

# **MONTGOMERY COUNTY BOARD OF EDUCATION MINUTES**

**November 1, 2021**

The Montgomery County Board of Education convened in a regular monthly meeting on Monday, November 1, 2021 at 6:30 pm in the Montgomery County Schools Boardroom. Board members present were Steve W. DeBerry – Chair, Tommy Blake - Vice Chair, Bryan Dozier, Lynn Epps, Cindy Taylor, Jesse Hill and Anne Evans.

Chairman Steve DeBerry called the meeting to order. Mr. DeBerry moved to adopt the agenda as submitted. Bryan Dozier made the motion with Jesse Hill seconding. The agenda was accepted with unanimous approval from the board.

Chairman Steve DeBerry shared an opening devotional entitled “Doing Good” referencing Acts 10:38. This is what all of us are to do. We should aim and strive to do good. The world needs it, and we need to do it. Mr. DeBerry shared points on how to maintain a fruitful life. Number one, sympathy is a starter. We must have a heart that goes out to others. Number two, the cheerful hopeful life is essential. Number three, a pure life is required. Number four, open eyes that see needs are necessary. No matter what our calling in life may be remember that our greatest calling is to do good. This makes for a better world.

Chairman DeBerry led the Pledge of Allegiance to the Flag of the United States of America.

Chairman DeBerry called upon three individuals that signed up to speak during the public comments section. Mark Cummings believes it is time for the mask mandate to be overturned. He named surrounding counties that have lifted the policy. Mr. Cummings shared statements from previous board meetings and statistics. Reminding the board of the comment that social media should not be relied on. He assumed we are gathering information from reliable studies. Jason Hensley a teacher at MCHS spoke to address rumors of surrounding counties giving staff large bonuses to retain teachers and show appreciation. Mr. Hensley shared information from local news sources confirming the rumors. Mr. Hensley asked the board to collectively make a statement to the staff and address “water cooler rumors.” Sharon Swanke spoke in favor of masks. Ms. Swanke shared experiences of subbing in classrooms and the potential spread of COVID and not knowing if the teacher is out of because of COVID. She is relieved they are wearing masks. She asked the board to consider choosing to mask again this month.

Chairman DeBerry called upon Dr. Dale Ellis for Employee of the Month recognitions. Dr. Ellis called upon Mack Gaddy classified winner and Amanda Deaton to speak on his behalf. Mrs. Deaton started by saying there is not enough time to say all the good things about Mr. Gaddy. He is a custodian but does so much more for them. He takes pride in providing them with a safe and clean school. He is a morning and afternoon bus driver and is kind to students. He is a positive influence for students and staff. Mr. Gaddy thanked the board for this honor and recognition. He has always loved working and loves people. He is grateful to stand before the board and be a part of Montgomery County Schools. Dr. Ellis called upon Tammy Batten classified winner of the month. Mrs. Deaton commented Mrs. Batten serves as an EC teacher at Troy Elementary. She is a true advocate for her students. Mrs. Batten always goes the extra mile

providing academic, social, emotional, and behavioral support for each student. Students seek her each morning for a hug or a smile to start their day. She is an exceptional educator and a tremendous asset to Troy Elementary School.

Chairman DeBerry stated the next item is the consent agenda. Dr. Ellis has requested to hold the consent agenda until after closed session.

Following closed session, the board approved the following consent agenda with a motion by Lynn Epps and a second by Cindy Taylor the following items were approved:

- 1) Board Minutes from October 4, 2021
- 2) Personnel and Auxiliary Report, November 1, 2021:

**MONTGOMERY COUNTY SCHOOLS  
PERSONNEL REPORT  
Tracy Grit, Associate Superintendent for Operations/HR  
November 1, 2021**

A. Superintendent reports the acceptance of the following resignations/retirements:

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Kryste Van Hoose Resignation	Green Ridge Elementary Data Manager	10/14/2021
2) Pam Cameron Resignation	Mt. Gilead Elementary P.T Media Assistant	10/28/2021
3) Liborio Garcia Resignation	Montgomery Central High Custodian	10/8/2021

