

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Kate Turner

**RECOMMENDED ASSIGNMENT:** 2<sup>nd</sup> Grade RLA Teacher – Capitol Elementary

**EDUCATION:** Bachelor of Science – Texas Tech University

**PRESENT POSITION:** 2<sup>nd</sup> Grade Teacher – Brownfield ISD

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** James Daniel

**PROFESSIONAL QUALIFICATIONS MET:**

Generalist EC-6

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

2015-2024 – Kindergarten Teacher – Anton ISD

**PRINCIPAL:** James Daniel

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Daphni Smith

**RECOMMENDED ASSIGNMENT:** Pre-K Teacher - ABC

**EDUCATION:** Bachelor of Science – Texas Tech University

**PRESENT POSITION:** General Education Teacher – Lubbock ISD

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** Ashley Howard

**PROFESSIONAL QUALIFICATIONS MET:**

Generalist EC-6

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

**PRINCIPAL:** Ashley Howard

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Machayla Parkinson

**RECOMMENDED ASSIGNMENT:** Life Skills Teacher – South Elementary

**EDUCATION:** Bachelors – Lubbock Christian University

**PRESENT POSITION:**

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/5/2026

**RECOMMENDED BY:** Shana Fleming

**PROFESSIONAL QUALIFICATIONS MET:**

Generalist EC-6

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

2024 – Teaching Assistant – Levelland ISD

**PRINCIPAL:** Shana Fleming

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Meredith Martinez

**RECOMMENDED ASSIGNMENT:** Music Teacher – Capitol Elementary

**EDUCATION:** Bachelors – Lubbock Christian University

**PRESENT POSITION:** Music Teacher Anita Carmona-Harrison Elem. – Lubbock ISD

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** James Daniel

**PROFESSIONAL QUALIFICATIONS MET:**

Music EC-12

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

2019-2023 – Music Teacher – Lubbock ISD

2017-2019 – Middle School Choir Teacher – Trinity Christian School – Lubbock, Texas

**PRINCIPAL:** James Daniel

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Shaylyn Thomas

**RECOMMENDED ASSIGNMENT:** Pre-K – ABC

**EDUCATION:** Bachelors – Lubbock Christian University

**PRESENT POSITION:** One Voice – Education Coordinator – Lubbock, Texas

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** Ashley Howard

**PROFESSIONAL QUALIFICATIONS MET:**

Generalist EC-6

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

2022-2025 – First Grade Teacher – Ropes ISD

2019-2022 – Fourth Grade Teacher – Lubbock Cooper ISD

**PRINCIPAL:** Ashley Howard

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Courtney Kildow

**RECOMMENDED ASSIGNMENT:** 5<sup>th</sup> Grade Math Teacher – Capitol Elementary

**EDUCATION:** Bachelor of Science – Lubbock Christian University

**PRESENT POSITION:** Pre-K Teacher – Lubbock ISD

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** James Daniel

**PROFESSIONAL QUALIFICATIONS MET:**

Generalist EC-6

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

**PRINCIPAL:** James Daniel

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Tara Friers

**RECOMMENDED ASSIGNMENT:** Life Skills Teacher – Middle School

**EDUCATION:** Bachelors – Lubbock Christian University

**PRESENT POSITION:** First Grade Teacher – Southland ISD

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** Matthew Birdwell

**PROFESSIONAL QUALIFICATIONS MET:**

Generalist EC-4

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

2014-2018 – 4<sup>th</sup> Grade Teacher – Southcrest Christian School – Lubbock, Texas

