
[NCPS] Budget Slowdown

kleslie@nucps.net Karen Leslie

Wednesday, March 26, 2025 at 4:23:44 PM Eastern Daylight 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 and School Board Members,

I completed the revenue sheets from the General Assembly's projections for FY 26 from March 6 and matched these to our estimated expenditures from the Chart of Accounts. I then looked at the Title Grant amounts from last year (because this year's are not available yet) and matched them to the Chart of Accounts for these items. Through this double-check, I have discovered that we have been and will be over-budget for federal title monies and VPI (a preschool state grant) spending. I calculated that these categories were over-budgeted for FY 25 by 300k, but I have not looked back beyond that year.

I do have a plan on how to reallocate these costs so that we can balance the budget for FY 26. I will need to move some employees (some with all their benefits, and others with just a portion of their benefits) to the local spending budget in order to ensure that these costs are covered. This amount is about 386K and that will mean that I need to change many of the calculations that I had already completed on the Chart of Accounts which will take me some time (hopefully I can finish it tomorrow by mid-day).

I just wanted to keep you updated on why I did not send the COA to you yet. I would like it to be corrected prior to your review.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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cdavis@nucps.net Dr. Cheryl Davis

Wednesday, March 26, 2025 at 8:06:56 PM Eastern Daylight Time

To: cheryl_davis@woodberry.org Cheryl Davis

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

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

Date: Wed, Mar 26, 2025, 4:23 PM

Subject: [NCPS] Budget Slowdown

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>

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[NCPS] Budget

kleslie@nucps.net Karen Leslie

Tuesday, April 1, 2025 at 11:24:03 AM Eastern Daylight Time

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

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bchristopher@nucps.net Betty Christopher

Tuesday, April 1, 2025 at 12:43:18 PM Eastern Daylight Time

To: kleslie@nucps.net Karen Leslie, bettyandwayson@hotmail.com Betty Christopher

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

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We had no meetings to look over it to see what had been spent in the categories, nothing was ever completed on time for us to look over.

After looking at your new figures, I can see some things that need changing before we discuss it and give to the supervisors. For example, there is not enough money in it for conventions as a minimum of going to just the July and November ones for six people. For example, hotels, reservations, etc. have gone up for six people. These figures should not remain the same in this category. Mileage amount should resume to the Virginia level that Virginia tells us. Other county employees are getting the correct amount. It is depressing to do without these things and then see so much returned to the county. Our members are no longer involved enough as they should be.

If the supervisors put us in with them and we agree, and we have one financial director for all, are they going to give us the extra percentage for the first year that we though was going to end on Sept. 30--July through September amounts. Many of our bills were changed to come due in July as it was cheaper to pay once a year. I feel sure we shall all be going back to have our fiscal years ending on June 30. Also, will our new finance girls have a job?

Other board members, what are your thoughts? Do we really have our thoughts together before we meet with the supervisors?

On Tue, Apr 1, 2025 at 11:24 AM Karen Leslie <kleslie@nucps.net> wrote:

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bchristopher@nucps.net Betty Christopher

Tuesday, April 1, 2025 at 12:47:10 PM Eastern Daylight Time

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

From: **Betty Christopher** <bchristopher@nucps.net>

Date: Tue, Apr 1, 2025 at 12:43 PM

Subject: Re: [NCPS] Budget

To: Karen Leslie <kleslie@nucps.net>, Betty Christopher <bettyandwayson@hotmail.com>

Cc: Dave Curran <dcurran@nucps.net>, Dr. Cheryl Davis <cdavis@nucps.net>, Denise Mazyck <dmazyck@nucps.net>, Dana O'Bier <dobier@nucps.net>

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We had no meetings to look over it to see what had been spent in the categories, nothing was ever completed on time for us to look over.

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If the supervisors put us in with them and we agree, and we have one financial director for all, are they going to give us the extra percentage for the first year that we though was going to end on Sept. 30--July through September amounts. Many of our bills were changed to come due in July as it was cheaper to pay once a year. I feel sure we shall all be going back to have our fiscal years ending on June 30. Also, will our new finance girls have a job?

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kleslie@nucps.net Karen Leslie

Monday, April 7, 2025 at 3:51:17 PM Eastern Daylight Time

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

Redacted pursuant to Va. Code § 2.2-3705.1(2)

Hi Mrs. Christopher and School Board Members,

I will do anything that you ask, including providing any reports or presentations on where we are in our spending. In addition, I amended the amounts for SB travel from 10k back to 15, but can amend as needed. I do not see where mileage is estimated for the SB specifically, but the state rate is 0.70 per mile for personal and .21 for government vehicles. Currently we pay 0.32. I believe this is subsumed under travel, but am not sure.

I am continuing to review the chart of accounts to look for any errors. I have reduced two areas of spending today, the Gov School from \$159,300 to \$110,980 now that we have the new rates and seat counts. This adjustment would also allow us to return the TAG budget to their previous amounts for FY26 and still have a decrease in overall spending for gifted services. I also adjusted the NES supplemental contacts from \$33,754 to 26,343 due to what I believe was an invalid overestimation.

In addition, I completed FOIA Officer training today, but received an email re: a previous FOIA request. [REDACTED]

We also have revised employment contracts (thanks to Dr Wargo) which contain language nullifying position appointments in the absence of an approved budget or necessary funds. I spoke with the SB attorney [REDACTED]. Therefore, I can get 2025-2026 contracts completed in our new TalentEd system for electronic delivery before the end of April (but my hope is by the end of next week).

Tina located and sent the forensic audit which was requested from the County.

I looked into the COA for 2024-2025 and it appears that we over budgeted for CBGS (s/b 116,842, was 138,086). This appropriation is in the same account lines for gifted instruction so it appears that we can accomodate Ms. Wilkins' request for \$2,200 for her students (see above).

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bchristopher@nucps.net Betty Christopher

To: dobier@nucps.net Dana O'Bier

Monday, April 7, 2025 at 9:04:25 PM Eastern Daylight Time

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

From: **Betty Christopher** <bchristopher@nucps.net>

Date: Mon, Apr 7, 2025 at 7:18 PM

Subject: Re: [NCPS] Re: [NCPS] Budget

To: Karen Leslie <kleslie@nucps.net>

Cc: Dave Curran <dcurran@nucps.net>, Denise Mazyck <dmazyck@nucps.net>, Dr. Cheryl Davis <cdavis@nucps.net>, Dana O'Bier <dobier@nucps.net>

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NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Tue, Apr 1, 2025 at 12:43 PM Betty Christopher <bchristopher@nucps.net> wrote:

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bchristopher@nucps.net Betty Christopher

Monday, April 7, 2025 at 10:47:38 PM Eastern Daylight Time

To: dobier@nucps.net Dana O'Bier, kleslie@nucps.net Karen Leslie

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From: **Betty Christopher** <bchristopher@nucps.net>

Date: Mon, Apr 7, 2025 at 7:18 PM

Subject: Re: [NCPS] Re: [NCPS] Budget

To: Karen Leslie <kleslie@nucps.net>

Cc: Dave Curran <dcurran@nucps.net>, Denise Mazyck <dmazyck@nucps.net>, Dr. Cheryl Davis

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kleslie@nucps.net Karen Leslie
To: bchristopher@nucps.net Betty Christopher

Tuesday, April 8, 2025 at 8:16:00 AM Eastern Daylight Time

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We did receive an email from Mr. Tadlock also requesting the contract. I will forward it to you.

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

Tuesday, April 8, 2025 at 9:49:46 AM Eastern Daylight Time

Why does he need this? I am holding currently.

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

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Date: Tue, Apr 8, 2025 at 8:16 AM

Subject: [NCPS] Re: [NCPS] Re: [NCPS] Budget
To: Betty Christopher <bchristopher@nucps.net>

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[NCPS] Employee on Admin Leave

kleslie@nucps.net Karen Leslie

Friday, March 14, 2025 at 2:57:24 PM Eastern Daylight Time

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

Good Afternoon, School Board Members,

I have placed a car driver on leave from today at 2:30 pm and Monday pending an investigation of a student accusation. Statements from the students and driver are being collected. I will complete this investigation Monday when I return. Please let me know if you have any questions.

--

Karen H. Leslie, PhD

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[NCPS] Employee Returning from Leave

kleslie@nucps.net Karen Leslie

Monday, March 17, 2025 at 9:14:49 AM Eastern Daylight 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 Morning, Madam Chair and School Board Members,

The employee placed on leave this past Friday will be retuning to regular duty this afternoon. All documents from the investigation will be placed in their personnel file.

--

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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[NCPS] Folder shared with you: "2025-2026 Budget Folder"

drive-shares-dm-noreply@google.com Karen Leslie (via Google Drive) Tuesday, April 1, 2025 at 11:02:09 AM Eastern Daylight Time

To: kleslie@nucps.net Karen Leslie


To: bchristopher@nucps.net

Cc: cdavis@nucps.net, dcurran@nucps.net, dmazyck@nucps.net, dobier@nucps.net

Karen Leslie shared a folder



Karen Leslie (kleslie@nucps.net) has invited you to **contribute to** the following shared folder:

 2025-2026 Budget Folder

[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

[NCPS] Fwd: [NCPS] Re: [NCPS] Fwd: Freedom of Information Act (FOIA) Request

kleslie@nucps.net Karen Leslie

Thursday, March 20, 2025 at 4:17:41 PM Eastern Daylight Time

To: bchristopher@nucps.net Betty Christopher

Good Afternoon, Madam Chair,

Please see attached email chain regarding a FOIA request per Dr. Wargo. Please let me know if I can assist.

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, Mar 20, 2025 at 4:15 PM

Subject: Re: [NCPS] Re: [NCPS] Fwd: Freedom of Information Act (FOIA) Request

To: Holly Wargo <hwargo@nucps.net>

Okay.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Thu, Mar 20, 2025 at 4:14 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,
Please check with Mrs. Christopher.

Thank you,

On Thu, Mar 20, 2025 at 4:10 PM Karen Leslie <kleslie@nucps.net> wrote:

Hi Dr. Wargo,

I hope that you and your family are well. I am hoping you can give me some information on this request. Ms. Curran came to the office today, March 30 to collect the information but no one here was aware of the request.

Thank you!

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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

From: **Anne Curran** <amcc2b@gmail.com>
Date: Thu, Mar 20, 2025 at 4:06 PM
Subject: Fwd: Freedom of Information Act (FOIA) Request
To: kleslie@nucps.net <kleslie@nucps.net>

Thank you for following up with me about this issue.

Anne Curran
774.277.0692

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

From: **Holly Wargo** <hwargo@nucps.net>
Date: Wed, Mar 5, 2025 at 2:47 PM
Subject: Freedom of Information Act (FOIA) Request
To: amcc2b@gmail.com <amcc2b@gmail.com>

Good afternoon Dr. Anne Curran:

Thank you for your email. By copy of this reply email, Northumberland County Public Schools acknowledges your Freedom of Information Act (FOIA) request. Do you wish to receive a cost estimate in advance of supplying the requested records as per § 2.2-3704, Section F, in which Northumberland County Public Schools shall notify requesters, in writing, that Northumberland County Public Schools can make reasonable charges not to exceed its actual cost incurred in accessing, duplicating, supplying, or searching for the requested records? Please let me know.

Due to the scope of the request, Northumberland County Public Schools will need an additional 7 working days to respond.

Here is the projected timeline for the FOIA response:

- Since the request was received after hours on Monday, March 3, 2025, the day of receipt is Tuesday, March 4, 2025.
- Today, Wednesday, March 5, 2025, is Day 1 for a response.
- Tuesday, March 11, 2025, is Day 5.
- The 7 working day extension will mean the school division will provide the response no later than Thursday, March 20, 2025.

I look forward to your response.

Sincerely,

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
To: kleslie@nucps.net Karen Leslie

Friday, March 21, 2025 at 2:24:56 PM Eastern Daylight Time

Redacted pursuant to Va. Code § 2.2-3705.1(2)

On Thu, Mar 20, 2025 at 4:17 PM Karen Leslie <kleslie@nucps.net> wrote:

Good Afternoon, Madam Chair,

Please see attached email chain regarding a FOIA request per Dr. Wargo. Please let me know if I can assist.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Date: Thu, Mar 20, 2025 at 4:15 PM

Subject: Re: [NCPS] Re: [NCPS] Fwd: Freedom of Information Act (FOIA) Request

To: Holly Wargo <hwargo@nucps.net>

Okay.

Karen H. Leslie, PhD

Assistant Superintendent

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Thank you!

