to prepare a letter [REDACTED]
[REDACTED] Please share the letter with me for review, and then we will need to schedule a meeting with the employee. Please use policy from the December 2024 School Board meeting as it relates.

2. [REDACTED]
[REDACTED] Please scan the policy, all attachments, and the letter for my review. It would be ideal to complete this today so that we can share this with the employee during this difficult time.

3. Please schedule daily budget preparation meetings for 2 PM beginning Wednesday, January 29, 2025; these meetings will be held until the budget is fully complete. Attendees for the meetings will be you, both Finance Specialists, and myself. We will need to work as a team to insure the budget process is completed in a timely, accurate, and comprehensive manner. A Google Calendar invite is fine, and we will need to create a running agenda with tasks, timelines, and who is responsible.

If you need assistance, please let me know. The information outlined in this email is privileged and confidential and should not be shared with others. I appreciate all of you help.

--
Holly Wargo, Ed.D.
Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, January 27, 2025 at 8:56:12 AM Eastern Standard Time

Good Morning, Dr. Wargo,

I will address these directives today. I do want to clarify, however, that I do not have access to any records regarding pay that was issued to [REDACTED]

[REDACTED] I will need to get these records from Ms. O'Bier which may increase the timeline to complete this information.

Please let me know if I am missing something.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Jan 27, 2025 at 8:26 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

Hope you had a great weekend! I have three (3) important, time sensitive requests:

1. Please work with the Director of Transportation today to prepare a letter [REDACTED] [REDACTED] Please share the letter with me for review, and then we will need to schedule a meeting with the employee. Please use policy from the December 2024 School Board meeting as it relates.

2. [REDACTED] [REDACTED] It would be ideal to complete this today so that we can share this with the employee during this difficult time.

3. Please schedule daily budget preparation meetings for 2 PM beginning Wednesday, January 29, 2025; these meetings will be held until the budget is fully complete. Attendees for the meetings will be you, both Finance Specialists, and myself. We will need to work as a team to insure the budget process is completed in a timely, accurate, and comprehensive manner. A Google Calendar invite is fine, and we will need to create a running agenda with tasks, timelines, and who is responsible.

If you need assistance, please let me know. The information outlined in this email is privileged and confidential and should not be shared with others. I appreciate all of your help.

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Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, January 27, 2025 at 10:37:49 AM Eastern Standard Time

Good Morning, Again!

Please note that I cannot proceed with number one at this time other than to draft a vague template because I do not have enough information (previous email). Ms. Day who handles leave is not in today, nor is Ms. O'Bier at this hour. I need to leave the office at 12 to provide coverage at the schools and will return to receive the committee for Teacher of the Year at 3. I was not aware prior to yesterday that in addition to NMS, there is administrative coverage needed at NHS today.

Number two is completed and awaiting your approval to be sent.
Number three is completed and should be on your calendar. The agenda and an open template for duties was also shared.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Jan 27, 2025 at 8:26 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

Hope you had a great weekend! I have three (3) important, time sensitive requests:

1. Please work with the Director of Transportation today to prepare a letter [REDACTED]
[REDACTED] Please share the letter with me for review, and then we will need to schedule a meeting with the employee. Please use policy from the December 2024 School Board meeting as it relates.

2. [REDACTED]
[REDACTED] It would be ideal to complete this today so that we can share this with the employee during this difficult time.

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If you need assistance, please let me know. The information outlined in this email is privileged and confidential and should not be shared with others. I appreciate all of your help.

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Holly Wargo, Ed.D.

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Thank you for the update. I will review #2.

On Mon, Jan 27, 2025 at 10:38 AM Karen Leslie <kleslie@nucps.net> wrote:
Good Morning, Again!

Please note that I cannot proceed with number one at this time other than to draft a vague template because I do not have enough information (previous email). Ms. Day who handles leave is not in today, nor is Ms. O'Bier at this hour. I need to leave the office at 12 to provide coverage at the schools and will return to receive the committee for Teacher of the Year at 3. I was not aware prior to yesterday that in addition to NMS, there is administrative coverage needed at NHS today.

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Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Jan 27, 2025 at 8:26 AM Holly Wargo <hwargo@nucps.net> wrote:
Good morning,

Hope you had a great weekend! I have three (3) important, time sensitive requests:

1. Please work with the Director of Transportation today to prepare a letter [REDACTED]
[REDACTED] Please share the letter with me for review, and then we will need to schedule a meeting with the employee. Please use policy from the December 2024 School Board meeting as it relates.
2. [REDACTED]
[REDACTED] Please scan the policy, all attachments, and the letter for my review. It would be ideal to complete this today so that we can share this with the employee during this difficult time.
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--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, January 27, 2025 at 10:49:20 AM Eastern Standard Time

You can send the letter. Please be sure to mail a certified copy as well. Thank you!

Please send a scan of the FMLA policy and all attachments.

On Mon, Jan 27, 2025 at 10:38 AM Karen Leslie <kleslie@nucps.net> wrote:
Good Morning, Again!

Please note that I cannot proceed with number one at this time other than to draft a vague template because I do not have enough information (previous email). Ms. Day who handles leave is not in today, nor is Ms. O'Bier at this hour. I need to leave the office at 12 to provide coverage at the schools and will return to receive the committee for Teacher of the Year at 3. I was not aware prior to yesterday that in addition to NMS, there is administrative coverage needed at NHS today.

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Number three is completed and should be on your calendar. The agenda and an open template for duties was also shared.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Jan 27, 2025 at 8:26 AM Holly Wargo <hwargo@nucps.net> wrote:
Good morning,

Hope you had a great weekend! I have three (3) important, time sensitive requests:

1. Please work with the Director of Transportation today to prepare a letter [REDACTED]
[REDACTED] Please share the letter with me for review, and then we will need to schedule a meeting with the employee. Please use policy from the December 2024 School Board meeting as it relates.

2. [REDACTED]
[REDACTED] Please scan the policy, all attachments, and the letter for my review. It would be ideal to complete this today so that we can share this with the employee during this difficult time.