2012-2014 – 3-8 Grade ELAR Teacher – St. Joseph Catholic School – Slaton, Texas

**PRINCIPAL:** Jason Atcheson

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Michael Stafford

**RECOMMENDED ASSIGNMENT:** Math Teacher / Boys Coach – Middle School

**EDUCATION:** Bachelor of Science – Texas Tech University

**PRESENT POSITION:** Math Teacher / Coach – Frenship ISD

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** Matthew Birdwell

**PROFESSIONAL QUALIFICATIONS MET:**  
Mathematics 4-8

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

**PRINCIPAL:** James Atcheson

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Kyle Admire

**RECOMMENDED ASSIGNMENT:** Math Teacher – Middle School

**EDUCATION:** Master’s – Wayland Baptist University

**PRESENT POSITION:** Secondary Principal – Morton ISD

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** Matthew Birdwell

**PROFESSIONAL QUALIFICATIONS MET:**

Generalist 4-8

Secondary Basic Business 6-12

Principal EC-12

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

2025 – Secondary Principal – Leakey ISD

2024-2025 – Director of Safety and Security – Pecos ISD

2023-2024 – High School Assistant Principal – Colorado ISD

2022-2023 – Pre-K-12 Principal – Brookesmith ISD

**PRINCIPAL:** Jason Atcheson

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Trayce Boudreaux

**RECOMMENDED ASSIGNMENT:** Choir Director – Middle School

**EDUCATION:** Bachelors – Texas Tech University

**PRESENT POSITION:**

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/5/2026

**RECOMMENDED BY:** Matthew Birdwell

**PROFESSIONAL QUALIFICATIONS MET:**

Music EC-12

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

**PRINCIPAL:** Jason Atcheson

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Shelly Exparza

**RECOMMENDED ASSIGNMENT:** 7<sup>th</sup> Grade Reading Teacher – Middle School

**EDUCATION:** Bachelors – Texas Tech University

**PRESENT POSITION:** 8<sup>th</sup> Grade RLA Teacher – Frenship ISD

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** Jason Atcheson

**PROFESSIONAL QUALIFICATIONS MET:**

ELAR 4-8

ELAR / Social Studies 4-8

Elementary Self-Contained 1-6

ESL Supplemental 1-8

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

2020-2025 – 7<sup>th</sup> Grade RLA Teacher – Lubbock Cooper ISD

2000-2006 – 6<sup>th</sup> Grade Reading Teacher – Lubbock ISD

**PRINCIPAL:** Jason Atcheson

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** America Rios

**RECOMMENDED ASSIGNMENT:** Counselor – Middle School

**EDUCATION:** Bachelor of Arts – Texas Tech University

**PRESENT POSITION:** Media Technology Teacher – Meadow ISD

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** Jason Atcheson

**PROFESSIONAL QUALIFICATIONS MET:**

ELAR 7-12

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

2017-2025 – ELAR Teacher – Meadow ISD

2013-2016 – Upward Bound Coordinator – Texas Tech University

**PRINCIPAL:** Jason Atcheson

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Tanner Pylant

**RECOMMENDED ASSIGNMENT:** English Teacher / Girls Coach – High School

**EDUCATION:** Master’s – Lubbock Christian University

**PRESENT POSITION:** PE Teacher / Head Girls Basketball Coach – Lubbock ISD

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** Craig Black

**PROFESSIONAL QUALIFICATIONS**

Physical Education EC-12

Social Studies 4-8

Social Studies 7-12

ELAR 7-12

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

2020-2025 – US History / Girls Coach – Lubbock ISD

2017-2020 – Social Studies Teacher / Girls Coach – Frenship ISD

**PRINCIPAL:** Craig Black

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Benjamin Smith

**RECOMMENDED ASSIGNMENT:** Theatre Arts Teacher – High School

**EDUCATION:** Master's – Missouri Western University

**PRESENT POSITION:** Theatre Teacher – Lubbock ISD

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** Craig Black

**PROFESSIONAL QUALIFICATIONS MET:**

Alternative Certification Program – iteach

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

2022-2025 – Graduate Part-Time Instructor – Texas Tech University

**PRINCIPAL:** Craig Black

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Billy Horton

**RECOMMENDED ASSIGNMENT:** English Teacher – High School

**EDUCATION:** Bachelors – Lubbock Christian University

**PRESENT POSITION:** English Teacher – Ector County ISD

**RECOMMENDED SALARY:** Per TASB Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** Craig Black

**PROFESSIONAL QUALIFICATIONS MET:**

English 6-12

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

**PRINCIPAL:** Craig Black

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Skyla Maddox

**RECOMMENDED ASSIGNMENT:** Life Skills Teacher - ABC

**EDUCATION:** Bachelors - UTEP

**PRESENT POSITION:**

**RECOMMENDED SALARY:** At-Will Teacher Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/5/2026

**RECOMMENDED BY:** Ashley Howard

**PROFESSIONAL QUALIFICATIONS MET:**

Alternative Certification Program - iteach

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

**PRINCIPAL:** Ashley Howard

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Alexandra Martinez

**RECOMMENDED ASSIGNMENT:** Life Skills Teacher –South Elementary

**EDUCATION:**

**PRESENT POSITION:** Life Skills Teaching Assistant – South Elementary

**RECOMMENDED SALARY:** At-Will Teacher Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/5/2026

**RECOMMENDED BY:** Shana Fleming

**PROFESSIONAL QUALIFICATIONS MET:**

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

**PRINCIPAL:** Shana Fleming

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Carrie Van Horn

**RECOMMENDED ASSIGNMENT:** 4<sup>th</sup> Grade Teacher – South Elementary

**EDUCATION:**

**PRESENT POSITION:** 4<sup>th</sup> Grade Teaching Assistant – South Elementary

**RECOMMENDED SALARY:** At-Will Teacher Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** Shana Fleming

**PROFESSIONAL QUALIFICATIONS MET:**

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

**PRINCIPAL:** Shana Fleming

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Leslie Davis

**RECOMMENDED ASSIGNMENT:** 2<sup>nd</sup> Grade Teacher – South Elementary

**EDUCATION:** Texas Tech University

**PRESENT POSITION:**

**RECOMMENDED SALARY:** At-Will Teacher Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/5/2026

**RECOMMENDED BY:** Shana Fleming

**PROFESSIONAL QUALIFICATIONS MET:**

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

**PRINCIPAL:** Shana Fleming

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Andrea Lopez

**RECOMMENDED ASSIGNMENT:** 5<sup>th</sup> Grade Math Teacher – Capitol Elementary

**EDUCATION:** Bachelors – Lubbock Christian University

**PRESENT POSITION:** Kindergarten Teacher – Littlefield ISD

**RECOMMENDED SALARY:** At-Will Teacher Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/6/2026

**RECOMMENDED BY:** James Daniel

**PROFESSIONAL QUALIFICATIONS MET:**

Alternative Certification Program - iteach

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

2021-2025 – 6<sup>th</sup> Grade Math Teacher – Levelland ISD

**PRINCIPAL:** James Daniel

**SUPERINTENDENT:** Dr. Don Heseman

**PERSONNEL RECOMMENDATION TO SUPERINTENDENT OR BOARD**

**NAME:** Aliza Garza

**RECOMMENDED ASSIGNMENT:** Life Skills Teacher – High School

**EDUCATION:**

**PRESENT POSITION:** Life Skills Teaching Assistant – High School

**RECOMMENDED SALARY:** At-Will Teacher Salary

**EFFECTIVE DATE OF ASSIGNMENT:** 8/5/2026

**RECOMMENDED BY:** Craig Black

**PROFESSIONAL QUALIFICATIONS MET:**

**OTHER QUALIFICATIONS/PREVIOUS EXPERIENCE:**

**PRINCIPAL:** Craig Black

**SUPERINTENDENT:** Dr. Don Heseman