Karen H. Leslie, PhD
Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
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To: kleslie@nucps.net <kleslie@nucps.net>

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Sincerely,

Holly Wargo, Ed.D.

Division Superintendent

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[NCPS] Fwd: Joint Meeting

kleslie@nucps.net Karen Leslie

Friday, March 28, 2025 at 9:53:17 AM Eastern Daylight Time

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

Good Morning, Madam Chair and School Board,

Please see the request below. This was discussed at the meeting last night by the Board of Supervisors, but I did not enter into that conversation. I am happy to provide your answer and any dates if that's your accord.

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

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

Date: Friday, March 28, 2025

Subject: Joint Meeting

To: Karen Leslie <kleslie@nucps.net>

Good morning Dr. Leslie,

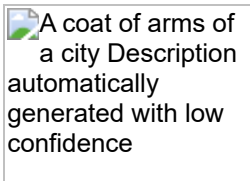
The Northumberland County Board of Supervisors would like to schedule a joint meeting with the School Board within the next couple of weeks. The purpose of the meeting would be to discuss finances and offer an opportunity to enter into negotiations with the County to take over the school division's finances, which is a similar arrangement that is occurring in Essex County.

Please provide me with several dates and times when the School Board can meet so I may coordinate that with the Board of Supervisors.

Thank you for your help.

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

--

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

image003.jpg 5.3k

image001.jpg 32k

bchristopher@nucps.net Betty Christopher

Friday, March 28, 2025 at 3:04:34 PM Eastern Daylight Time

To: kleslie@nucps.net Karen Leslie, ltadlock@co.northumberland.va.us Luttrell Tadlock

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

Last night the group said April 8 at 6 p.m, as its first choice and April 15 at 6 p.m. as its second choice.

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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

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Karen H. Leslie, PhD

Assistant Superintendent

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Attachments:

image003.jpg 5.3k

ltadlock@co.northumberland.va.us Luttrell Tadlock

Friday, March 28, 2025 at 3:10:52 PM Eastern
Daylight Time

To: bchristopher@nucps.net Betty Christopher, kleslie@nucps.net Karen Leslie

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

Mrs. Christopher,
Thank you, I will get with the Board and will be back in touch with you all.
Sincerely,
Luttrell

From: Betty Christopher <bchristopher@nucps.net>

Sent: Friday, March 28, 2025 3:04:34 PM

To: Karen Leslie <kleslie@nucps.net>; Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Cc: Denise Mazyck <dmazyck@nucps.net>; Dave Curran <dcurran@nucps.net>; Dana O'Bier <dobier@nucps.net>; Dr. Cheryl Davis <cdavis@nucps.net>

Subject: Re: [NCPS] Fwd: Joint Meeting

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Attachments:

image003.jpg 5.3k

kleslie@nucps.net Karen Leslie

Friday, March 28, 2025 at 4:23:23 PM Eastern Daylight Time

To: bchristopher@nucps.net Betty Christopher

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

cdavis@nucps.net Dr. Cheryl Davis

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Mrs. Christopher,

Thank you, I will get with the Board and will be back in touch with you all.

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Luttrell

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Sent: Friday, March 28, 2025 3:04:34 PM

To: Karen Leslie <kleslie@nucps.net>; Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Cc: Denise Mazyck <dmazyck@nucps.net>; Dave Curran <dcurran@nucps.net>; Dana O'Bier <dobier@nucps.net>; Dr. Cheryl Davis <cdavis@nucps.net>

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Attachments:

image003.jpg 5.3k

dobier@nucps.net Dana O'Bier

Friday, March 28, 2025 at 4:59:46 PM Eastern Daylight Time

To: kleslie@nucps.net Karen Leslie

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

The school board had decided to meet jointly with the BOS to discuss ALL subjects that needed to be taken care of. I don't see the need for multiple joint meetings.

~ Dana

On Fri, Mar 28, 2025 at 4:23 PM Karen Leslie <kleslie@nucps.net> wrote:

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--

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.

Attachments:

image003.jpg 5.3k

kleslie@nucps.net Karen Leslie
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

Friday, March 28, 2025 at 5:04:13 PM Eastern Daylight Time

Sounds good.

On Friday, March 28, 2025, Dana O'Bier <dobier@nucps.net> wrote:

The school board had decided to meet jointly with the BOS to discuss ALL subjects that needed to be taken care of. I don't see the need for multiple joint meetings.

~ Dana

On Fri, Mar 28, 2025 at 4:23 PM Karen Leslie <kleslie@nucps.net> wrote:

Good Afternoon, Madam Chair and School Board Members,

I just want to clarify that this is a different request than the EVB building meeting request I sent you yesterday afternoon. This request was made last evening at the BOS meeting regarding finances.

On Friday, March 28, 2025, Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

Mrs. Christopher,

Thank you, I will get with the Board and will be back in touch with you all.

Sincerely,

Luttrell

From: Betty Christopher <bchristopher@nucps.net>

Sent: Friday, March 28, 2025 3:04:34 PM

To: Karen Leslie <kleslie@nucps.net>; Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Cc: Denise Mazyck <dmazyck@nucps.net>; Dave Curran <dcurran@nucps.net>; Dana O'Bier <dobier@nucps.net>; Dr. Cheryl Davis <cdavis@nucps.net>

Subject: Re: [NCPS] Fwd: Joint Meeting

Last night the group said April 8 at 6 p.m, as its first choice and April 15 at 6 p.m. as its second choice.

On Fri, Mar 28, 2025 at 9:53 AM Karen Leslie <kleslie@nucps.net> wrote:

Good Morning, Madam Chair and School Board,

Please see the request below. This was discussed at the meeting last night by the Board of Supervisors, but I did not enter into that conversation. I am happy to provide your answer and any dates if that's your accord.

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

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

Date: Friday, March 28, 2025

Subject: Joint Meeting

To: Karen Leslie <kleslie@nucps.net>

Good morning Dr. Leslie,


The Northumberland County Board of Supervisors would like to schedule a joint meeting with the School Board within the next couple of weeks. The purpose of the meeting would be to discuss finances and offer an opportunity to enter into negotiations with the County to take over the school division's finances, which is a similar arrangement that is occurring in Essex County.

Please provide me with several dates and times when the School Board can meet so I may coordinate that with the Board of Supervisors.

Thank you for your help.

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Attachments:

image003.jpg 5.3k

ltadlock@co.northumberland.va.us Luttrell Tadlock

Friday, March 28, 2025 at 7:11:46 PM Eastern Daylight Time

To: bchristopher@nucps.net Betty Christopher, kleslie@nucps.net Karen Leslie
Cc: dmazyck@nucps.net Denise Mazyck, dcurran@nucps.net Dave Curran, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis, jmlong@co.northumberland.va.us James M. Long, jwbrann@co.northumberland.va.us James W. Brann, rfhaynie@co.northumberland.va.us Richard F. Haynie, acfisher@co.northumberland.va.us Alfred Fisher, chwilliams@co.northumberland.va.us Charles Williams

Good evening,
I have been asked if April 9 at 6 pm would work for everyone?

Thank you and have a good weekend,
Luttrell

From: Betty Christopher <bchristopher@nucps.net>
Sent: Friday, March 28, 2025 3:04 PM

To: Karen Leslie <kleslie@nucps.net>; Luttrell Tadlock <ltadlock@co.northumberland.va.us>
Cc: Denise Mazyck <dmazyck@nucps.net>; Dave Curran <dcurran@nucps.net>; Dana O'Bier <dobier@nucps.net>; Dr. Cheryl Davis <cdavis@nucps.net>
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Attachments:

image003.jpg 5.3k

bchristopher@nucps.net Betty Christopher

Friday, March 28, 2025 at 7:53:43 PM Eastern Daylight Time

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

Cc: kleslie@nucps.net Karen Leslie, dmazyck@nucps.net Denise Mazyck, dcurran@nucps.net Dave Curran, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis, jmlong@co.northumberland.va.us James M. Long, jwbrann@co.northumberland.va.us James W. Brann, rfhaynie@co.northumberland.va.us Richard F. Haynie, acfisher@co.northumberland.va.us Alfred Fisher, chwilliams@co.northumberland.va.us Charles Williams

See above. April 8 not April 9.

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Luttrell

From: Betty Christopher <bchristopher@nucps.net>

Sent: Friday, March 28, 2025 3:04 PM

To: Karen Leslie <kleslie@nucps.net>; Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Cc: Denise Mazyck <dmazyck@nucps.net>; Dave Curran <dcurran@nucps.net>; Dana O'Bier <dobier@nucps.net>; Dr. Cheryl

Davis <cdavis@nucps.net>

Subject: Re: [NCPS] Fwd: Joint Meeting

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Date: Friday, March 28, 2025

Subject: Joint Meeting

To: Karen Leslie <kleslie@nucps.net>

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Attachments:

image003.jpg 5.3k

ltadlock@co.northumberland.va.us Luttrell Tadlock

Tuesday, April 1, 2025 at 12:57:15 PM Eastern
Daylight Time

To: bchristopher@nucps.net Betty Christopher

Cc: kleslie@nucps.net Karen Leslie, dmazyck@nucps.net Denise Mazyck, dcurran@nucps.net Dave Curran, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis, jmlong@co.northumberland.va.us James M. Long, jwbrann@co.northumberland.va.us James W. Brann, rfhaynie@co.northumberland.va.us Richard F. Haynie, acfisher@co.northumberland.va.us Alfred Fisher, chwilliams@co.northumberland.va.us Charles Williams, mwilson@co.northumberland.va.us Morgan Wilson, dbasye@co.northumberland.va.us Drew Basye

Good afternoon,

I have spoken to all of the Board Members. April 8, 2025 at 6:00 p.m. should work for everyone, we will be meeting in the courts building (220 Judicial PI) in the General District Courtroom.

Thank you and see everyone then.

Sincerely,

Luttrell

From: Betty Christopher <bchristopher@nucps.net>

Sent: Friday, March 28, 2025 7:54 PM

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

Cc: Karen Leslie <kleslie@nucps.net>; Denise Mazyck <dmazyck@nucps.net>; Dave Curran <dcurran@nucps.net>; Dana O'Bier <dobier@nucps.net>; Dr. Cheryl Davis <cdavis@nucps.net>; James M. Long <jmlong@co.northumberland.va.us>; James W. Brann <jwbrann@co.northumberland.va.us>; Richard F. Haynie <rfhaynie@co.northumberland.va.us>; Alfred Fisher <acfisher@co.northumberland.va.us>; Charles Williams <chwilliams@co.northumberland.va.us>

Subject: Re: [NCPS] Fwd: Joint Meeting

See above. April 8 not April 9.

On Fri, Mar 28, 2025 at 7:11 PM Luttrell Tadlock <ltadlock@co.northumberland.va.us> wrote:

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I have been asked if April 9 at 6 pm would work for everyone?

Thank you and have a good weekend,

Luttrell

From: Betty Christopher <bchristopher@nucps.net>

Sent: Friday, March 28, 2025 3:04 PM

To: Karen Leslie <kleslie@nucps.net>; Luttrell Tadlock <ltadlock@co.northumberland.va.us>

Cc: Denise Mazyck <dmazyck@nucps.net>; Dave Curran <dcurran@nucps.net>; Dana O'Bier <dobier@nucps.net>; Dr. Cheryl Davis <cdavis@nucps.net>

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

Date: Friday, March 28, 2025

Subject: Joint Meeting

To: Karen Leslie <kleslie@nucps.net>

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Attachments:

image001.jpg 5.3k

[NCPS] Fwd: school forensic audit request

kleslie@nucps.net Karen Leslie

Thursday, April 3, 2025 at 12:03:51 PM Eastern Daylight Time

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

Good Afternoon, Madam Chair and School Board Members,

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

Date: Thursday, April 3, 2025

Subject: school forensic audit request

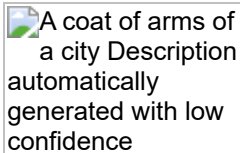
To: Karen Leslie <kleslie@nucps.net>

Dr. Leslie,

I have had a Board Member request the results of the school's forensic audit that was completed independently of the UHY Forensic Audit. This was an audit that was completed by the School Division which was separate from any County audit. Please let me know of any questions.

Sincerely,

Luttrell



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Attachments:

image002.jpg 5.3k

image001.jpg 32k

bchristopher@nucps.net Betty Christopher

Thursday, April 3, 2025 at 1:22:18 PM Eastern Daylight Time

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

Didn't you send it to us? Can you forward to Karen?