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If you need assistance, please let me know. The information outlined in this email is privileged and confidential and should not be shared with others. I appreciate all of your help.

--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Sensitive & Confidential Information

hwargo@nucps.net Holly Wargo

Tuesday, February 4, 2025 at 1:06:52 PM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie

Bcc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

REDACTED
PURSUANT TO
2.2-3705.1(2)

Dr. Leslie,

[REDACTED]

Please confirm receipt. This information is privileged and confidential and should not be shared with others.

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Attachments:

FMLA Letter Follow Up 2 4 2025 - Google Docs.pdf 136k

FMLA Designation Notice 2 4 2025.pdf 298k

kleslie@nucps.net Karen Leslie

Tuesday, February 4, 2025 at 1:11:44 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Received.

On Tuesday, February 4, 2025, Holly Wargo <hwargo@nucps.net> wrote:

[REDACTED]

[REDACTED]

[REDACTED]

Please confirm receipt. This information is privileged and confidential and should not be shared with others.

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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SSWS

hwargo@nucps.net Holly Wargo
To: kleslie@nucps.net Karen Leslie

Monday, December 9, 2024 at 11:45:34 AM Eastern Standard Time

Good morning,

I noticed the following in SSWS and wanted to share with you:

 image.png

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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Attachments:

image.png 18k

kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, December 9, 2024 at 11:47:25 AM Eastern Standard Time

It was submitted a few weeks ago. On my end it says waiting for Sup approval. We had an extension on the initial deadline.

 image.png

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Dec 9, 2024 at 11:46 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

I noticed the following in SSWS and wanted to share with you:



Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Attachments:

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image.png 82k

hwargo@nucps.net Holly Wargo

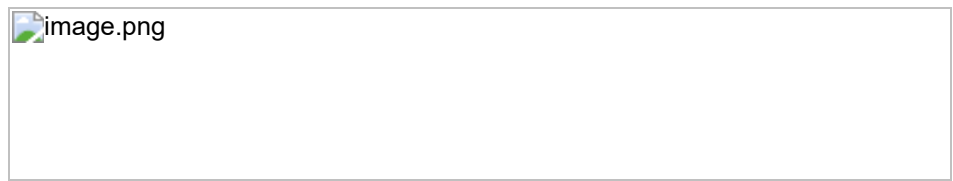
To: kleslie@nucps.net Karen Leslie

Monday, December 9, 2024 at 11:49:52 AM Eastern Standard Time

Great, thanks.

On Mon, Dec 9, 2024 at 11:47 AM Karen Leslie <kleslie@nucps.net> wrote:

It was submitted a few weeks ago. On my end it says waiting for Sup approval. We had an extension on the initial deadline.



Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Mon, Dec 9, 2024 at 11:46 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

I noticed the following in SSWS and wanted to share with you:



image.png

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Attachments:

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Summary of Hiring Needs

kleslie@nucps.net Karen Leslie
To: tburns@nucps.net Travis Burns

Monday, January 27, 2025 at 2:36:10 PM Eastern Standard Time

Hi Dr. Burns

Here are the summary for our projected hiring needs. As we receive letters for resignation and/ or retirement, we can update our advertisements from "anticipated" to "open." I gave you the names of the specific staff members in our meeting who do not intend to return, but if you need me to provide them, please let me know! At this point, I have not completed the actual FTE needed since we do not have course request/ scheduling ready at this time.

Location	Total Positions	Position Vacated	Actual FTE Need	Actual Hiring Need
NHS-Instruction (Math)	4	2		2
NHS-Instruction (Science)	4	0		0
NHS-Instruction (English)	5	1		1
NHS-Instruction (Social Science)	4	1		1
NHS-Instruction (CTE)	4	2		2
NHS-Instruction (Fine Arts/ Other)	3	0		0
NHS-Special Education	5	2		2
NHS- Paraprofessional	2	1		1
NHS- Admin Assist	3	0		0
NHS- Instruction	1	0		0
NHS- Athletic Director	1	0		0
NHS- Library/ Media	1	0		0
NHS- Counselor	2	0		0

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Monday, January 27, 2025 at 2:38:31 PM Eastern Standard Time

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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

From: **Karen Leslie** <kleslie@nucps.net>

Date: Mon, Jan 27, 2025 at 2:36 PM
Subject: Summary of Hiring Needs
To: Travis Burns <tburns@nucps.net>

Hi Dr. Burns

Here are the summary for our projected hiring needs. As we receive letters for resignation and/ or retirement, we can update our advertisements from "anticipated" to "open." I gave you the names of the specific staff members in our meeting who do not intend to return, but if you need me to provide them, please let me know! At this point, I have not completed the actual FTE needed since we do not have course request/ scheduling ready at this time.

Location	Total Positions	Position Vacated	Actual FTE Need	Actual Hiring Need
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NHS-Instruction (Social Science)	4	1		1
NHS-Instruction (CTE)	4	2		2
NHS-Instruction (Fine Arts/ Other)	3	0		0
NHS-Special Education	5	2		2
NHS- Paraprofessional	2	1		1
NHS- Admin Assist	3	0		0
NHS- Instruction	1	0		0
NHS- Athletic Director	1	0		0
NHS- Library/ Media	1	0		0
NHS- Counselor	2	0		0

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Tuesday, January 28, 2025 at 10:17:30 AM Eastern Standard Time

I have texted [REDACTED] and called her cell. I still have no response. I have no access to funds to mail the certified documents which are time sensitive. If I cannot get finance direction by this afternoon, I plan to drive the documents to the person's home and have them sign that they are received. We cannot wait another day.

Tomorrow, 1/29, I am scheduled to run the calendar meeting at 3:15 at the high school. This will mean that I will need to leave the budget workshop meetings by 3 p.m.