B. Report of the following transfers:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Kristy Kissell 10/19/2021	Green Ridge Elem. Teacher Assistant	Middle Schools CIS Student Support	
2) Rebecca Shepherd TBD	Candor Elementary IAL Media	Green Ridge Elem. Digital Lear. Coach	Susie Read
3) Selena Valdovinos TBD	Candor Elementary Teacher Assistant	Green Ridge Elementary Data Manager	Kryste Van Hoose

C. Upon recommendation of the superintendent, approval of recommendation for employment of the following non-certified personnel:

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Nelcy Toletino 10/20/2021	Candor Elementary P.T STEM Assistant	Yes	Louise Little
2) Pam Cameron 10/11/2021	Mt. Gilead Elementary P.T Media Assistant	Yes	Shakria Owens
3) Bianca Green 10/6/2021	All Locations Child Nutrition Sub.	Yes	
4) Shirley McRae 10/6/2021	All Locations Child Nutrition Sub.	Yes	
5) Stacy Tucker 10/8/2021	All Locations Child Nutrition Sub.	Yes	

D. Upon recommendation of the principal, approval of the following additions to the certified substitute teacher list:

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Chris Callahan TBD	East/West Middle Schools Constructions Trade Teacher	Yes	

E. Upon recommendation, approval of the following interim contracts for the 2021-2022 school year as provided by General Statute 115C-325:

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Megan Epps 11/22/2021	Troy Elementary 2 <sup>nd</sup> Grade Teacher	Yes	Angela Avant

F. Upon recommendation, approval of the following probationary contracts for the 2021-2022 school year as provided by General Statute 115C-325:

<u>Employee</u>	<u>School/ Assignment</u>	<u>Record Check</u>
1) Quelyn Voorhees	Troy Elementary/K-Teacher	Yes

G. Upon recommendation of the superintendent, approval of the following coaches:

West Middle School  
Adam Matthews – Athletic Director  
Keri Myrick – Volleyball

3) Budget Amendment, November 1, 2021:



**441 Page Street • P.O. Box 427**  
**Troy, North Carolina 27371-0427**  
**PHONE: (910) 576-6511 • FAX: (910) 576-2044**

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To: Board of Education  
From: Mitch Taylor  
Date: November 1, 2021  
Subject: Agenda Item (Section – Consent Agenda)

Attached you will find a budget amendment for your consideration for the year ending June 30, 2022.

**Fiscal Year 2021/2022 Budget Amendment # 2**

**State Funds**

**A net increase of \$235,901.00 to the State Budget Fund (Fund 1):**

\$35,901.00 increase in PRC 073 (School Connectivity) – This is the district's initial allotment for the purpose of maintaining and outfitting the internet network within each school and connecting all sites to the district network.

\$200,000.00 increase in PRC 055 (Cooperative Innovative High Schools) – this is the annual allotment to operate the Early College.

\$2100.00 increase in PRC 014 (CTE Programming) and an offsetting decrease of \$2100.00 to PRC 014 –Although the funds were within the same budget, the transaction needed to be listed as a budget amendment since funds were transferred from a 5000 purpose code (school expense) to a 6000 purpose code (District expense).

**Local Funds**

**2) No change to the Local Fund Budget (Fund 2)**

**Federal Funds**

**3) A net increase of \$155,360.50 to the Federal Budget Fund (Fund 3):**

\$109,572.50 increase to PRC 109 (Rural and Low Income Funding) – This funding is to provide additional resources for rural and low-income schools districts.

\$1500.00 increase in PRC 017 (CTE Programming) and an offsetting decrease of \$1500.00 to PRC 017 –Although the funds were within the same budget, the transaction needed to be listed as a budget amendment since funds were transferred to a 5000 purpose code (school expense) from a 6000 purpose code (District expense).

\$24,200.00 increase to PRC 173 (School Health Support Personnel) – This funding is to provide additional health support personnel for students in response to COVID-19.

\$21,588.00 increase to PRC 178 (Single Competency-Based Assessment funding) – This funding is to provide licenses for the state approved competency based assessment tool.