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

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

Date: Thu, Apr 3, 2025 at 12:03 PM

Subject: [NCPS] Fwd: school forensic audit request

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

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Date: Thursday, April 3, 2025

Subject: school forensic audit request

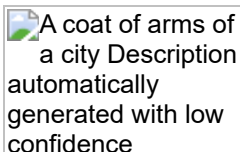
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image002.jpg 5.3k

image001.jpg 32k

jashton@nucps.net Javornda Ashton

Friday, April 4, 2025 at 7:57:12 AM Eastern Daylight Time

To: bchristopher@nucps.net Betty Christopher

Cc: kleslie@nucps.net Karen Leslie, dobier@nucps.net Dana O'Bier, dmazyck@nucps.net Denise Mazyck, dcurran@nucps.net Dave Curran, cdavis@nucps.net Dr. Cheryl Davis

Good morning Mrs. Christopher,

I believe this email was sent to me by mistake. I do not have access to the information you are requesting.

Warm regards,
Javornda

Javornda M. Ashton, M.S.Ed.
Director of Educational Technology
Northumberland County Public Schools
P.O. Box 730
6958 Northumberland Highway
Heathsville, VA 22473
jashton@nucps.net | (w) (804)529-6134 ext. 2008 | (c)(804)238-2088

"Every child deserves a champion –an adult who will never give up on them, who understands the power of connection and insists that they become the best that they can possibly be". ~Rita F. Pierson~

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On Thu, Apr 3, 2025, 1:22 PM Betty Christopher <bchristopher@nucps.net> wrote:

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Date: Thu, Apr 3, 2025 at 12:03 PM

Subject: [NCPS] Fwd: school forensic audit request

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

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Date: Thursday, April 3, 2025

Subject: school forensic audit request


To: Karen Leslie <kleslie@nucps.net>

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Attachments:

image002.jpg 5.3k

bchristopher@nucps.net Betty Christopher

To: dobier@nucps.net Dana O'Bier

Monday, April 7, 2025 at 9:07:38 PM Eastern Daylight Time

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

From: **Betty Christopher** <bchristopher@nucps.net>
Date: Fri, Apr 4, 2025 at 8:26 AM
Subject: Fwd: [NCPS] Re: [NCPS] Fwd: school forensic audit request
To: Holly Wargo <hwargo@nucps.net>

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

From: **Javornda Ashton** <jashton@nucps.net>
Date: Fri, Apr 4, 2025 at 7:57 AM
Subject: [NCPS] Re: [NCPS] Fwd: school forensic audit request
To: Betty Christopher <bchristopher@nucps.net>
Cc: Karen Leslie <kleslie@nucps.net>, Dana O'Bier <dobier@nucps.net>, Denise Mazyck <dmazyck@nucps.net>, Dave Curran <dcurran@nucps.net>, Dr. Cheryl Davis <cdavis@nucps.net>

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jashton@nucps.net | (w) (804)529-6134 ext. 2008 | (c)(804)238-2088

"Every child deserves a champion –an adult who will never give up on them, who understands the power of connection and insists that they become the best that they can possibly be". ~Rita F. Pierson~

CONFIDENTIALITY NOTICE: The contents of this email message and any attachments are intended solely for the addressee(s) and may contain confidential and/or privileged information and may be legally protected from disclosure. If you are not the intended recipient of this message or their agent, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.

On Thu, Apr 3, 2025, 1:22 PM Betty Christopher <bchristopher@nucps.net> wrote:

Didn't you send it to us? Can you forward to Karen?

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

From: **Karen Leslie** <kleslie@nucps.net>
Date: Thu, Apr 3, 2025 at 12:03 PM
Subject: [NCPS] Fwd: school forensic audit request
To: Betty Christopher <bchristopher@nucps.net>, Dave Curran <dcurran@nucps.net>, Denise Mazyck <dmazyck@nucps.net>, Dana O'Bier <dobier@nucps.net>, Dr. Cheryl Davis <cdavis@nucps.net>

Good Afternoon, Madam Chair and School Board Members,

Do any of you have any information on this so that I can locate it? I do not have any information or knowledge of it.

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


From: **Luttrell Tadlock** <ltadlock@co.northumberland.va.us>
Date: Thursday, April 3, 2025
Subject: school forensic audit request
To: Karen Leslie <kleslie@nucps.net>

Dr. Leslie,

I have had a Board Member request the results of the school's forensic audit that was completed independently of the UHY Forensic Audit. This was an audit that was completed by the School Division which was separate from any County audit. 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

--

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

image002.jpg 5.3k

[NCPS] FYI- FOIA

kleslie@nucps.net Karen Leslie

Monday, March 31, 2025 at 10:40:46 AM Eastern Daylight 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 and School Board,

We received a request for a copy of the recording of Thursday's open session of the SB meeting. I have sent it to the requester. Just wanted you to be aware.

--

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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dobier@nucps.net Dana O'Bier

Monday, March 31, 2025 at 12:04:14 PM Eastern Daylight Time

To: kleslie@nucps.net Karen Leslie

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

Dr. Leslie,

Did you see the prior email on Friday from Betty and myself?
Dana

On Mon, Mar 31, 2025 at 10:40 AM Karen Leslie <kleslie@nucps.net> wrote:

Good Morning, Madam Chair and School Board,

We received a request for a copy of the recording of Thursday's open session of the SB meeting. I have sent it to the requester. Just wanted you to be aware.

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Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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kleslie@nucps.net Karen Leslie

Monday, March 31, 2025 at 12:06:35 PM Eastern Daylight 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

The one making me the FOIA officer?

On Monday, March 31, 2025, Dana O'Bier <dobier@nucps.net> wrote:
Dr. Leslie,

Did you see the prior email on Friday from Betty and myself?
Dana

On Mon, Mar 31, 2025 at 10:40 AM Karen Leslie <kleslie@nucps.net> wrote:
Good Morning, Madam Chair and School Board,

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Karen H. Leslie, PhD
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dobier@nucps.net Dana O'Bier Monday, March 31, 2025 at 12:19:47 PM Eastern Daylight Time
To: kleslie@nucps.net Karen Leslie
Cc: bchristopher@nucps.net Betty Christopher, dcurran@nucps.net Dave Curran, dmazyck@nucps.net Denise Mazyck, cdavis@nucps.net Dr. Cheryl Davis

We had requested the budget information.

On Mon, Mar 31, 2025 at 12:06 PM Karen Leslie <kleslie@nucps.net> wrote:
The one making me the FOIA officer?

On Monday, March 31, 2025, Dana O'Bier <dobier@nucps.net> wrote:
Dr. Leslie,

Did you see the prior email on Friday from Betty and myself?
Dana

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Good Morning, Madam Chair and School Board,

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kleslie@nucps.net Karen Leslie

Monday, March 31, 2025 at 12:23:44 PM Eastern Daylight 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 do not have any request for the budget in my email that I can find, but I am happy to provide the draft to you.

On Monday, March 31, 2025, Dana O'Bier <dobier@nucps.net> wrote:

We had requested the budget information.

On Mon, Mar 31, 2025 at 12:06 PM Karen Leslie <kleslie@nucps.net> wrote:

The one making me the FOIA officer?

On Monday, March 31, 2025, Dana O'Bier <dobier@nucps.net> wrote:

Dr. Leslie,

Did you see the prior email on Friday from Betty and myself?

Dana

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[NCPS] Request for Specially Called Meeting

kleslie@nucps.net Karen Leslie

Wednesday, March 19, 2025 at 1:15:08 PM Eastern Daylight Time

To: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, cdavis@nucps.net Dr. Cheryl Davis,
dmazyck@nucps.net Denise Mazyck, dcurran@nucps.net Dave Curran
Cc: twithers@nucps.net Tina Withers, hwargo@nucps.net Holly Wargo

Good Afternoon, Madame Chair and School Board Members,

This morning, Ms. Withers and I attended two meetings first with the County Administrator, and second with the CIP group. From those meetings there are two imminent concerns, one of which requires us to request a specially called meeting for the School Board in order to meet a deadline. Please forgive me if this is not the process to request such a meeting.

1- We were advised in the meeting with the County Administrator that we have not yet completed the forms for our health insurance plan for next year. The deadline to complete these forms is April 1, 2025. Completing these forms 1) allows us to offer health insurance, and 2) locks in the rates for each plan (rates attached to this email). Ms. Withers and I met with Ms. Shannon O'Bier today at 12 to let her know that she needed to complete the training on how to fill out these forms immediately (she has a copy of the link for the training). However, we cannot submit any information in the forms until the rates/ plans are presented to and approved by the School Board. This means that in order to meet the April 1 deadline, we would need to have the plans and rates approved prior to submitting our information by the deadline. We were also told that there are no extensions to this deadline. We are therefore requesting a specially called meeting to present these rates to the School Board in order for us to make the April 1 deadline. .

2. In our meeting with the CIP group, they discussed the impending well abandonment needed by March 1, 2026. Mr. Brann stated that we needed to get an estimate for the well abandonment project, but in order to do that we need to request the School Board to approve the MOU for the engineer. I have requested a copy of the MOU for the County which we could use if it was approved by our School Board. This is an item we would include for the specially called meeting or an upcoming School Board meeting.

3. I have requested that Ms. Withers correct the account codes for payroll so that we do not continue to draw those lines further into the negatives. She has received the codes from the accounting system company to complete this and is working on it today. In addition, we have a plan which we developed with the County Administrator and his team to bring those accounts to zero, removing the negative balances. Since these are her top priorities I have taken over doing most of the budget though she is involved in the process. I do want to be clear that in doing this we have encountered a number of issues in how line items, such as salaries, were apportioned in the previous budget. This means that we will see changes in the new budget proposal because these items are now being placed in the correct categories. The overall budget request should still be in line with last year's request and the preliminary budget, but some categories will look different, specifically in a comparison of year to year. For example, as of today, it appears that we are requesting less to pay elementary teacher salaries: this is because salaries which are for special education and some which are for federal funds were previously included in that estimate, but they were not in the correct place. Consequently, this will make other areas, such as special education spending, appear inflated because the salaries are now in the correct subcategory. I am not requesting any action on this, but want to keep the Board apprised of how things are progressing as we work through the budget. Our goal is to have the budget completed or close to completion by the end of next week, but we will keep you apprised of the timeline as we continue to rate our progress.

Respectfully,

Karen and Tina

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

NCPS 2025-2026 Rates.docx 14k

NUCPS 2024-2025 Retiree Rates.docx 14k

NUCPS 2025-2026 Retiree Rates.docx 14k

NUCPS 2024-2025 Rates.docx 14k

cdavis@nucps.net Dr. Cheryl Davis

Wednesday, March 19, 2025 at 2:12:10 PM Eastern Daylight Time

To: kleslie@nucps.net Karen Leslie

Cc: bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier, dmazyck@nucps.net Denise Mazyck, dcurran@nucps.net Dave Curran, twithers@nucps.net Tina Withers, hwargo@nucps.net Holly Wargo

Thank you Dr. Leslie for keeping on top of all of this.
Dr. Davis

On Wednesday, March 19, 2025, Karen Leslie <kleslie@nucps.net> wrote:

> Good Afternoon, Madame Chair and School Board Members,

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> Karen and Tina

>

> Karen H. Leslie, PhD

>

> Assistant Superintendent

>

> NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

>

> 804.529.6134 ext. 2005 | kleslie@nucps.net

>

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cdavis@nucps.net Dr. Cheryl Davis
To: cheryl_davis@woodberry.org Cheryl Davis

Wednesday, March 26, 2025 at 8:10:42 PM Eastern Daylight Time

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

From: **Dr. Cheryl Davis** <cdavis@nucps.net>

Date: Wed, Mar 19, 2025, 2:12 PM

Subject: Re: [NCPS] Request for Specially Called Meeting

To: Karen Leslie <kleslie@nucps.net>

Cc: Betty Christopher <bchristopher@nucps.net>, Dana O'Bier <dobier@nucps.net>, Denise Mazyck <dmazyck@nucps.net>, Dave Curran <dcurran@nucps.net>, Tina Withers <twithers@nucps.net>, Holly Wargo <hwargo@nucps.net>

Thank you Dr. Leslie for keeping on top of all of this.
Dr. Davis

On Wednesday, March 19, 2025, Karen Leslie <kleslie@nucps.net> wrote:

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>

> Respectfully,

> Karen and Tina

>

> Karen H. Leslie, PhD

>

> Assistant Superintendent

>

> NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

>

> 804.529.6134 ext. 2005 | kleslie@nucps.net

>

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cdavis@nucps.net Dr. Cheryl Davis

Wednesday, March 26, 2025 at 8:10:53 PM Eastern Daylight Time

To: cheryl_davis@woodberry.org Cheryl Davis

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

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

Date: Wed, Mar 19, 2025, 1:15 PM

Subject: [NCPS] Request for Specially Called Meeting

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

Cc: Tina Withers <twithers@nucps.net>, Holly Wargo <hwargo@nucps.net>

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1- We were advised in the meeting with the County Administrator that we have not yet completed the forms for our health insurance plan for next year. The deadline to complete these forms is April 1, 2025. Completing these forms 1) allows us to offer health insurance, and 2) locks in the rates for each plan (rates attached to this email). Ms. Withers and I met with Ms. Shannon O'Bier today at 12 to let her know that she needed to complete the training on how to fill out these forms immediately (she has a copy of the link for the training). However, we cannot submit any information in the forms until the rates/ plans are presented to and approved by the School Board. This means that in order to meet the April 1 deadline, we would need to have the plans and rates approved prior to submitting our information by the deadline. We were also told that there are no extensions to this deadline. We are therefore requesting a specially called meeting to present these rates to the School Board in order for us to make the April 1 deadline. .