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 ext. 2005 | kleslie@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(1)

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Thank YOU!!!

hwargo@nucps.net Holly Wargo

Friday, January 24, 2025 at 3:57:00 PM Eastern Standard Time

To: acfisher@co.northumberland.va.us Alfred Fisher, chwilliams@co.northumberland.va.us Charles Williams

Good afternoon Mr. Fisher & Mr. Williams,

Thank you for serving on the Teacher of the Year panel. I appreciate your dedication to our students and school division. I will be attending a legislative meeting in Richmond on Monday.

Please reach out if you need anything [REDACTED]

Thank you!

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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TLC

hwargo@nucps.net Holly Wargo

To: ltadlock@co.northumberland.va.us Luttrell

Friday, February 7, 2025 at 3:21:14 PM Eastern Standard Time

Good afternoon Mr. Tadlock,

Do you know when we will receive our TLC rates?

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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ltadlock@co.northumberland.va.us Luttrell Tadlock

To: hwargo@nucps.net Holly Wargo

Monday, February 10, 2025 at 7:48:15 AM Eastern Standard Time

Good morning Dr. Wargo,

Mary had reached out to TLC and they indicated that they would have something to us by mid-February.

Thank you,

Luttrell

From: Holly Wargo <hwargo@nucps.net>

Sent: Friday, February 7, 2025 3:21 PM

To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Subject: TLC

Good afternoon Mr. Tadlock,

Do you know when we will receive our TLC rates?

Thank you,

Holly Wargo, Ed.D.

Division Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
804.529.6134 | hwargo@nucps.net



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Updates from Today

kleslie@nucps.net Karen Leslie

Thursday, January 30, 2025 at 10:41:57 AM Eastern Standard Time

Dr. Wargo,

[REDACTED]

There are several other item on which I want to provide updates:

1- I still do not know how you want me to proceed for the Division Teacher of the Year announcement. I sent this inquiry to you on January 28 and 29, but you have not responded except to ask when we could meet. I responded to that inquiry on January 29. We have lost two to three additional days that the person could use to prepare their application which is due February 3, and I am worried about their ability to complete this task on time and with a competitive application.

2- I still do not have adequate information to complete the letter for [REDACTED] When I have attempted to meet with Ms. Obier she has either been out of the office or in another meeting. Today when i called she was working with a report which I understand is a priority. I want to be clear why this is not completed, however. A template of the letter was sent to you on January 28th, but it lacks necessary dates and details since this was not handled by me.

3- I still do not have approval of the timelines for observation and evaluations for instructional faculty. Once I have your approval, I can make the TalentEd system live, and we can begin using these resources.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(1)

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Waiver

hwargo@nucps.net Holly Wargo

Wednesday, February 5, 2025 at 3:42:38 PM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie, tburns@nucps.net Travis Burns

Good afternoon,

NCPS must show the following before applying for the waiver so that we can certify the expectation:

We, the division superintendent and local school board chair, certify the following:

- Evidence of efforts that have been made by the school division to reschedule as many days as possible
- Every reasonable effort for making up lost teaching days or teaching hours was exhausted before requesting a waiver of this requirement.
- That the information provided with the application is true and accurate.



Dave Curran

to me ▾

11:58 AM (5 minutes ago)



Do you have a status or an update on this? Dave



[NCPS] Press Release - February 10, 2025

Inbox x

Tina Withers

Attached is the Press Release from the School Board meeting on February 10, 2025. Thank you.

Tina Withers

to me ▼

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

From: Dave Curran <dcurran@nucps.net>

Date: Tue, Feb 11, 2025 at 4:38 PM

Subject: Re: [NCPS] Press Release - February 10, 2025

To: Tina Withers <twithers@nucps.net>

Cc: Tina Withers <twithers@nucps.net>

Did Holly approve this press release? Please advise. Dr. Curran.

Sent from my iPhone

On Feb 11, 2025, at 4:17 PM, Tina Withers <twithers@nucps.net> wrote:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Regular School Board Meeting- January 13, 2025

Members present:

Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

1. Meeting Opening

Procedural: 1.1 Establish a Quorum

Action, Procedural:

Procedural: 1.2 Closed Meeting - Student, Personnel, Legal

Action, Procedural: 1.2 Closed Meeting 4:30 PM

Motion to move into a closed meeting at 4:30 PM.

Motion by Betty Christopher, second by Denise Mazyck.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

2. Reorganization of the Board

Action: 2.1 School Board Chair

Mrs. Dana O'Bier nominated Betty Christopher as School Board Chair. Second By Denise Mazyck. There were no other nominations.

Roll was called by the Superintendent.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Established a quorum

Action: 2.2 School Board Vice Chair

Denise Mazyck nominated Dana O'Bier for Vice Chair. Second by Betty Christopher. There were no other nominations.

Roll was called by the deputy clerk.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Action: 2.3 School Board Clerk

Vice Chair moved the NCSB elect Tina Withers as School Board Clerk. Second by Denise Mazyck

Roll was called by the deputy clerk.

Final Resolution: Motion Fails

Yea: Betty Christopher, Dana O'Bier

Nay: Dr. Cheryl Davis, Dr. David Curran

Abstain: Denise Mazyck

Action: 2.4 School Board Deputy Clerk

Vice Chair moved the NCSB elect Shannon O'Bier as School Board Deputy Clerk. There was no second.

Final Resolution: Motion Fails

Action: 2.5 Meeting date and Time for 2024-2025 SY

Vice Chair proposed the NCSB continue to hold their monthly meetings on the 2nd Monday at 6 PM.

Roll was called by the deputy clerk.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Action: 2.6 School Board Representative for Northumberland County Education Association

Vice Chair nominated Denise Mazyck as the NCEA representative for the School Board.

Second by Cheryl Davis.

Roll was called by the deputy clerk.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Action: 2.7 School Board Representative for Northern Neck Technical Center and Governor's STEM Academy

Cheryl Davis nominated Dana O'Bier as the NNTC and Governor's STEM Academy representative for the School Board. Second by Denise Mazyck.

Roll was called by the deputy clerk.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Action: 2.8 School Board Representative for Northern Neck Alternative Education Program

Cheryl Davis nominated Dana O'Bier as the Northern Neck Alternative Education Program representative for the School Board.