#### Capital Outlay Funds

#### **4) A net increase of \$70,185.00 to the Capital Outlay Budget Fund (Fund 4):**

\$70,185.00 increase in PRC 120 (Payment on Yellow Bus Leases) – this represents funding provided by the state to the district to make the annual loan payment for new yellow school buses.

#### Child Nutrition

#### **5) No change to the Child Nutrition Fund. (Fund 5):**

#### Special Local Fund 8

#### **6) A net increase of \$111,375.00 to the Special Local Fund 8 Budget (Fund 8):**

\$39,875.00 increase in PRC 413 (NC Pre-K Grant) – Additional funding received for the Pre-K program.

\$2000.00 increase in PRC 061 (Dollar General Literacy Grant) – This is a grant obtained by the Learning Academy for Literacy purposes.

\$69,500.00 increase in PRC 061 (Teacher Supply Donation) – This was a donation from a private citizen in the community to provide every teacher in our district with \$250.00 to be spent towards classroom needs.

#### **7) Overall, these adjustments resulted in an increase of \$572,821.50 to the total 2021/2022 budget for Montgomery County Schools.**

I will be available to answer any questions you may have.

This amendment is an action item and will require a vote.

## **Budget Amendment # 2**

### Montgomery County Administration Unit

The Montgomery County Board of Education at a meeting on the 1st day of November 2021. passed the following resolution:

**Be it resolved that the following amendments be made to the Budget Resolution for the fiscal year ending June 30, 2022.**

Expense Code	Description of Code	Increase	Decrease
<b>STATE FUNDS</b>			
<b>Revenues</b>			
1.3100	State Revision #11 PRC 073	\$35,901.00	
1.3100	State Revision #11 PRC 055	\$200,000.00	
	<b>Net Change in State Revenues</b>	<b>\$235,901.00</b>	
<b>Expenses</b>			
1.5000.014	CTE Program Expenses		\$2,100.00
1.6000.014	CTE Program Expenses	\$2,100.00	
1.6000.073	School Connectivity	\$35,901.00	
1.5000.055	Cooperative Inovative High Sch	\$77,220.00	
1.6000.055	Cooperative Inovative High Sch	\$122,780.00	
	<b>Net Change in State Expenses</b>	<b>\$235,901.00</b>	
	<b>Net Change in State Budget</b>	<b>\$235,901.00</b>	
<b>Explanation: Adjustments made for actual revenues and expenditures.</b>			
<b>Total Appropriation in Current Budget</b>			<b>\$26,142,141.00</b>
<b>Amount of Increase</b>			<b>\$235,901.00</b>
<b>Total Appropriation in Current Amended Budget</b>			<b>\$26,378,042.00</b>

## Budget Amendment # 2

Expense Code	Description of Code	Increase	Decrease
<b><u>LOCAL FUNDS</u></b>			
<b><u>Revenues</u></b>			
	<b><u>Expenses</u></b>		
	<b><u>Net Change in Local Budget</u></b>	<b>\$0.00</b>	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget			\$6,646,016.00
Amount of Increase			\$0.00
Total Appropriation in Current Amended Budget			\$6,646,016.00

## Budget Amendment # 2

Expense Code	Description of Code	Increase	Decrease
<b><u>FEDERAL FUNDS</u></b>			
<b>Revenues</b>			
3.3600.109	Rural & Low Income funding	\$109,572.50	
3.3600.173	Health Support Personnel	\$24,200.00	
3.3600.178	Competency Based Assessment funding	\$21,588.00	
	<b>Net Change in Federal Revenues</b>	<b>\$155,360.50</b>	
<b>Expenses</b>			
3.5000.017	CTE Program Expenses	1,500.00	
3.6000.017	CTE Program Expenses	0.00	\$1,500.00
3.5000.109	Rural & Low Income funding	\$105,004.81	
3.6000.109	Rural & Low Income funding	2,598.15	
3.8000.109	Rural & Low Income funding	\$1,969.54	
3.5000.173	Health Support Personnel	\$24,200.00	
3.5000.178	Competency Based Assessment funding	\$21,588.00	
	<b>Net Change in Federal Expenses</b>	<b>\$155,360.50</b>	
	<b><u>Net Change in Federal Budget</u></b>	<b>\$155,360.50</b>	
Explanation: Adjustments made for actual revenues and expenditures.			
<b>Total Appropriation in Current Budget</b>			<b>\$11,950,803.93</b>
<b>Amount of Increase</b>			<b>\$155,360.50</b>
<b>Total Appropriation in Current Amended Budget</b>			<b>\$12,106,164.43</b>