2. In our meeting with the CIP group, they discussed the impending well abandonment needed by March 1, 2026. Mr. Brann stated that we needed to get an estimate for the well abandonment project, but in order to do that we need to request the School Board to approve the MOU for the engineer. I have requested a copy of the MOU for the County which we could use if it was approved by our School Board. This is an item we would include for the specially called meeting or an upcoming School Board meeting.

3. I have requested that Ms. Withers correct the account codes for payroll so that we do not continue to draw those lines further into the negatives. She has received the codes from the accounting system company to complete this and is working on it today. In addition, we have a plan which we developed with the County Administrator and his team to bring those accounts to zero, removing the negative balances. Since these are her top priorities I have taken over doing most of the budget though she is involved in the process. I do want to be clear that in doing this we have encountered a number of issues in how line items, such as salaries, were apportioned in the previous budget. This means that we will see

changes in the new budget proposal because these items are now being placed in the correct categories. The overall budget request should still be in line with last year's request and the preliminary budget, but some categories will look different, specifically in a comparison of year to year. For example, as of today, it appears that we are requesting less to pay elementary teacher salaries: this is because salaries which are for special education and some which are for federal funds were previously included in that estimate, but they were not in the correct place. Consequently, this will make other areas, such as special education spending, appear inflated because the salaries are now in the correct subcategory. I am not requesting any action on this, but want to keep the Board apprised of how things are progressing as we work through the budget. Our goal is to have the budget completed or close to completion by the end of next week, but we will keep you apprised of the timeline as we continue to rate our progress.

Respectfully,

Karen and Tina

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Attachments:

NCPS 2025-2026 Rates.docx 14k

NUCPS 2024-2025 Retiree Rates.docx 14k

NUCPS 2025-2026 Retiree Rates.docx 14k

NUCPS 2024-2025 Rates.docx 14k

[NCPS] Spreadsheet shared with you: "COA Expanded Final Draft and COA Summary 2026.xlsx"

drive-shares-dm-noreply@google.com Karen Leslie (via Google Sheets)

To: kleslie@nucps.net Karen Leslie

To: bchristopher@nucps.net

Cc: cdavis@nucps.net, dcurran@nucps.net, dmazyck@nucps.net, dobier@nucps.net

Monday, March 31, 2025 at 12:43:40 PM Eastern Daylight Time

Karen Leslie shared a spreadsheet



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

Please use the worksheets to see the calculations used to complete the Chart of Accounts. Salaries were pulled from the updated scales. The COA Expanded Final Draft shows the final draft calculations to date. I placed "X's" in front of worksheets in that document- this is because I verified each calculation from the worksheets rather than allowing the numbers to migrate over from the worksheets because I found that in the past, some were incorrect.



COA Expanded Final Draft and COA Summary 2026.xlsx

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] Updates: Budget and MOE Updates

kleslie@nucps.net Karen Leslie

Wednesday, March 26, 2025 at 8:34:50 AM Eastern Daylight Time

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

Good Morning, Madam Chair and School Board Members,

Please excuse the length of this email, but I have several important topics on which I need to provide updates, and where I need to request guidance.

1. Budget: I will complete a draft of the Chart of Accounts this morning and send it to you for review. I then need to move to the revenue, but the Chart of Accounts will give an overview comparison to what was presented to the Board in November and December. You will notice that this version looks very different than the one originally presented. At this point, I have only had my eyes on it and will review it prior to Thursday and provide any updates to you. I began working on this March 17 after I finished the MOE. Tina worked with me on that date for several hours, but has been working on payroll and changing codes on the payroll account for the negative lines.

2. Presenting the Budget: As Mrs. Christopher and I discussed on Monday in our phone conversation, I am comfortable sharing what I have completed on the budget, however, I do not know how to proceed beyond that point. I have not received any direction on the budget's preparation from the Superintendent or anyone else other than to estimate several increases on salary. I am also happy to share what I have completed with Dr. Wargo at the same time that I share it with you (it is also available to her in the 2025-2026 Budget Share Folder). I am unclear whether I should be sharing these emails with Dr. Wargo or not [REDACTED] since I have received no directives from her. My other concern is that as the Superintendent's designee, I do not believe that I have the authority for the overall financial planning of the division and for the preparation of the annual budget for review and approval of the Board. I am therefore asking for your directive on how you want me to proceed.

3. Ms Rogers was able to account for an additional \$7,708.63 in administrative pay for the MOE. We can subtract this from the amount estimated to be repaid: $(\$251,316.43 - \$7,708.63 = \$243,607.80)$. We will get a final number confirmed by VDOE as soon as Ms. Rogers can submit the final numbers and documentation to VDOE. She will reach out today to set an appointment with our VDOE representative for the MOE and will submit it once they can meet to discuss. This submission will trigger the next steps which include the Division receiving a letter about not reaching the MOE described in my previous email.

Redacted pursuant to Va. Code § 2.2-3705.1(1)

Thank you!
KHL

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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cdavis@nucps.net Dr. Cheryl Davis

Wednesday, March 26, 2025 at 8:06:33 PM Eastern Daylight Time

To: cheryl_davis@woodberry.org Cheryl Davis

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

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

Date: Wed, Mar 26, 2025, 8:35 AM

Subject: [NCPS] Updates: Budget and MOE Updates

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

Good Morning, Madam Chair and School Board Members,

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Redacted pursuant to Va. Code § 2.2-3705.1(1)

Thank you!
KHL

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: **Holly Wargo** <hwargo@nucps.net>
Date: Fri, Mar 7, 2025 at 1:45 PM
Subject: [NCPS] Re: [NCPS] Comp Time Request
To: Karen Leslie <kleslie@nucps.net>

Thank you for your email. I approve. Have a great weekend!

On Fri, Mar 7, 2025 at 12:46 PM Karen Leslie <kleslie@nucps.net> wrote:

I am requesting use of my comp time for Friday, March 14, 2025. [REDACTED]

[REDACTED] My accumulated time is captured in the shared spreadsheet, but specifically this would be a swap for working a Saturday event at the YMCA on October 26, 2024.

Redacted pursuant to Va. Code § 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: lday@nucps.net Lisa Day

Monday, March 17, 2025 at 10:23:41 AM Eastern Daylight Time

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

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To: Karen Leslie <kleslie@nucps.net>

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Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

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Incident at NHS

kleslie@nucps.net Karen Leslie

Tuesday, March 25, 2025 at 8:59:14 AM Eastern Daylight Time

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

Good Morning, Madam Chair and School Board Members,

There was a minor physical altercation at NHS this morning right after morning announcements between two ninth-grade male students. It was diffused by the teacher. There were no reported injuries, and both students have been disciplined. Please let me know if you have any further questions.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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MOE Updates

kleslie@nucps.net Karen Leslie

Thursday, March 20, 2025 at 12:59:28 PM Eastern Daylight Time

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

Good Afternoon, Madam Chair and School Board Members,

This morning, March 20, 2025 Ms. Rogers and I met with the finance director from the Virginia Department of Education, Tracie Coleman, and her team to review the data sheets we submitted to them for the Maintenance of Effort (MOE) report which reports local spending for special education services for the year. These data were for the 2023-2024 school year (FY24). Ms. Withers joined the meeting near the end because she was in another meeting.

Their director confirmed that there were incorrect calculations for several years which caused the number for our expected spending to be too high. Because the MOE is based on spending more each year than the previous year, this initial miscalculation meant that we were not able to reach the amount required for FY 24.

Ms. Coleman stated that after we submit the MOE in the electronic system, we will receive an email and a formal letter from the State Superintendent letting us know that we did not meet our MOE and it will give us the exact payback amount. We were able to include some new expenses by claiming a percentage of administrator salaries for special education meetings. This will give us at least \$6,000 less that will have to be returned to the VDOE who will reimburse the US Department of Education. The amount will be close to \$244,000, but Ms. Rogers will give us the final number in the next few days when she completes her calculations of the added admin salaries.

Due to the issues with the MOE, it is possible that we will not qualify to receive federal funding for special education next year. We will not know this for sure until VDOE can go through everything including the annual plan to look at our eligibility.

Please let me know if you have any questions.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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dobier@nucps.net Dana O'Bier

Thursday, March 20, 2025 at 2:54:15 PM Eastern Daylight Time

To: kleslie@nucps.net Karen Leslie

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

Several years? Please specify which years, thanks.

~ Dana

On Thu, Mar 20, 2025 at 12:59 PM Karen Leslie <kleslie@nucps.net> wrote:

Good Afternoon, Madam Chair and School Board Members,

This morning, March 20, 2025 Ms. Rogers and I met with the finance director from the Virginia Department of Education, Tracie Coleman, and her team to review the data sheets we submitted to them for the Maintenance of Effort (MOE) report which reports local spending for special education services for the year. These data were for the 2023-2024 school year (FY24). Ms. Withers joined the meeting near the end because she was in another meeting.

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Karen H. Leslie, PhD

Assistant Superintendent

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kleslie@nucps.net Karen Leslie

Thursday, March 20, 2025 at 2:58:12 PM Eastern Daylight 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

They only went back as far 2020-2021.

On Thursday, March 20, 2025, Dana O'Bier <dobier@nucps.net> wrote:

Several years? Please specify which years, thanks.

~ Dana

On Thu, Mar 20, 2025 at 12:59 PM Karen Leslie <kleslie@nucps.net> wrote:

Good Afternoon, Madam Chair and School Board Members,

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Karen H. Leslie, PhD

Assistant Superintendent

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kleslie@nucps.net Karen Leslie

Thursday, March 20, 2025 at 3:07:14 PM Eastern Daylight 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

Ms. Rogers just pulled all the reports from 2012 until now.

Karen H. Leslie, PhD
Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Student Issue

kleslie@nucps.net Karen Leslie

Tuesday, April 8, 2025 at 3:45:12 PM Eastern Daylight 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 afternoon we had a student from Rivermont who we transport run out of the van at 138 Harry Hogan Road. Ms. Branem called the Sheriff and the parent/ The sheriff is there and the parent is on the way. I am en route to the situation now.

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

Tuesday, April 8, 2025 at 4:21:43 PM Eastern Daylight 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

Student has been reunited with with their family. I'm headed back to the office.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Tue, Apr 8, 2025 at 3:45 PM Karen Leslie <kleslie@nucps.net> wrote:

This afternoon we had a student from Rivermont who we transport run out of the van at 138 Harry Hogan Road. Ms. Branem called the Sheriff and the parent/ The sheriff is there and the parent is on the way. I am en route to the situation now.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Today and Budget

kleslie@nucps.net Karen Leslie

Thursday, March 27, 2025 at 12:58:57 PM Eastern Daylight Time

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

Good Afternoon, Madam Chair and School Board Members,

I have completed all the corrections for federal title grants and readjusted the local budget expenditures in the Chart of Accounts as well as calculated the total amount requested from local funds (total expenses minus revenue sources). Please let me know if you would like me to forward the summaries to you for these amounts.

Also, I received an email from Mr. Tadlock requesting that I attend the Board of Supervisors meeting this evening. Can someone please let me know if I should attend?

Thanks!
KHL

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Updates and Request

kleslie@nucps.net Karen Leslie

Monday, April 7, 2025 at 2:39:05 PM Eastern Daylight Time

Good Afternoon, Madam Chair and School Board Members,

I am continuing to review the chart of accounts to look for any errors. I have reduced two areas of spending today, the Gov School from \$159,300 to 110980 now that we have the new rates and seat counts. I also adjusted the NES supplemental contacts from 33754 to 26343 due to what I believe was an invalid overestimation.