Roll was called by the deputy clerk.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Action: 2.9 School Board Representative for Chesapeake Bay Governor's School

Cheryl Davis nominated Dr. Dave Curran as the CBGS representative for the School Board. Second by Denise Mazyck.

Roll was called by the deputy clerk.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Action: 2.10 School Board Delegate for Virginia School Board Association (VSBA)

Vice Chair nominated Dr. Cheryl Davis School Board Delegate for VSBA. Second by Denise Mazyck.

Roll was called by the deputy clerk.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Action: 2.11 School Board Alternate Delegate for Virginia School Board Association (VSBA)

Dr. Cheryl Davis nominated Betty Christopher for School Board Delegate for VSBA. Second by Dana O'Bier.

Roll was called by the deputy clerk.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Action: 2.12 Code of Ethics for the Virginia School Board Association

Members reaffirmed the Code of Conduct.

Mrs. Betty Christopher read # 1-4

Mrs. Dana O'Bier read # 5-7

Dr. Cheryl Davis read # 8-9

Ms. Denise Mazyck read # 10-12

The final sentence was read by all board members.

Action: 1.3 Return to Open Meeting

Motion to return to open meeting.

Motion by Betty Christopher second by Dr. Cheryl Davis.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

3. Closed Meeting Action Items Action:

3.1 Approval of Closed Meeting Items

This was moved to the end of the meeting because the Board had to reconvene closed session.

4. Consent Agenda (Action Items)

4.1 Meeting Minutes - December 9, 2024

Approved with corrections.

5. Presentations/Recognitions-done

Information: 5.1 Verkada Security Systems Overview - Mrs. Ashton, Director of Educational Technology

Information: 5.2 2025-2026 Program of Studies - Dr. Karen Leslie, Assistant Superintendent

Information: 5.3 FY 26 Budget Presentation

6. Open Public Comments- done

Procedural: 6.1

Dr. Karen Pica wished a Happy New Year to the School Board. She thanked the School Board for posting the revenue in the budget presentation. She stated even though the state revenue will increase, taxpayers will still need to fund an additional two million dollars in the current budget proposal which includes the playground. Dr. Pica thanked the School Board for reviewing the Code of Ethics and called for the School Board to pay special attention to #8 of the Code of Ethics. She reminded the School Board that they must adhere to public law and regulations. Dr. Pica stated the County Administration's Forensic Audit document is posted on the County's website. She stated the school division is not reporting all financial information from the financial system. Dr. Pica questioned two million dollars in revenue that disappeared between the November report and December financial report. Dr. Pica stated the Forensic Audit report identified overspending in categories. She applauded the School Board for creating a Human Resources and Financial position. Dr. Pica thanked the School Board for the budget proposal. She stated a vote today on the budget is a vote to increase taxes for all citizens.

7. Financial Reports- done

Action: 7.1 Check Register & ACH Register Approval
Check Register & ACH Register Approval

Motion by Dana O'Bier, second by Denise Mazyck.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Information, Reports: 7.2 Revenue & Expenditure Reports

Information: Reports: 7.3 Donations
Donation Approval

Motion by Dana O'Bier, second by Cheryl Davis

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

8. Superintendent's Report

Information: 8.1 School Division Updates

Information: 8.2 PowerSchool National Data Breach

Information: 8.3 Special Education and Student Support Services

Information: 8.4 Educational Technology

Information: 8.5 Testing & Accountability

Information: 8.6 Federal Programs & School Improvement

Information: 8.7 Operations & Maintenance

Information: 8.8 Transportation

9. Board Member Comments

Information: 9.1 Board Member Comments

Mrs. Dana O'Bier stated the Northern Neck Technical Center has not met since the last board meeting.

10. Action Items (Other)

10.1 2024-2025 NCPS Budget

Vice Chair moved NCPS approve the 2024-2025 Northumberland County Public Schools' Budget Proposal, with the following addition: Adjust all health insurance to reflect an estimated 12% increase in the chart of accounts, and the following change: add \$9,478 to the category transportation line #6009 for supplies and parts.

Motion by Dana O'Bier, second by Denise Mazyck

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Procedural: 11.1 Reconvene Closed Meeting - Student, Personnel, Legal

Action, Procedural: 11.1 Closed Meeting 6:57 PM

Motion to move into a closed meeting at 6:57 PM.

Motion by Betty Christopher, second by Dana O'Bier.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Action: 11.2 Certification of Closed Meeting

Motion to certify that only matters listed on the motion convening the closed meeting were discussed.

Motion by Dana O'Bier second by Denise Mazyck.

Final Resolution: Motion Carries - Roll was called by the deputy clerk.

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

12.1. Closed Meeting Action Items Action:

12.1 Approval of Closed Meeting Items

Vice Chair moved the NCSB approve NES Paraprofessional Ms. Cassidy Thomas.

Motion by Dana O'Bier, second by Denise Mazyck.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Vice Chair moved the NCSB approve NMS Basketball Coach Rausan Monroe.

Motion by Dana O'Bier, second by Denise Mazyck.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Vice Chair moved the NCSB approve NMS Baseball Coach Rausan Monroe.

Motion by Dana O'Bier, second by Denise Mazyck.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Vice Chair moved the NCSB approve the Physical Therapist Dr. Sarah Kelly Wilkins.

Motion by Dana O'Bier, second by Denise Mazyck.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Vice Chair moved the NCSB approve the retirement of Mrs. Nancy Jewell. The School Board sincerely thanks Mrs. Jewell for the love and care she has shown for our students over the years. Congratulations!

Motion by Dana O'Bier, second by Denise Mazyck.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Vice Chair moved the NCSB approve to send Verkada proposal for legal review.

Motion by Dana O'Bier, second by Denise Mazyck.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Vice Chair moved the NCSB approve Mrs. Tina Withers as the Clerk of the School Board.

Motion by Dana O'Bier, second by Denise Mazyck.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dana O'Bier

Nay: Dr. Cheryl Davis, Dr. David Curran

Vice Chair moved the NCSB approve Mrs. Shannon O'Bier as the Deputy Clerk of the School Board.