## Budget Amendment # 2

Expense Code	Description of Code	Increase	Decrease
<b>CAPITAL OUTLAY FUND</b>			
	<b>Revenues</b>		
4.3400.120	Annual Payment on New Buses	70,185.00	
	<b>Net Change in Capital Outlay Revenues</b>	<b>70,185.00</b>	
	<b>Expenses</b>		
4.6000.120	Annual Payment on New Buses	70,185.00	
	<b>Net Change in Capital Outlay Expenses</b>	<b>70,185.00</b>	
	<b>Net Change in Capital Outlay Budget</b>	<b>\$70,185.00</b>	
Explanation: Adjustments made for actual revenues and expenditures.			
<b>Total Appropriation in Current Budget</b>			<b>\$1,905,474.51</b>
<b>Amount of Increase</b>			<b>\$70,185.00</b>
<b>Total Appropriation in Current Amended Budget</b>			<b>\$1,975,659.51</b>

Expense Code	Description of Code	Increase	Decrease
<b>CHILD NUTRITION FUND</b>			
	<b>Revenues</b>		
		0.00	
	<b>Expenses</b>		
		0.00	
	<b>Net Change in Child Nutrition Budget</b>	<b>\$0.00</b>	
Explanation: Adjustments made for actual revenues and expenditures.			
<b>Total Appropriation in Current Budget</b>			<b>\$3,246,560.00</b>
<b>Amount of Increase</b>			<b>\$0.00</b>
<b>Total Appropriation in Current Amended Budget</b>			<b>\$3,246,560.00</b>

### 4) School Improvement Plans – Wade Auman

Chairman DeBerry called upon Dr. Ellis for the review of redistricting plans. Dr. Ellis introduced Marshall Hurley and Bill Gilkeson from Redistricting Services. Three alternative redistricting maps were presented to the board. Mr. Gilkeson explained the standard disclaimers and criteria. During the presentation Marshall Hurley shared data comparing white, black and hispanic census population and voter registrations, recent history of current districts and 2020 population data. Mr. Gilkeson explained the different characteristics of the three maps options. Alternative A, keeps all incumbents separate and with same district numbers as now. This option is most like the current map and comes closest to preserving existing districts. Alternative A takes District 7 into Town of Mt Gilead, which is consequently shared by Districts 1 (incumbent lives in Mt Gilead), 5, and 7 and does not attempt to take District 7 further into Candor area. Map A shrinks territory of District 1, the growth area, by moving Districts 3 and 5 westward. Alternative B, keeps all incumbents separate and with same district numbers as now. This option leaves the Town of Mt Gilead basically as it is in current map. Alternative B does not bring District 7 into Mt Gilead to make up its population deficit. Instead it takes District 7 into territory with Hispanic concentrations west of Candor. Alternative B shrinks District 1, the expected growth area, further than in any other map. Alternative C keeps all incumbents separate and with same district numbers as now. Both brings District 7 into Mt Gilead and takes it further into Candor precinct to make up its population deficit. Alternative C picks up both Black and Hispanic population in those areas. Alternative C takes District 1, the expected growth area,

more than in Alternative A but less than in Alternative B. Boardmember Lynn Epps asked what the process is from here. Steven DeBerry replied we have to make a recommendation at a public hearing before being finalized. Dr. Ellis replied the board of elections needs the decision by November 17 because filing starts December 6. The board decided the date for this public hearing will be on Monday, November 15, 2021 at 5:30 pm.