In addition, I completed FOIA Officer training today, but received an email re: [REDACTED]
[REDACTED]

Lastly, we have revised employment contracts (thanks to Dr Wargo) which contain language nullifying position appointments in the absence of an approved budget or necessary funds. I spoke with the SB attorney [REDACTED]
[REDACTED] Therefore, I plan to get 2025-2026 contacts completed in our new TalentEd system for electronic delivery before the end of April (but my hope is by the end of next week). .

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

Redacted pursuant to Va. Code § 2.2-3705.1(2)

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[NCPS] Access to Board Docs

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

Monday, April 7, 2025 at 9:05:45 AM Eastern Daylight Time

Good Morning, Dr. Wargo,

I am sorry to bother you while you're away, but I understand that you are the only person who can access these platforms.

Can you please add access for me to BoardDocs and OMEGA so that we can keep things moving forward?

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

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[NCPS] Confidential and Privileged information

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

Wednesday, March 5, 2025 at 12:10:06 PM Eastern Standard Time

Good afternoon Dr. Leslie,

Regarding the employee matter at NMS, thank you for conducting the independent investigation. At this time, I do not think the school division has sufficient information to move forward.

Redacted
pursuant to
Va. Code §
2.2-3705.1(2)

Therefore, I am requesting for you to

1. Meet with the employee and provide a letter re: the investigation and its findings (or lack thereof); the employee should return to a regular schedule after your meeting.
2. Inform the employee, in writing, that she was recorded for some of the interview on Monday, March 3, 2025. Moving forward, legal counsel advises [REDACTED]. Further, legal stated [REDACTED]
3. If you recorded other employees during investigations, you will need to inform them, in writing, and let them know the recording will be part of their personnel record, and they have a right to request a copy of it. How do you plan to file these recordings so that they are accessible as part of the personnel file?

--
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, March 5, 2025 at 1:23:03 PM Eastern Standard Time

I don't have other recordings.

I will put the audio file on a jump drive.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Wed, Mar 5, 2025 at 12:10 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon Dr. Leslie,

Regarding the employee matter at NMS, thank you for conducting the independent investigation. At this time, I do not think the school division has sufficient information to move forward.

Therefore, I am requesting for you to

1. Meet with the employee and provide a letter re: the investigation and its findings (or lack thereof); the employee should return to a regular schedule after your meeting.
2. Inform the employee, in writing, that she was recorded for some of the interview on Monday, March 3, 2025. Moving forward, legal counsel advises [REDACTED]. Further, legal stated [REDACTED].
3. If you recorded other employees during investigations, you will need to inform them, in writing, and let them know the recording will be part of their personnel record, and they have a right to request a copy of it. How do you plan to file these recordings so that they are accessible as part of the personnel file?

--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net

Redacted
pursuant to
Va. Code §
2.2-3705.1(2)



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[NCPS] Fingerprinting & Background Checks

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

Thursday, March 6, 2025 at 11:55:04 AM Eastern Standard Time

Good morning,
Please let me know the status of Fingerprinting & Background check for
[REDACTED] Boys Assistant Soccer
[REDACTED] Baseball Volunteer

Redacted
pursuant to
Va. Code §
2.2-3705.1(1)

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

Thursday, March 6, 2025 at 12:04:04 PM Eastern Standard Time

We don't fingerprint coaches. Working in MOE- Shannon and you have access to BIB as well or I can check in a bit.

On Thursday, March 6, 2025, Holly Wargo <hwargo@nucps.net> wrote:

Good morning,
Please let me know the status of Fingerprinting & Background check for
[REDACTED] Boys Assistant Soccer
[REDACTED] Baseball Volunteer

Redacted
pursuant to
Va. Code §
2.2-3705.1(1)

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

Thursday, March 6, 2025 at 12:08:29 PM Eastern Standard Time

Please check and let me know. Thank you!

On Thu, Mar 6, 2025 at 12:04 PM Karen Leslie <kleslie@nucps.net> wrote:

We don't fingerprint coaches. Working in MOE- Shannon and you have access to BIB as well or I can check in a bit.

On Thursday, March 6, 2025, Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

Please let me know the status of Fingerprinting & Background check for
[REDACTED] Boys Assistant Soccer
[REDACTED] Baseball Volunteer

Redacted
pursuant to
Va. Code §
2.2-3705.1(1)

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

Thursday, March 6, 2025 at 12:37:14 PM Eastern Standard Time

There are no submissions for those parameters. Are these new hires?

On Thursday, March 6, 2025, Holly Wargo <hwargo@nucps.net> wrote:
Please check and let me know. Thank you!

On Thu, Mar 6, 2025 at 12:04 PM Karen Leslie <kleslie@nucps.net> wrote:
We don't fingerprint coaches. Working in MOE- Shannon and you have access to BIB as well or I can check in a bit.

On Thursday, March 6, 2025, Holly Wargo <hwargo@nucps.net> wrote:

Good morning,
Please let me know the status of Fingerprinting & Background check for
[REDACTED] Boys Assistant Soccer
[REDACTED] Baseball Volunteer

Redacted
pursuant to
Va. Code §
2.2-3705.1(1)

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

Thursday, March 6, 2025 at 12:38:13 PM Eastern Standard Time

They are coaching recommendations, but the Board could not approve them last month because we did not have the background check information.

On Thu, Mar 6, 2025 at 12:35 PM Karen Leslie <kleslie@nucps.net> wrote:
There are no submissions for those parameters. Are these new hires?

On Thursday, March 6, 2025, Holly Wargo <hwargo@nucps.net> wrote:
Please check and let me know. Thank you!

On Thu, Mar 6, 2025 at 12:04 PM Karen Leslie <kleslie@nucps.net> wrote:
We don't fingerprint coaches. Working in MOE- Shannon and you have access to BIB as well or I can check in a bit.

On Thursday, March 6, 2025, Holly Wargo <hwargo@nucps.net> wrote:

Good morning,
Please let me know the status of Fingerprinting & Background check for
[REDACTED] Boys Assistant Soccer
[REDACTED] Baseball Volunteer

Redacted
pursuant to
Va. Code §
2.2-3705.1(1)

Thank you,

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



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--
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Assistant Superintendent
NORTHUMBERLAND COUNTY PUBLIC SCHOOLS
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kleslie@nucps.net Karen Leslie
To: hwargo@nucps.net Holly Wargo

Thursday, March 6, 2025 at 12:46:12 PM Eastern Standard Time

Then they have still not submitted.

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

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On Thu, Mar 6, 2025 at 12:38 PM Holly Wargo <hwargo@nucps.net> wrote:
They are coaching recommendations, but the Board could not approve them last month because we did not have the background check information.

On Thu, Mar 6, 2025 at 12:35 PM Karen Leslie <kleslie@nucps.net> wrote:
There are no submissions for those parameters. Are these new hires?

On Thursday, March 6, 2025, Holly Wargo <hwargo@nucps.net> wrote:
Please check and let me know. Thank you!

On Thu, Mar 6, 2025 at 12:04 PM Karen Leslie <kleslie@nucps.net> wrote:
We don't fingerprint coaches. Working in MOE- Shannon and you have access to BIB as well or I can check in a bit.

On Thursday, March 6, 2025, Holly Wargo <hwargo@nucps.net> wrote:

Good morning,

Please let me know the status of Fingerprinting & Background check for
[REDACTED] Boys Assistant Soccer
[REDACTED] Baseball Volunteer

Redacted
pursuant to
Va. Code §
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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--

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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[NCPS] Fwd: FW: FW: NCPS School Board Office

hwargo@nucps.net Holly Wargo

Tuesday, November 26, 2024 at 3:21:45 PM Eastern Standard Time

To: kleslie@nucps.net Karen Leslie, tbooth@nucps.net Tara Booth, lday@nucps.net Lisa Day, jashton@nucps.net Javornda Ashton, twithers@nucps.net Tina Withers, shannonobier@nucps.net Shannon Obier, ssmith@nucps.net Sophronia Smith, jrogers@nucps.net Jessica Rogers

Good afternoon and Happy Thanksgiving!!! Bay Restoration will begin work on the SBO on Monday, December 2. Dr. Burns said we are able to use the new facility during that s time of mold mitigation.

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

From: **Drew Basye** <dbasye@co.northumberland.va.us>

Date: Mon, Nov 25, 2024 at 3:05 PM

Subject: FW: FW: NCPS School Board Office

To: Holly Wargo <hwargo@nucps.net>, jbrann@nucps.net <jbrann@nucps.net>

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

Dr. Wargo and Jeff,

I wanted to let you know that Bay Restoration plans to start on the remediation project at the School Board office next Monday December 2, 2024. See below for their notification.

Thank you and have a Happy Thanksgiving,

Drew

From: office@bay-restoration.com <office@bay-restoration.com>

Sent: Monday, November 25, 2024 1:34 PM

To: Drew Basye <dbasye@co.northumberland.va.us>

Subject: Re: FW: NCPS School Board Office

Per Neal, we do plan to be there next Monday, December 2nd.

Happy Thanksgiving!

Kathy Conrad

Bay Restoration
[805 Kamps Mill Rd.](#)
[Lancaster, VA 22503](#)
(804) 435-1065

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notify the sender immediately by e-mail if you have received this e-mail by mistake, and delete this e-mail from your system. If you are not the intended recipient, you are notified that disclosing, copying, distributing, or taking any action in reliance on the contents of this information is strictly prohibited.

On 2024-11-25 07:48, Drew Basye wrote:

Kathy,

Do you know when your team will start the remediation project at the School Board office?

Thanks

Drew

From: office@bay-restoration.com <office@bay-restoration.com>

Sent: Tuesday, November 19, 2024 3:27 PM

To: Drew Basye <dbasye@co.northumberland.va.us>

Subject: Re: FW: NCPS School Board Office

Okay

Kathy Conrad

Bay Restoration
[805 Kamps Mill Rd.](#)
[Lancaster, VA 22503](#)
(804) 435-1065

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On 2024-11-19 13:53, Drew Basye wrote:

She needs to go to the County Admin office, same building.

From: office@bay-restoration.com <office@bay-restoration.com>
Sent: Tuesday, November 19, 2024 2:53 PM
To: Drew Basye <dbasye@co.northumberland.va.us>
Subject: Re: FW: NCPS School Board Office

Erin will be over shortly. Does she go to the Treasurer's Office?

Kathy Conrad

Bay Restoration
805 Kamps Mill Rd.
Lancaster, VA 22503
(804) 435-1065

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On 2024-11-19 12:25, Drew Basye wrote:

Kathy,

It will be ready after 3pm.

Thanks,

Drew

From: office@bay-restoration.com <office@bay-restoration.com>
Sent: Tuesday, November 19, 2024 1:03 PM
To: Drew Basye <dbasye@co.northumberland.va.us>
Subject: Re: FW: NCPS School Board Office

We can send someone to pick it up. About what time do you expect it to be ready?

Thank you!

Kathy Conrad

Bay Restoration
805 Kamps Mill Rd.
Lancaster, VA 22503
(804) 435-1065

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On 2024-11-19 11:57, Drew Basye wrote:

Kathy,

The check will be ready this afternoon. Would you like for us to mail it, or will someone be picking it up?

Thanks,

Drew

From: office@bay-restoration.com <office@bay-restoration.com>
Sent: Friday, November 15, 2024 3:40 PM
To: Drew Basye <dbasye@co.northumberland.va.us>
Subject: Re: FW: NCPS School Board Office

Signed agreement received. Any idea when the deposit may be ready?

Kathy Conrad

Bay Restoration
805 Kamps Mill Rd.
Lancaster, VA 22503
(804) 435-1065

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taking any action in reliance on the contents of this information is strictly prohibited.

On 2024-11-15 13:54, Drew Basye wrote:

Kathy,

Attached is the signed work authorization.

Thanks

Drew

From: Luttrell Tadlock <ltadlock@co.northumberland.va.us>
Sent: Friday, November 15, 2024 2:30 PM
To: Drew Basye <dbasye@co.northumberland.va.us>
Subject: RE: NCPS School Board Office

From: Drew Basye <dbasye@co.northumberland.va.us>
Sent: Friday, November 15, 2024 1:44 PM
To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>
Subject: FW: NCPS School Board Office

Fyi I will ask for the W-9 as well.