Motion by Dana O'Bier, second by Denise Mazyck.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dana O'Bier

Nay: Dr. Cheryl Davis, Dr. David Curran

11. Adjournment

Action: 1.1 Adjournment

Motion to adjourn meeting at 8:08 PM.

Motion by Betty Christopher, second by Dana O'Bier.

Final Resolution: Motion Carries

Yea: Betty Christopher, Denise Mazyck, Dr. Cheryl Davis, Dana O'Bier, Dr. David Curran

Increases for Positions:

Salaries for Professional and Classified Employees:

Step of 1.25% plus 3.75% increase

+

Salaries for Administrators, Division Leaders, and Directors

Step of 1.25%

=

TOTAL \$1,178,983



Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: Northumberland County Public Schools

CORRECTIVE ACTION PLAN	
Item #	1
Audit/Efficiency	Audit
Condition:	<p>Additional analysis identified 357 accounts in the general ledger from FYs 2019-2023 that were not identified in NCPS' budget detail presented to the Board. Of the 357 accounts, 152 accounts had an appropriations balance.</p> <p>This does not include Fund 5, which is the Elementary and Secondary School Emergency Relief (ESSER) funds, because those funds are currently not included in the budget detail. Further analysis concludes there are accounts under separate general ledger account numbers with the correct budget amount uploaded but expended under a different general ledger number.</p>
Recommendation:	<p>Improve on account management by performing a reconciliation between the budget account detail and the chart of accounts in RDA. Unreconciled account numbers should be removed so the NCPS general ledger detail correlates with the detail presented to the public. Proper maintenance procedures should be implemented to ensure any changes made to the accounts in RDA should be approved and updated in the budget.</p>
Management Response:	<p>NCPS has been performing a reconciliation between the budget account detail and the chart of accounts in RDA. NCPS will work to remove unreconciled account numbers and will create procedures to ensure approved changes are updated in the budget.</p>
Assigned To:	Interim Director of Finance
Corrective Action Taken or To be Taken:	<p>Date Completed: _____</p> <p>Estimated Date To Be Completed: <u>The interim Director of Finance is working on this (February 2025)</u></p>
Updates/Additional Comments:	<p>Mrs. Tina Withers was approved as the Interim Director of Finance on Friday, January 31, 2025. She will be responsible for improvements of account management and reconciliations between the budget account detail and the chart of accounts in RDA.</p> <p>She will remove unreconciled account numbers so the NCPS general ledger detail correlates with the detail presented to the public.</p> <p>Changes to RDA accounts will be approved and updated in the budget.</p>

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: Northumberland County Public Schools

CORRECTIVE ACTION PLAN	
Item #	2
Audit/Efficiency	Audit
Condition:	The general ledger reports provided for FYs 2019-2023 show consistent variances between the approved budget and the budget uploaded into the accounting system over all the years within scope. The variances, in part, are caused by unrecorded budget modifications. The actual expenditures per the general ledger show a consistent bottom line underspending, but there are instances of overspending at the categorical level.
Recommendation:	Perform a budget reconciliation after every instance in which approved budgets and modifications are uploaded to ensure that the budget updates in the system tie to each budget category in RDA. This will help ensure the approved budget is effectively managed.
Management Response:	NCPS will perform a budget reconciliation after every instance in which approved budgets and modifications are uploaded to ensure that the budget updates in the system tie to each budget category in RDA.
Assigned To:	Interim Director of Finance
Corrective Action Taken or To be Taken:	Date Completed: _____ Estimated Date To Be Completed: <u>The interim Director of Finance is working on this (February 2025).</u>
Updates/Additional Comments:	NCPS will perform a budget reconciliation in which approved budgets and modifications are uploaded.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	3
Audit/Efficiency	Audit

Condition:	Purchase Order (PO) creators can override RDA budget overage errors within NCPS. Budget category reclassification requests are not formalized or controlled.
Recommendation:	Process and approve formal budget category reclassification requests at <u>minimum</u> quarterly.
Management Response:	When category reclassifications are needed, the Director of Finance makes the request to the Board of Supervisors.
Assigned To:	Interim Director of Finance
Corrective Action Taken or To be Taken:	Date Completed: _____ Estimated Date To Be Completed: <u>The interim Director of Finance is working on this (February 2025).</u>
Updates/Additional Comments:	NCPS will process and approve formal budget category reclassification requests quarterly.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	4
Audit/Efficiency	Audit
Condition:	Prior to FY 2023, Accounts Payable had the ability to create and pay vendors within NCPS.
Recommendation:	Strict policies around segregation of duties should be implemented and monitored.
Management Response:	Accounts Payable no longer creates new vendors. This is now completed by the Director of Finance to increase separation of duties.
Assigned To:	Interim Director of Finance Superintendent
Corrective Action Taken or To be Taken:	Date Completed: <u>Spring 2024</u>
Updates/Additional Comments:	NCPS will follow strict policies around segregation of duties. We have three division level finance team employees.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	5
Audit/Efficiency	Audit
Condition:	Within NCPS, negative balances exist in the budget categories.
Recommendation:	Perform periodic, detailed reviews of budget variances. Controls should further reconcile the actual accounts with budget accounts and to address budget variances on a periodic basis.
Management Response:	The of Director Finance has regular meetings with the other Directors to review where they are with their annual budgets.
Assigned To:	Interim Director of Finance
Corrective Action Taken or To be Taken:	Date Completed: <u>Ongoing</u>
Updates/Additional Comments:	NCPS will perform periodic, detailed review of budget variances. Using RDA, NCPS will reconcile the actual accounts with the budget accounts.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	6
Audit/Efficiency	Audit
Condition:	Previous to FY23, credit cards were individually held by each NCPS Director, which increases the risk of misuse.
Recommendation:	Credit cards should be kept locked until checked out by a user. A log should be kept tracking the user and what the card is used for when the card is used. The receipt should be compared to the logged use.
Management Response:	Credit cards are kept locked until checked out by a user. NCPS will keep a log of the date, the user, the card number, the reason for use, the location of use, and an amount or the PO number. The date the card is returned is logged with the signature of the employee to whom the card is returned. The logs are kept by card number, and they are kept locked as well.
Assigned To:	Interim Director of Finance Administrative Assistant Finance Specialist