From: office@bay-restoration.com <office@bay-restoration.com>
Sent: Friday, November 15, 2024 1:42 PM
To: Drew Basye <dbasye@co.northumberland.va.us>
Subject: Re: NCPS School Board Office

Attached is the work authorization for signature and an invoice for the 50% deposit. Contact me with any questions.

Thank you for choosing Bay Restoration!

Kathy Conrad

Bay Restoration
805 Kamps Mill Rd.
Lancaster, VA 22503
(804) 435-1065

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On 2024-11-15 08:31, Drew Basye wrote:

Kathy,

The Board approved Bay Restoration attached quote last night for \$7,917.09. Do we need to get a signed copy from you for this that we should sign and return, or does this email cover your needs to proceed?

Thanks

Drew

From: office@bay-restoration.com <office@bay-restoration.com>

Sent: Tuesday, November 12, 2024 3:57 PM

To: Drew Basye <dbasye@co.northumberland.va.us>

Subject: Re: NCPS School Board Office

Thank you for the update.

Have a great afternoon!

Kathy Conrad

Bay Restoration
805 Kamps Mill Rd.
Lancaster, VA 22503
(804) 435-1065

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On 2024-11-12 14:49, Drew Basye wrote:

Kathy,

Thank you for reaching out. Jeff from NCPS did forward to me and I think we are discussing with the Board at this weeks meeting. I will keep in touch as I hear more.

Thank you,

Drew

From: office@bay-restoration.com <office@bay-restoration.com>

Sent: Tuesday, November 12, 2024 3:46 PM

To: Drew Basye <dbasye@co.northumberland.va.us>

Subject: NCPS School Board Office

I am following up on the estimate for the remediation at the above location. Please advise the status or if there are any questions.

Thank you for choosing Bay Restoration!

--

Kathy Conrad

Bay Restoration
[805 Kamps Mill Rd.](#)
[Lancaster, VA 22503](#)
(804) 435-1065

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To: hwargo@nucps.net Holly Wargo

Dr. Wargo,

Today we were told that they would move it because the auditors are coming next week. They are planning to do the mold mitigation during the winter break.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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On Tue, Nov 26, 2024 at 2:21 PM Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon and Happy Thanksgiving!!! Bay Restoration will begin work on the SBO on Monday, December 2. Dr. Burns said we are able to use the new facility during that s time of mold mitigation.

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

From: **Drew Basye** <dbasye@co.northumberland.va.us>

Date: Mon, Nov 25, 2024 at 3:05 PM

Subject: FW: FW: NCPS School Board Office

To: Holly Wargo <hwargo@nucps.net>, jbrann@nucps.net <jbrann@nucps.net>

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

Dr. Wargo and Jeff,

I wanted to let you know that Bay Restoration plans to start on the remediation project at the School Board office next Monday December 2, 2024. See below for their notification.

Thank you and have a Happy Thanksgiving,

Drew

From: office@bay-restoration.com <office@bay-restoration.com>

Sent: Monday, November 25, 2024 1:34 PM

To: Drew Basye <dbasye@co.northumberland.va.us>

Subject: Re: FW: NCPS School Board Office

Per Neal, we do plan to be there next Monday, December 2nd.

Happy Thanksgiving!

Kathy Conrad

Bay Restoration
805 Kamps Mill Rd.
Lancaster, VA 22503
(804) 435-1065

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On 2024-11-25 07:48, Drew Basye wrote:

Kathy,

Do you know when your team will start the remediation project at the School Board office?

Thanks

Drew

From: office@bay-restoration.com <office@bay-restoration.com>

Sent: Tuesday, November 19, 2024 3:27 PM

To: Drew Basye <dbasye@co.northumberland.va.us>

Subject: Re: FW: NCPS School Board Office

Okay

Kathy Conrad

Bay Restoration
805 Kamps Mill Rd.
Lancaster, VA 22503
(804) 435-1065

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On 2024-11-19 13:53, Drew Basye wrote:

She needs to go to the County Admin office, same building.

From: office@bay-restoration.com <office@bay-restoration.com>

Sent: Tuesday, November 19, 2024 2:53 PM

To: Drew Basye <dbasye@co.northumberland.va.us>

Subject: Re: FW: NCPS School Board Office

Erin will be over shortly. Does she go to the Treasurer's Office?

Kathy Conrad

Bay Restoration
[805 Kamps Mill Rd.](#)
[Lancaster, VA 22503](#)
(804) 435-1065

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On 2024-11-19 12:25, Drew Basye wrote:

Kathy,

It will be ready after 3pm.

Thanks,

Drew

From: office@bay-restoration.com <office@bay-restoration.com>
Sent: Tuesday, November 19, 2024 1:03 PM
To: Drew Basye <dbasye@co.northumberland.va.us>
Subject: Re: FW: NCPS School Board Office

We can send someone to pick it up. About what time do you expect it to be ready?

Thank you!

Kathy Conrad

Bay Restoration
[805 Kamps Mill Rd.](#)
[Lancaster, VA 22503](#)
(804) 435-1065

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On 2024-11-19 11:57, Drew Basye wrote:

Kathy,

The check will be ready this afternoon. Would you like for us to mail it, or will someone be picking it up?

Thanks,

Drew

From: office@bay-restoration.com <office@bay-restoration.com>
Sent: Friday, November 15, 2024 3:40 PM
To: Drew Basye <dbasye@co.northumberland.va.us>
Subject: Re: FW: NCPS School Board Office

Signed agreement received. Any idea when the deposit may be ready?

Kathy Conrad

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On 2024-11-15 13:54, Drew Basye wrote:

Kathy,

Attached is the signed work authorization.

Thanks

Drew

From: Luttrell Tadlock <ltadlock@co.northumberland.va.us>
Sent: Friday, November 15, 2024 2:30 PM
To: Drew Basye <dbasye@co.northumberland.va.us>
Subject: RE: NCPS School Board Office

From: Drew Basye <dbasye@co.northumberland.va.us>
Sent: Friday, November 15, 2024 1:44 PM
To: Luttrell Tadlock <ltadlock@co.northumberland.va.us>
Subject: FW: NCPS School Board Office

Fyi I will ask for the W-9 as well.

From: office@bay-restoration.com <office@bay-restoration.com>
Sent: Friday, November 15, 2024 1:42 PM
To: Drew Basye <dbasye@co.northumberland.va.us>
Subject: Re: NCPS School Board Office

Attached is the work authorization for signature and an invoice for the 50% deposit. Contact me with any questions.

Thank you for choosing Bay Restoration!

Kathy Conrad

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On 2024-11-15 08:31, Drew Basye wrote:

Kathy,

The Board approved Bay Restoration attached quote last night for \$7,917.09. Do we need to get a signed copy from you for this that we should sign and return, or does this email cover your needs to proceed?

Thanks

Drew

From: office@bay-restoration.com <office@bay-restoration.com>
Sent: Tuesday, November 12, 2024 3:57 PM
To: Drew Basye <dbasye@co.northumberland.va.us>
Subject: Re: NCPS School Board Office

Thank you for the update.

Have a great afternoon!

Kathy Conrad

Bay Restoration
805 Kamps Mill Rd.
Lancaster, VA 22503
(804) 435-1065

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On 2024-11-12 14:49, Drew Basye wrote:

Kathy,

Thank you for reaching out. Jeff from NCPS did forward to me and I think we are discussing with the Board at this weeks meeting. I will keep in touch as I hear more.

Thank you,

Drew

From: office@bay-restoration.com <office@bay-restoration.com>

Sent: Tuesday, November 12, 2024 3:46 PM

To: Drew Basye <dbasye@co.northumberland.va.us>

Subject: NCPS School Board Office

I am following up on the estimate for the remediation at the above location. Please advise the status or if there are any questions.

Thank you for choosing Bay Restoration!

--

Kathy Conrad

Bay Restoration
805 Kamps Mill Rd.
Lancaster, VA 22503

(804) 435-1065

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[NCPS] Permission to Share Information

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

Monday, April 7, 2025 at 11:17:51 AM Eastern Daylight Time

Good Morning, Dr. Wargo,

I understand that your father passed; I am very sorry for your loss. I know that in the past, these things were shared with the Division, but I am not comfortable sharing information without your consent. Please let me know if you would like me to share and if so, any details you want to include.

Again, I am sorry for your loss. Prayers for you and your family.

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

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[NCPS] Spreadsheet shared with you: "2324ExpenditureDetail"

drive-shares-dm-noreply@google.com Karen Leslie (via Google Sheets)

To: kleslie@nucps.net Karen Leslie

To: hwargo@nucps.net

Thursday, March 6, 2025 at 4:44:49 PM Eastern Standard Time

Karen Leslie shared a spreadsheet



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



2324ExpenditureDetail

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

Background check

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

Thursday, March 6, 2025 at 2:30:43 PM Eastern Standard Time

Hi Dr. Leslie,
Can you take a quick look for [REDACTED]

Redacted
pursuant to
Va. Code §
2.2-3705.1(1)

Communication

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

Tuesday, March 11, 2025 at 11:46:03 AM Eastern Daylight Time

Good Moring, Dr. Wargo.,

I hope that you are well.

I received no communication [REDACTED] which made it difficult for me to anticipate whether I need to step into your role. I attempted to call you yesterday at 4:10 p.m. [REDACTED] but my call was not answered. I understand from the statement by Ms. Christopher at the School Board meeting (after 6 p.m.) [REDACTED] but have not received any communication.

I did receive a copy of the electronic chart of accounts from Ms. Booth and am attaching it to this email. Last week, I sent you an email asking for direction on moving forward with the budget after completing the task you had assigned to me, but did not receive a response from you. I also have not received any verbal communication on how to proceed with the budget. [REDACTED] because I have been at the schools all morning, but did not receive any response to my text message I sent you this morning. If I do not hear from you, I presume that I will get with Ms. Withers to work on the chart of accounts for the budget.

Today, I need to leave work by 4 p.m. [REDACTED]

Redacted
pursuant to
Va. Code §
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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Attachments:

SALARY EXCEL 2025-2026.xlsx 2.0M

For SB

kleslie@nucps.net Karen Leslie

Wednesday, November 20, 2024 at 3:35:35 PM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

We are investigating the report of a threat made at the NNTC today from one student to two female students. This threat was reported to NCPS around 12:00 today by the assistant principal at NNTC. Employees from NCPS went to NNTC to transport the recipient of the threat home since she would have otherwise been in the same van with the person she had stated made the alleged threat. We collected her statement and initiated the threat assessment process. Not all participants could be reached this afternoon, and we will continue the process tomorrow. As of right now, the student who made the threat will not be attending tomorrow due to a court appearance for an unrelated incident. All information was reported by NCPS employees to Northumberland County Sheriff's Office.

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Meeting With Sheriff

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

Tuesday, March 11, 2025 at 3:58:15 PM Eastern Daylight Time

Good Afternoon Again, Dr. Wargo,

I hope that you are okay.

I understand that you [REDACTED].

Redacted
pursuant to
Va. Code §
2.2-3705.1(1)

I just want to let you know that I went to the meeting you scheduled today at the Sheriff's Office at 1:00 p.m. today. When no one attended including Ms. Withers, Ms. S. O'Bier, and Mr. Brann, I called Mr. Brann from who told me that it was cancelled because Ms. Withers stated that [REDACTED]. I did not receive any communication on this meeting cancellation.

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

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Personnel

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

Thursday, March 6, 2025 at 12:05:00 PM Eastern Standard Time

Good afternoon,
Please forward a recommendation for termination of the Transportation personnel matter. We will need all supporting documents for the School Board to review. Please scan as one bundle.
This information is privileged, 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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Request for Meeting

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

Friday, November 15, 2024 at 5:02:58 PM Eastern Standard Time

Good afternoon,

Are you available to meet on Monday at 1:30? 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

Friday, November 15, 2024 at 7:02:34 PM Eastern Standard Time

Sure. I would like to be prepared, can you tell me why we are meeting?

On Friday, November 15, 2024, Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,

Are you available to meet on Monday at 1:30? 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, November 18, 2024 at 12:27:12 PM Eastern Standard Time

Good afternoon Dr. Leslie,
I want to follow up re: last week's concern.

Thank you,

On Fri, Nov 15, 2024 at 7:02 PM Karen Leslie <kleslie@nucps.net> wrote:
Sure. I would like to be prepared, can you tell me why we are meeting?

On Friday, November 15, 2024, Holly Wargo <hwargo@nucps.net> wrote:
Good afternoon,

Are you available to meet on Monday at 1:30? 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.

--

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

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Request for Meeting

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

Friday, November 15, 2024 at 5:02:58 PM Eastern Standard Time

Good afternoon,

Are you available to meet on Monday at 1:30? 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

Friday, November 15, 2024 at 7:02:34 PM Eastern Standard Time

Sure. I would like to be prepared, can you tell me why we are meeting?

On Friday, November 15, 2024, Holly Wargo <hwargo@nucps.net> wrote:

Good afternoon,

Are you available to meet on Monday at 1:30? Thank you.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



IUP



GW

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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, November 18, 2024 at 12:27:12 PM Eastern Standard Time

Good afternoon Dr. Leslie,
I want to follow up re: last week's concern.

Thank you,

On Fri, Nov 15, 2024 at 7:02 PM Karen Leslie <kleslie@nucps.net> wrote:
Sure. I would like to be prepared, can you tell me why we are meeting?

On Friday, November 15, 2024, Holly Wargo <hwargo@nucps.net> wrote:
Good afternoon,

Are you available to meet on Monday at 1:30? 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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[NCPS] Attorney Client Privilege Invoked

hwargo@nucps.net Holly Wargo

Sunday, March 16, 2025 at 8:06:04 PM Eastern Daylight Time

To: NCheuk@sandsanderson.com Cheuk, Nicole S., bchristopher@nucps.net Betty Christopher, dobier@nucps.net Dana O'Bier

Good evening Madam Chair, Madam Vice Chair, & Legal Counsel Nikki Cheuk:

I received a FOIA request from David Curran's wife Anne Curran. The Director of Educational Technology independently gathered these documents in response to the FOIA request and submitted them to me on late Friday afternoon.

Due to the current concerns re: [REDACTED], I am requesting for you to assign an Alternate FOIA Officer [REDACTED] in providing this information to Anne Curran.

Please note some of these documents contain confidential material involving FMLA; student matters; staff matters; my personnel concerns; etc. It will be important for [REDACTED]
[REDACTED].

In addition, I am not able to gather the contract information because [REDACTED]
[REDACTED]. This is my formal notice that I will need someone else to respond to Anne Curran's FOIA request.

The FOIA request is due March 20, 2025.

If possible, will you let me know you received this and that you are able to access the folder? Thank you for your time and attention to this time sensitive matter.

Sincerely,
Holly Wargo
(804) 994-1349

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

Redacted
pursuant to Va.
Code § 2.2-3705.1
(1) and 2.2-3705.1
(2)



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.

Attachments:

Wargo-Confidential FOIA-20250317T000152Z-001.zip 25M

bchristopher@nucps.net Betty Christopher
To: ncheuk@sandsanderson.com Cheuk, Nicole S.

Tuesday, March 18, 2025 at 10:13:12 PM Eastern Daylight Time

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

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

Date: Sun, Mar 16, 2025 at 8:06 PM

Subject: [NCPS] Attorney Client Privilege Invoked

To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>, Betty Christopher <bchristopher@nucps.net>, Dana O'Bier <dobier@nucps.net>

Good evening Madam Chair, Madam Vice Chair, & Legal Counsel Nikki Cheuk:

I received a FOIA request from David Curran's wife Anne Curran. The Director of Educational Technology independently gathered these documents in response to the FOIA request and submitted them to me on late Friday afternoon.

Due to the current concerns re: [REDACTED], I am requesting for you to assign an Alternate FOIA Officer [REDACTED] in providing this information to Anne Curran.

Please note some of these documents contain confidential material involving FMLA; student matters; staff matters; my personnel concerns; etc. It will be important for [REDACTED]

In addition, I am not able to gather the contract information because [REDACTED]. This is my formal notice that I will need someone else to respond to Anne Curran's FOIA request.

The FOIA request is due March 20, 2025.

If possible, will you let me know you received this and that you are able to access the folder? Thank you for your time and attention to this time sensitive matter.

Sincerely,
Holly Wargo
(804) 994-1349

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

Redacted
pursuant to Va.
Code § 2.2-3705.1
(1) and 2.2-3705.1
(2)



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Attachments:

Wargo-Confidential FOIA-20250317T000152Z-001.zip 25M

bchristopher@nucps.net Betty Christopher
To: ncheuk@sandsanderson.com Cheuk, Nicole S.

Tuesday, March 18, 2025 at 10:13:48 PM Eastern Daylight Time

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

From: **Betty Christopher** <bchristopher@nucps.net>
Date: Tue, Mar 18, 2025 at 10:13 PM
Subject: Fwd: [NCPS] Attorney Client Privilege Invoked
To: Cheuk, Nicole S. <ncheuk@sandsanderson.com>

Redacted
pursuant to Va.
Code § 2.2-3705.1
(1) and 2.2-3705.1
(2)

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

From: **Holly Wargo** <hwargo@nucps.net>
Date: Sun, Mar 16, 2025 at 8:06 PM
Subject: [NCPS] Attorney Client Privilege Invoked
To: Cheuk, Nicole S. <NCheuk@sandsanderson.com>, Betty Christopher <bchristopher@nucps.net>, Dana O'Bier <dobier@nucps.net>

Good evening Madam Chair, Madam Vice Chair, & Legal Counsel Nikki Cheuk:

I received a FOIA request from David Curran's wife Anne Curran. The Director of Educational Technology independently gathered these documents in response to the FOIA request and submitted them to me on late Friday afternoon.

Due to the current concerns re: [REDACTED], I am requesting for you to assign an Alternate FOIA Officer [REDACTED] in providing this information to Anne Curran.

Please note some of these documents contain confidential material involving FMLA; student matters; staff matters; my personnel concerns; etc. It will be important for [REDACTED]

In addition, I am not able to gather the contract information because [REDACTED]. This is my formal notice that I will need someone else to respond to Anne Curran's FOIA request.

The FOIA request is due March 20, 2025.

If possible, will you let me know you received this and that you are able to access the folder? Thank you for your time and attention to this time sensitive matter.

Sincerely,
Holly Wargo
(804) 994-1349

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



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Attachments:

Wargo-Confidential FOIA-20250317T000152Z-001.zip 25M

[NCPS] Credit card

bchristopher@nucps.net Betty Christopher

Tuesday, November 19, 2024 at 9:19:28 AM Eastern Standard Time

To: tbooth@nucps.net Tara Booth, hwargo@nucps.net Holly Wargo

Tara, please give Holly today my credit card for us to use this week since I forgot to get it from you last week. Thank you.

hwargo@nucps.net Holly Wargo

Tuesday, November 19, 2024 at 11:14:33 AM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher

Cc: tbooth@nucps.net Tara Booth

Hi Mrs. Christopher,

Lisa Day gave me the credit card. I plan to give this to you tomorrow.

On Tue, Nov 19, 2024 at 9:19 AM Betty Christopher <bchristopher@nucps.net> wrote:

Tara, please give Holly today my credit card for us to use this week since I forgot to get it from you last week. Thank you.

tbooth@nucps.net Tara Booth

Tuesday, November 19, 2024 at 3:30:38 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher

Cc: hwargo@nucps.net Holly Wargo

Good afternoon Betty,

Dana still has the School Board credit card. I believe Holly has a second one to bring just in case.

See you tomorrow,
Tara

On Tue, Nov 19, 2024 at 9:19 AM Betty Christopher <bchristopher@nucps.net> wrote:

Tara, please give Holly today my credit card for us to use this week since I forgot to get it from you last week. Thank you.

--

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

[NCPS] Family emergency

hwargo@nucps.net Holly Wargo

Monday, March 10, 2025 at 3:49:53 PM Eastern Daylight 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

Good afternoon,

I am so sorry to share [REDACTED]. Hospice just called me.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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[NCPS] Feedback request prior to sending this email.

hwargo@nucps.net Holly Wargo

Monday, November 18, 2024 at 9:22:19 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
Cc: tbooth@nucps.net Tara Booth, kleslie@nucps.net Karen Leslie

Good morning Madam Chair & School Board members,

Below you will find the County Administrator's request for a meeting, and then a draft reply from me. Please review and let me know any changes you wish to be made.
Please reply all.

Good Afternoon,

I have been asked to send out a request for the Joint Finance Committee to meet on Thursday December 5, 2024 at 6:00 p.m. in the General District Courtroom. Would everyone be available that date and time to meet?

Thank you,
Luttrell

Good morning,

I have been asked 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



IUP



GW

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dmazyck@nucps.net Denise Mazyck

Monday, November 18, 2024 at 11:28:40 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Looks good to me.

Denise

On Mon, Nov 18, 2024, 9:22 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning Madam Chair & School Board members,

Below you will find the County Administrator's request for a meeting, and then a draft reply from me. Please review and let me know any changes you wish to be made.
Please reply all.

Good Afternoon,

I have been asked to send out a request for the Joint Finance Committee to meet on Thursday December 5, 2024 at 6:00 p.m. in the General District Courtroom. Would everyone be available that date and time to meet?

Thank you,
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Good morning,

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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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[NCPS] Folder shared with you: "Wargo-Confidential FOIA"

drive-shares-dm-noreply@google.com Holly Wargo (via Google Drive) Sunday, March 16, 2025 at 8:00:31 PM Eastern Daylight Time

To: hwargo@nucps.net Holly Wargo

To: bchristopher@nucps.net

Cc: dobier@nucps.net, ncheuk@sandsanderson.com

Holly Wargo shared a folder



Holly Wargo (hwargo@nucps.net) has invited you to **contribute to** the following shared folder:

Good evening Madam Chair, Madam Vice Chair, & Legal Counsel Nikki Cheuk:

I received a FOIA request from David Curran's wife Anne Curran. The Director of Educational Technology independently gathered these documents in response to the FOIA request and submitted them to me on late Friday afternoon.

Due to the current concerns re: [REDACTED], I am requesting for you to assign an Alternate FOIA Officer or to have Nikki assist in providing this information to Anne Curran.

Please note some of these documents contain confidential material involving FMLA; student matters; staff matters; my personnel concerns; etc. It will be important for [REDACTED]

In addition, I am not able to gather the contract information because [REDACTED]
[REDACTED] This is my formal notice that I will need someone else to respond to Anne Curran's FOIA request.

The FOIA request is due March 20, 2025.

If possible, will you let me know you received this note and that you are able to access the folder? Thank you for your time and attention to this time sensitive matter.

Sincerely,
Holly Wargo

Redacted
pursuant to Va.
Code § 2.2-3705.1
(1) and 2.2-3705.1
(2)

(804) 994-1349

Wargo-Confidential FOIA

Open

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

Google Workspace

bchristopher@nucps.net **Betty Christopher**
To: hwargo@nucps.net Holly Wargo
Cc: dobier@nucps.net, ncheuk@sandsanderson.com

Sunday, March 16, 2025 at 8:57:27 PM Eastern Daylight Time

After I gave him to read the letter that [REDACTED] that I am having Mrs. O'Bier type on letterhead paper tomorrow before I sign it and then get Mrs. S. O'Bier to put in his file, he did not say anything about the requests from his wife.

On Sun, Mar 16, 2025 at 8:00 PM Holly Wargo (via Google Drive) <drive-shares-dm-noreply@google.com> wrote:

Holly Wargo shared a folder



Holly Wargo (hwargo@nucps.net) has invited you to **contribute to** the following shared folder:

Good evening Madam Chair, Madam Vice Chair, & Legal Counsel Nikki Cheuk:

I received a FOIA request from David Curran's wife Anne Curran. The Director of Educational Technology independently gathered these documents in response to the FOIA request and submitted them to me on late Friday afternoon.

Due to the current concerns re: [REDACTED], I am requesting for you to assign an Alternate FOIA Officer [REDACTED] in providing this information to Anne Curran.

Please note some of these documents contain confidential material involving FMLA;

Redacted pursuant to Va. Code § 2.2-3705.1 (1) and 2.2-3705.1 (2)

student matters; staff matters; my personnel concerns; etc. It will be important for


[REDACTED]

In addition, I am not able to gather the contract information because [REDACTED]
[REDACTED] This is my formal notice that I will
need someone else to respond to Anne Curran's FOIA request.

The FOIA request is due March 20, 2025.

If possible, will you let me know you received this note and that you are able to
access the folder? Thank you for your time and attention to this time sensitive matter.

Sincerely,
Holly Wargo
(804) 994-1349

 Wargo-Confidential FOIA

Open

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

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

This section and the following pages (115-237) are
redacted as not responsive to the request

[REDACTED]

[NCPS] Fwd: Joint Board Meeting (EVb Bank Property)

hwargo@nucps.net Holly Wargo

Wednesday, March 26, 2025 at 5:44:13 PM Eastern Daylight Time

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

Good afternoon Madam Chair & Vice Chair:

Please see the forwarded message re: the EVB Building.