Corrective Action Taken or To be Taken:	Date Completed: <u>Spring 2024</u>
Updates/Additional Comments:	This recommendation has been addressed.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	7
Audit/Efficiency	Audit
Condition:	The Finance Director had sole authority to add or remove NCPS credit cards.
Recommendation:	A second individual should be granted access to the online VISA account that acts as an approver of creating a new card.
Management Response:	NCPS reached out to VISA and were told they only require one signature from a Business Officer to open a new card. They do have a paper form that must be signed. NCPS asked if there was a way to require two signatures and they said no. We have three Business Officials listed on our account and NCPS can require two signatures on the form. NCPS brought this to the School Board at their June 10th, 2024, meeting, where they approved requiring two signatures.
Assigned To:	Interim Director of Finance
Corrective Action Taken or To be Taken:	Date Completed: <u>May/June 2024</u>
Updates/Additional Comments:	NCPS reached out to VISA and were told they only require one signature from a Business Officer to open a new card. They do have a paper form that must be signed. NCPS asked if there was a way to require two signatures and they said no. We have three Business Officials listed on our account and NCPS can require two signatures on the form. NCPS brought this to the School Board at their June 10th, 2024, meeting, where they approved requiring two signatures.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	8
Audit/Efficiency	Audit
Condition:	Procurement thresholds requiring bids are abnormally high, starting at \$30,000, within NCPS.
Recommendation:	Reduce purchase procurement thresholds. Procurement guidelines should be consistent across NCPS or approved by the School Board.
Management Response:	At the June 2024 School Board meeting, small purchase procurement thresholds were reviewed and the following was added: Any purchase in an amount of \$2,500 or more should be approved by the School Board. All utilities will be excluded from this requirement: telecommunications, electric, fuels, etc.
Assigned To:	Mrs. Tina Withers, Director of Finance Dr. Holly Wargo, Superintendent
Corrective Action Taken or To be Taken:	Date Completed: <u>June 2024</u>
Updates/Additional Comments:	At the June 2024 School Board meeting, small purchase procurement thresholds were reviewed and the following was added: Any purchase in an amount of \$2,500 or more should be approved by the School Board. All utilities will be excluded from this requirement: telecommunications, electric, fuels, etc.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	9
Audit/Efficiency	Audit
Condition:	There is a lack of review and approval signatures on pay scale adjustments within NCPS.
Recommendation:	There should be both a review and approval signature on the pay scale adjustments.
Management Response:	Beginning with contracts for FY 2025, NCPS will have two signatures to confirm review and approval. Previously, this process was in place, but NCPS was not formalizing it with signatures.

Assigned To:	Superintendent Finance & Human Resources Specialist
Corrective Action Taken or To be Taken:	Date Completed: <u>July 2025</u>
Updates/Additional Comments:	This recommendation has been completed.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	10
Audit/Efficiency	Audit
Condition:	While the controls around Accounts Payable processing appear to be designed effectively, when reviewing the operating effectiveness of the control, there were numerous circumstances between FYs 2019-2023 resulting in exception in 100% of the following attributes tested: Of the purchase orders obtained, we noted many did not have appropriate signatures included, many payments tested did not have evidence that a purchase order created for the disbursement, many of the invoices lacked proper approvals, many of the itemized invoices were not obtained, many of the purchase orders identified in the archived check were listed in the check detail but not obtained and instances if payments seemed unreasonable when compared to the documented policies.
Recommendation:	Maintain an updated version of the policies of its Accounts Payable process and implement a procedure in which to follow to ensure that there is no deviation of the policy in place including enforcement of proper approvals to be made on all invoice and purchase order and to retain the approved documentation electronically.
Management Response:	From 2019 to present, NCPS has always had a minimum of two approval levels for purchase orders. For example, Directors and Principals may be the first level approvers and all purchase orders come to the Director of Finance for final approval. In FY 2022, NCPS worked with RDA to include the electronic approvals on the purchase orders. During FY 2025, NCPS will work on updating the policies of the Accounts Payable Process and will work on a policy to retain the approved documentation electronically. The employee who was responsible for Accounts Payable is no longer employed. The new Accounts Payable Finance Specialist and the Director of Finance have

	implemented new practices and procedures to address the area mentioned and the Director of Finance is monitoring.
Assigned To:	Interim Director of Finance Finance Specialist
Corrective Action Taken or To be Taken:	Date Completed: _____ Estimated Date To Be Completed: <u>The interim Director of Finance is working on this (February 2025).</u>
Updates/Additional Comments:	This recommendation is in process.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	11
Audit/Efficiency	Audit
Condition:	While the controls around Fixed Asset processing appear to be designed effectively, when reviewing the operating effectiveness of the control, there were numerous circumstances between FYS 2019-2023 resulting in exception in 100% of the following attributes tested: Board approvals for fixed asset purchases were not obtained, not all support requested to validate the purchase of the asset was obtained, no bids were provided for assets over specified thresholds, not all schedules of fixed assets and deletions were obtained.
Recommendation:	Maintain an updated version of the policies of the Fixed Asset process and implement a procedure in which to follow to ensure that there is no deviation of the policy in place including enforcement of proper approvals to be made on all purchases and the retention of bids.
Management Response:	From 2019 onward, the School Board has always approved fixed asset purchases. (HVAC, Boiler replacements, new buildings, etc.) The Superintendent and Director of Operations and Maintenance regularly presented on the purchase of fixed assets to the Board of Supervisors and County Administrator at monthly meetings. School Board legal counsel has been involved in fixed asset purchases, as examples evidenced.
Assigned To:	Superintendent Director of Finance Director of Operations & Maintenance

Corrective Action Taken or To be Taken:	Date Completed: <u>Ongoing</u>
Updates/Additional Comments:	

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	12
Audit/Efficiency	Audit
Condition:	We determined that NCPS lacks a consistent and formal procedure for retaining new hire documentation. Testing revealed missing employment verification information, employment contracts, completed background information, and no evidence of the date employees were enrolled in PowerSchool was obtained.
Recommendation:	Formalize and enforce onboarding procedures, including maintaining an onboarding package for all employees. Employment records should be uploaded and stored online or in PowerSchool.
Management Response:	From 2019 onward, the Human Resources Specialist used paper procedures for new hire documentation. Beginning in FY 2025, NCPS will be using an electronic platform to maintain each employee's personnel file to include contracts, background information, and employment verification. PowerSchool is a student information platform which is not related to the Finance Department. Employees are enrolled in PowerSchool to access student grades, attendance, and demographic information. The employee's employment records are not stored in PowerSchool. PowerSchool has nothing to do with their employment records. When an employee is hired the PowerSchool super user adds the employee to the PowerSchool platform. When the employee is terminated, the employee is made inactive, but not deleted from the PowerSchool platform.
Assigned To:	Assistant Superintendent Finance & Human Resources Specialist
Corrective Action Taken or To be Taken:	Date Completed: <u>2024-2025</u> Estimated Date To Be Completed: _____

Updates/Additional Comments:	New Hire and Employee documents will be maintained electronically through TalentEd. Current documents are filed in secure personnel files.
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Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	13
Audit/Efficiency	Audit
Condition:	We found that the termination procedure lacks consistency. Not all termination checklists were complete for the employees tested, and none of the employees tested were removed from PowerSchool as employees. Although NCPS evidenced the existence of the employee, they did not show the inactive status.
Recommendation:	Formalize a procedure for tracking employee engagement. Binders should be kept for each employee, housing all relevant documentation during employment, including but not limited to the employee's resignation letter, Yellow Form, and final paycheck. Documentation should be stored securely, and employees should be promptly removed from PowerSchool after termination
Management Response:	Regarding terminations, the School Board consistently approves terminations at Special Called Meetings. The School Board is also informed of resignations at monthly meetings. Each employee has a paper folder and all pertinent information and documentation will be kept in that folder, which is kept in a file cabinet in a locked office. PowerSchool is a student information platform, which is not related to the Finance Department. Employees are enrolled in PowerSchool to access student grades, attendance, and demographic information. The employee's employment records are not stored in PowerSchool. PowerSchool has nothing to do with their employment records. When an employee is hired the PowerSchool super user adds the employee to the PowerSchool platform. When the employee is terminated, the employee is made inactive, but not deleted from the PowerSchool platform.
Assigned To:	Assistant Superintendent Finance & Human Resources Specialist
Corrective Action Taken or To be Taken:	Date Completed: <u>Ongoing</u> Estimated Date To Be Completed: _____

Updates/Additional Comments:	The Assistant Superintendent and Finance & Human Resources Specialist maintain personnel files. Employees, upon retirement/resignation, are removed from RDA and other key systems.
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Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	14
Audit/Efficiency	Audit
Condition:	Very little documentation to perform the test of accuracy was provided. Due to time constraints, we noted some small variances between salaries paid per the pay register and a step not verified by payroll that is deemed reasonably likely.
Recommendation:	Formalize a procedure for tracking employee engagement. Binders should be kept for each employee, housing all relevant documentation during employment, including but not limited to approval of overtime and part-time work, transfer of duties during the year, and any other justification around variances in the employees' pay when compared to the approved pay scale.
Management Response:	NCPS does not agree with this test of accuracy for 2019 onward.
Assigned To:	Interim Director of Finance Assistant Superintendent Finance & Human Resources Specialist
Corrective Action Taken or To be Taken:	Date Completed: <u>Ongoing</u> Estimated Date To Be Completed: _____
Updates/Additional Comments:	NCPS transitioned to Frontline time and attendance platform (September 2024 - present). The Assistant Superintendent and Finance & Human Resources Specialist maintain personnel files and employment contracts, including supplemental contracts.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	15

Audit/Efficiency	Efficiency
Condition:	Although payment agreements are signed by employees, there are no formal offer letters signed by new hires
Recommendation:	An offer letter is formalized and presented to new hires stating at a minimum the job position and responsibilities.
Management Response:	The HR Specialist has formalized an offer letter for new employees.
Assigned To:	Assistant Superintendent
Corrective Action Taken or To be Taken:	Date Completed: <u>Ongoing</u> Estimated Date To Be Completed: _____
Updates/Additional Comments:	Employment contracts, Letters of Employment, and Supplemental Contracts are issued. Job descriptions are issued.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	16
Audit/Efficiency	Efficiency
Condition:	The Finance and Account Procedures document and the Finance Practices document are dated and have not received a current sufficient review. There are multiple handwritten revisions in the Finance and Accounting Procedures document, as well as the Finance Procedures document.
Recommendation:	Policies and procedures should be regularly maintained and updated when necessary.
Management Response:	NCPS will complete a review of the Finance and Accounting Procedures document in FY 2025.
Assigned To:	Interim Director of Finance
Corrective Action Taken or To be Taken:	Date Completed: _____ Estimated Date To Be Completed: <u>Summer 2025</u>
Updates/Additional Comments:	Policies and procedures will be regularly maintained.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	17
Audit/Efficiency	Efficiency
Condition:	There is no formalized succession planning process in place for NCPS' critical roles and no documentation regarding knowledge transfer.
Recommendation:	Develop a formal succession planning policy outlining roles, responsibilities, and timelines for succession planning. Additionally, implement knowledge transfer and job shadowing.
Management Response:	This item was addressed in FY 2024. The NCPS Finance Team is comprised of three employees. NCPS has been cross-training and shadowing to increase the knowledge base of the team members.
Assigned To:	Finance Team
Corrective Action Taken or To be Taken:	Date Completed: _____ Estimated Date To Be Completed: <u>Summer 2025</u>
Updates/Additional Comments:	The finance team is drafting a succession plan. The finance team engages in cross-training and shadowing.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	18
Audit/Efficiency	Efficiency
Condition:	Within NCPS, there are no formal onboarding and ongoing training facilitations, including systematic. Transfer of knowledge is primarily dependent on in house ad hoc and undocumented training.
Recommendation:	Implement onboarding and ongoing training, including RDA, to improve efficiency, accuracy and improve the quality of data processed through the system.
Management Response:	The School Board implements formal onboarding and ongoing training facilitations. The Finance Director is a member of the Virginia Association of School Business Officials (VASBO). The School Board