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

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

Date: Wed, Mar 26, 2025 at 4:54 PM

Subject: Joint Board Meeting (EVb Bank Property)

To: Holly Wargo <hwargo@nucps.net>

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

Dr. Wargo,

Redacted pursuant to Va. Code § 2.2-3705.1(2)

Per the County Attorney, the Board of Supervisors would like for both boards to meet and discuss the EVB Building topic, with the hope that the bodies could come to an understanding. Can you please check with the School Board about the possibility of a joint meeting. [REDACTED]

If that is a possibility, can you please gather some dates that would work for the School Board members?

He provided me with their building report and said that repairs would be underway soon. Please let me know if there is anything that you would like to discuss in that regard. Thanks.

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](#)

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.

Attachments:

image001.png 2.3k

[NCPS] Fwd: Rappahannock Record Reporter

hwargo@nucps.net Holly Wargo

Friday, March 28, 2025 at 3:27:42 PM Eastern Daylight Time

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

Good afternoon,

I received this from Morgan Wilson and am informing you as Chair and Vice Chair.

Thank you,
Holly

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

From: **Morgan Wilson** <mwilson@co.northumberland.va.us>

Date: Fri, Mar 28, 2025 at 3:25 PM

Subject: Rappahannock Record Reporter

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

Good afternoon Holly and Karen,

I am reaching out to see who the best contact person is at the school to answer some questions related to the School Board meeting last night. A reporter called me stating that she's left several voicemails to different employees at the office, but she has not received a call back.

Please let me know who I should get her to contact.

Thanks so much!

Morgan X. Wilson

Executive Assistant of the County Administrator

Northumberland County, Virginia

[72 Monument Pl.](#), P.O. Box 129

Heathsville, VA 22473

(804) 580 – 7666

<https://www.co.northumberland.va.us/>

bchristopher@nucps.net Betty Christopher

Friday, March 28, 2025 at 3:33:29 PM Eastern Daylight Time

To: kleslie@nucps.net Karen Leslie

Dr. Leslie, please take care of this for us.

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

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

Date: Fri, Mar 28, 2025 at 3:27 PM

Subject: [NCPS] Fwd: Rappahannock Record Reporter

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

Good afternoon,

I received this from Morgan Wilson and am informing you as Chair and Vice Chair.

Thank you,
Holly

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

From: **Morgan Wilson** <mwilson@co.northumberland.va.us>
Date: Fri, Mar 28, 2025 at 3:25 PM
Subject: Rappahannock Record Reporter
To: Holly Wargo <hwargo@nucps.net>, Karen Leslie <kleslie@nucps.net>

Good afternoon Holly and Karen,

I am reaching out to see who the best contact person is at the school to answer some questions related to the School Board meeting last night. A reporter called me stating that she's left several voicemails to different employees at the office, but she has not received a call back.

Please let me know who I should get her to contact.

Thanks so much!

Morgan X. Wilson

Executive Assistant of the County Administrator

Northumberland County, Virginia

[72 Monument Pl.](#), P.O. Box 129

Heathsville, VA 22473

(804) 580 – 7666

<https://www.co.northumberland.va.us/>

kleslie@nucps.net Karen Leslie
To: bchristopher@nucps.net Betty Christopher

Friday, March 28, 2025 at 4:20:42 PM Eastern Daylight Time

Done.

On Friday, March 28, 2025, Betty Christopher <bchristopher@nucps.net> wrote:
Dr. Leslie, please take care of this for us.

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

From: **Holly Wargo** <hwargo@nucps.net>
Date: Fri, Mar 28, 2025 at 3:27 PM
Subject: [NCPS] Fwd: Rappahannock Record Reporter
To: Betty Christopher <bchristopher@nucps.net>, Dana O'Bier <dobier@nucps.net>

Good afternoon,

I received this from Morgan Wilson and am informing you as Chair and Vice Chair.

Thank you,
Holly

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

From: **Morgan Wilson** <mwilson@co.northumberland.va.us>
Date: Fri, Mar 28, 2025 at 3:25 PM
Subject: Rappahannock Record Reporter
To: Holly Wargo <hwargo@nucps.net>, Karen Leslie <kleslie@nucps.net>

Good afternoon Holly and Karen,

I am reaching out to see who the best contact person is at the school to answer some questions related to the School Board meeting last night. A reporter called me stating that she's left several voicemails to different employees at the office, but she has not received a call back.

Please let me know who I should get her to contact.

Thanks so much!

Morgan K. Wilson

Executive Assistant of the County Administrator

Northumberland County, Virginia

[72 Monument Pl.](#), P.O. Box 129

Heathsville, VA 22473

(804) 580 – 7666

<https://www.co.northumberland.va.us/>

--

Karen H. Leslie, PhD

Assistant Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 ext. 2005 | kleslie@nucps.net

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Feedback request prior to sending this email.

hwargo@nucps.net Holly Wargo

Monday, November 18, 2024 at 9:22:19 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
Cc: tbooth@nucps.net Tara Booth, kleslie@nucps.net Karen Leslie

Good morning Madam Chair & School Board members,

Below you will find the County Administrator's request for a meeting, and then a draft reply from me. Please review and let me know any changes you wish to be made.
Please reply all.

Good Afternoon,

I have been asked to send out a request for the Joint Finance Committee to meet on Thursday December 5, 2024 at 6:00 p.m. in the General District Courtroom. Would everyone be available that date and time to meet?

Thank you,
Luttrell

Good morning,

I have been asked 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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tbooth@nucps.net Tara Booth

Monday, November 18, 2024 at 9:36:51 AM Eastern Standard Time

To: hwargo@nucps.net

Your message To: Tara Booth Subject: [NCPS] Feedback request prior to sending this email. Sent: 11/18/24, 9:22:19 AM EST was read on 11/18/24, 9:36:51 AM EST

dmazyck@nucps.net Denise Mazyck
To: hwargo@nucps.net Holly Wargo

Monday, November 18, 2024 at 11:28:40 AM Eastern Standard Time

Looks good to me.

Denise

On Mon, Nov 18, 2024, 9:22 AM Holly Wargo <hwargo@nucps.net> wrote:

Good morning Madam Chair & School Board members,

Below you will find the County Administrator's request for a meeting, and then a draft reply from me. Please review and let me know any changes you wish to be made.
Please reply all.

Good Afternoon,

I have been asked to send out a request for the Joint Finance Committee to meet on Thursday December 5, 2024 at 6:00 p.m. in the General District Courtroom. Would everyone be available that date and time to meet?

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Good morning,

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Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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FOIA follow up

hwargo@nucps.net Holly Wargo

Wednesday, March 19, 2025 at 3:18:25 PM Eastern Daylight Time

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

Good afternoon Mrs. Christopher & Mrs. O'Bier,

Mrs. Curran's FOIA response is due tomorrow. [REDACTED]
[REDACTED]; so I am just reaching out to make sure someone is addressing the FOIA request.

Thank you,
Holly

--

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net

Redacted
pursuant to Va.
Code § 2.2-3705.1
(1)



IUP



GW

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Follow up

hwargo@nucps.net Holly Wargo

Thursday, November 21, 2024 at 3:32:19 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher, dmazyck@nucps.net Denise Mazyck, dcurran@nucps.net Dave Curran, tbooth@nucps.net Tara Booth

I made dinner reservations for 7 PM at Sweet Tea & Barley :)

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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IDEAMOE

hwargo@nucps.net Holly Wargo

Sunday, March 16, 2025 at 8:51:26 PM Eastern Daylight Time

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

Good evening Madam Chair & Madam Vice Chair:

I am being asked to approve the IDEA Maintenance of Effort report that is being submitted late by Director of Special Education Jessica Rogers. The report was to be submitted in December / January with the assistance of the Director of Finance [REDACTED]

In a recorded meeting with VDOE, the Assistant Superintendent and Director of Special Education [REDACTED]
[REDACTED]

Later, the Assistant Superintendent and Director of Special Education told the Board of Supervisors

Attachments:

C75ED7E5-E321-42E6-8969-AA374E9E0924.png 441k

Redacted
pursuant to Va.
Code § 2.2-3705.1
(1)

Keeping you informed

hwargo@nucps.net Holly Wargo

Thursday, November 21, 2024 at 1:18:24 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 afternoon Madam Chair & School Board,

A Northumberland High School student possessed a vape that tested positive for THC. We are scheduling a student hearing for Tuesday, December 3, 2024, in conjunction with the budget work session.

Please let me know 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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My car

hwargo@nucps.net Holly Wargo

Tuesday, November 19, 2024 at 2:54:27 PM Eastern Standard Time

To: bchristopher@nucps.net Betty Christopher

Sheriff Beauchamp said I could leave my car at the Sheriff's Office. He said no problem at all.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Please let front desk know I am checked out

cheryl_davis@woodberry.org Cheryl Davis

Friday, November 22, 2024 at 9:22:47 AM Eastern Standard Time

To: hollylwargo@gmail.com Holly Wargo, hwargo@nucps.net Holly Wargo

Thanks! C

hwargo@nucps.net Holly Wargo

Friday, November 22, 2024 at 9:23:55 AM Eastern Standard Time

To: cheryl_davis@woodberry.org Cheryl Davis

Okay! I will be sure to take care of this. How was your flight? ✈️

On Fri, Nov 22, 2024 at 9:22 AM Cheryl Davis <cheryl_davis@woodberry.org> wrote:

| Thanks! C

cheryl_davis@woodberry.org Cheryl Davis

Friday, November 22, 2024 at 10:18:48 AM Eastern Standard Time

To: hwargo@nucps.net Holly Wargo

Ok..didn't get to the car rental till 12:30 am our time, so sleep was short. But flights were fine. Short trip...home tomorrow. When are you leaving for Thanksgiving?

On Fri, Nov 22, 2024, 8:24 AM Holly Wargo <hwargo@nucps.net> wrote:

| Okay! I will be sure to take care of this. How was your flight? ✈️

| On Fri, Nov 22, 2024 at 9:22 AM Cheryl Davis <cheryl_davis@woodberry.org> wrote:

| | Thanks! C

hwargo@nucps.net Holly Wargo

Friday, November 22, 2024 at 1:11:10 PM Eastern Standard Time

To: cheryl_davis@woodberry.org Cheryl Davis

Hi Dr. Davis,

I leave for a 7-day cruise on Sunday!!!

On Fri, Nov 22, 2024 at 10:19 AM Cheryl Davis <cheryl_davis@woodberry.org> wrote:

| Ok..didn't get to the car rental till 12:30 am our time, so sleep was short. But flights were fine. Short trip...home tomorrow. When are you leaving for Thanksgiving?

| On Fri, Nov 22, 2024, 8:24 AM Holly Wargo <hwargo@nucps.net> wrote:

| | Okay! I will be sure to take care of this. How was your flight? ✈️

| | On Fri, Nov 22, 2024 at 9:22 AM Cheryl Davis <cheryl_davis@woodberry.org> wrote:

| | | Thanks! C

Privileged & Confidential Information

hwargo@nucps.net Holly Wargo

Wednesday, March 5, 2025 at 1:15:53 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

Good afternoon Madam Chair & School Board:

NCPS is conducting an independent investigation for an employee who allegedly was under the influence of alcohol while at work.

The employee is on paid administrative leave, and currently we are wrapping up the investigation.

This information is privileged and confidential.

Holly Wargo, Ed.D.

Division Superintendent

NORTHUMBERLAND COUNTY PUBLIC SCHOOLS

804.529.6134 | hwargo@nucps.net



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Question

hwargo@nucps.net Holly Wargo
To: dcurran@nucps.net Dave Curran
Cc: tbooth@nucps.net Tara Booth

Monday, November 18, 2024 at 1:28:21 PM Eastern Standard Time

Hello Dr. Curran,

On December 3, we have a budget work session at 4 PM. I also need to hold a student disciplinary meeting. Do you prefer for the student matter to be held at 3:30 or 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
To: hwargo@nucps.net Holly Wargo
Cc: tbooth@nucps.net Tara Booth

Monday, November 18, 2024 at 2:01:26 PM Eastern Standard Time

I prefer 4 but I can make 3:30
Sent from my iPhone

On Nov 18, 2024, at 1:28 PM, Holly Wargo <hwargo@nucps.net> wrote:

Hello Dr. Curran,

On December 3, we have a budget work session at 4 PM. I also need to hold a student disciplinary meeting. Do you prefer for the student matter to be held at 3:30 or 4?

Thank you,

Holly Wargo, Ed.D.

Division Superintendent

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