	has authorized mentors for the Finance Team. For FY 2024, the School Board approved unlimited RDA assistance.
Assigned To:	Interim Director of Finance
Corrective Action Taken or To be Taken:	Date Completed: <u>Ongoing</u> Estimated Date To Be Completed: _____
Updates/Additional Comments:	The School Board has authorized mentors for the Interim Finance Director.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	19
Audit/Efficiency	Efficiency
Condition:	NCPS outsourced invoice processing during FY 2022-2023, increasing the risk of delinquent payments and unrecorded voids.
Recommendation:	Review transactions to ensure all voided transactions are recorded and late fees are recorded correctly and not reflected as a large variance in utility expenditures.
Management Response:	All voided transactions are recorded monthly, and NCPS does not incur late fees. While the School Board may approve outsourcing invoice processing, the School Board chose to end their contract with the third-party invoice processing vendor. Invoice processing is conducted by Accounts Payable and the Director of Finance.
Assigned To:	Interim Director of Finance
Corrective Action Taken or To be Taken:	Date Completed: <u>February 2025</u> Estimated Date To Be Completed: _____
Updates/Additional Comments:	Voided transactions are recorded. NCPS does not incur late fees.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	20
Audit/Efficiency	Efficiency
Condition:	Blanket POs are used to encumber NCPS estimated expenditures over the year, which requires true ups that may not be in line with the budget.
Recommendation:	Streamline the accounting process to encumber transactions as invoices are processed, rather than creating a blanket PO to ensure accuracy at any point in time.
Management Response:	NCPS will discuss this with their current County auditor.
Assigned To:	Interim Director of Finance
Corrective Action Taken or To be Taken:	Date Completed: <u>February 2025</u> Estimated Date To Be Completed: _____
Updates/Additional Comments:	The Interim Director of Finance encumbers transactions as invoices are processed.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	21
Audit/Efficiency	Efficiency
Condition:	The NCPS line-by-line account budgets are uploaded to Boarddocs, and emailed and presented to the School Board, but not presented to the Board of Supervisors.
Recommendation:	Present a high-level budget variance report that addresses major items for which categories are over budget year- over-year.
Management Response:	The report is currently emailed to the Board of Supervisors and all School Board Meetings are public. They occur the second Monday of each month. During FY 2024 there was also a Joint Finance Committee which included two School Board Members, two Board of Supervisors members, two community members, the County Administrator, the School Superintendent, and the Director of Finance. Multiple meetings were held and there were numerous opportunities for budget questions to be asked. In addition, there were Quarterly Joint Board meetings where budget questions could be asked.

Assigned To:	Interim Director of Finance
Corrective Action Taken or To be Taken:	Date Completed: <u>Ongoing</u> Estimated Date To Be Completed: _____
Updates/Additional Comments:	The Interim Director of Finance is considering a high-level budget variance report to address major items for which categories are over budget.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	22
Audit/Efficiency	Efficiency
Condition:	There is a lack of understanding around market pricing for annually contracted work within NCPS.
Recommendation:	Perform timely market outreach and research, as well as communicate with contractors to negotiate prices and best and final offer. Potentially team with the County to get the best use of bulk pricing.
Management Response:	The School Board follows the Public Procurement Act as governed by state law. NCPS puts out Requests for Proposals (RFP), Requests for Bids (RFB), and Requests for Quotes (RFQ) with assistance of the School Board legal counsel. All of the responses are reviewed by the school board in order to approve the most effective contracted services.
Assigned To:	Superintendent Interim Director of Finance Director of Operations & Maintenance
Corrective Action Taken or To be Taken:	Date Completed: <u>Ongoing</u> Estimated Date To Be Completed: _____
Updates/Additional Comments:	Continuously perform timely market outreach and research. Communicate with contractors to ensure best prices. Seek bulk pricing.

Northumberland County, VA
Corrective Action Plan for Forensic Audit
Contract #23-12182023

Agency: NCPS

CORRECTIVE ACTION PLAN	
Item #	23
Audit/Efficiency	Efficiency
Condition:	The Schedule of Fixed Asset Additions and Deletions provided to the County upon the purchase of new capital assets are not signed by the County upon receipt
Recommendation:	Request the County bookkeeper to sign the Schedule of Fixed Asset and Deletions to confirm the proper hand-off of the capital asset information and proper recording. The Signed copy should be retained by both the County and NCPS electronically. It should be NCPS' responsibility to retain a copy of the approvals.
Management Response:	Moving forward, the school will request the County bookkeeper to sign the Schedule of Fixed Asset and Deletions. Shouldn't this be a finding for the County and not us. This should not even be an efficiency for the schools.
Assigned To:	Interim Director of Finance
Corrective Action Taken or To be Taken:	Date Completed: _____ Estimated Date To Be Completed: <u>TBD</u>
Updates/Additional Comments:	Mrs. Tina Withers was approved as the Interim Director of Finance on Friday, January 31, 2025. She will be responsible for improvements of account management and reconciliations between the budget account detail and the chart of accounts in RDA.



Northumberland School Board Office
P.O. Box 730
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hwargo@nucps.net

REDACTED
PURSUANT TO
2.2-3705.1(1)

February 11, 2025

Dear Chairman Mrs. Betty Christopher and Vice Chairman Mrs. Dana O'Bier:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

Dr. Holly Wargo
Superintendent