Chairman DeBerry called upon Amanda Deaton for Troy Elementary's presentation "Trojan Time." Mrs. Deaton introduced herself as the new principal of Troy Elementary. It is her 28<sup>th</sup> day on the job. Mrs. Deaton introduced Erin Leach, Instructional Facilitator. Together they shared data from mClass and iReady. They are using this data to create intervention & enrichment groups during Trojan Time. Teachers use mClass grouping, iReady instructional group data, and formative assessment data to make informed decisions on grouping. Students are shared amongst the grade level. Determining who teaches is based on teacher strengths (ex. Phonics, phonemic awareness, comprehension). This program is using an all hands on deck approach. Progress is monitored through instructional groupings and are changed based on progress monitoring points. Frequency is determined by student needs. As students progress, they move to their next area of need in a different group. Students enjoy being taught lessons by different teachers. This intervention time is dedicated for thirty minutes each day for every student.

Chairman DeBerry called upon Dr. Ellis for discussion of School Security. Dr. Ellis addressed this earlier in the School Connections article in the Montgomery Herald regarding concerns that have come forward dealing with rumors. We continue to see alleged threats with the growth of social media. Last week we dealt with an alleged threat on social media that was a year old aimed at a "Central High School." That actually originated out of Missouri and made its round to North Carolina. In this case it was a hoax. We had law enforcement involved on a Saturday night at 11:30 pm trying to determine if this was real in order to alert parents on Sunday if needed. Three weeks ago we dealt with another issue where someone thought they had seen a threat on social media. Our response has been to have extra law enforcement on premises. This at times causes parents to be alarmed that something will or is happening. Dr. Ellis asked the board's opinion on heightened security. Currently, there are three SRO officers on grounds at MCHS, MCC and the CTE Building. It is probably the most well covered area in Montgomery County. That does not mean something will not happen. Metal detectors have been discussed. Although, there is no way to prevent something if someone is determined to do it. Do we offer another layer of protection for support? Board members discussed how many entrances would need to be covered if metal detectors were installed. Members requested hiring a service to assess our campuses and advise best options for security and create a pro-active plan.

Chairman DeBerry called upon Dr. Ellis for Face Coverings and COVID 19. I know this is a pressure point for you. I have looked at the data that showed our positive cases were 9.7%. I know some districts have opted to make masks optional. As of Friday, it has gone from 106 districts mandating masks to 102. Some of those districts are around us. Stanly County has gone to mask optional. Our last request to the health department was to see if we could reduce the quarantine time. The health department does not approve of reducing the time. There is still concern around the county about the spread of COVID. People are going to have different opinions. It is my recommendation to continue for another month with the masks. School board members visited the schools and the students have handled them very well. We will continue to encourage teachers to give students mask breaks. It is our focus to keep students learning and have less concerns of teachers and families contracting the virus. Board member Steve DeBerry is concerned that if we take masks away now those students who do come in contact with



positive cases would have to quarantine for fourteen days if masks are not worn. Lynn Epps suggested we start planning for what happens when we drop the masks. Mr. DeBerry asked for a motion to approve Dr. Ellis's recommendation to continue wearing masks for another month. Tommy Blake made the motion with Bryan Dozier seconding. The motion carried unanimously with the board.

Chairman DeBerry called upon Dr. Ellis for Calendar Review. Dr. Ellis shared a copy of the school calendar. Several boards have looked at ways to give staff members and students a break. Dr. Ellis proposed the following options for discussion:

1. Trade November 12, 2021 with February 14, 2022 in the calendar. November 12 becomes a no day for all staff and February 14 becomes an optional work day. Several districts have made a similar change since we are out of school on Thursday, November 11. With such a change, students and staff get a long weekend and do not have to return for a Friday of classes following the holiday.
2. Make November 22-23, 2021 optional workdays and take the entire week for Thanksgiving.

Anne Evans was concerned that November 12 is too soon for families to make plans. Assessments would also be given soon after this day. Lynn Epps advocated for parents who do not have childcare and at risk students who may go hungry. Anne Evans preferred Monday and Tuesday of Thanksgiving week and asked about beginning teachers who do not have time. Teachers have shared with her that they are so tired. Some are having to help clean due to the custodian shortage. We do need to address their exhaustion. Board members discussed concerns of students missing instructional time. Bryan Dozier suggested to extend the Christmas break by one day. Dr. Ellis made the recommendation to make December 17 a no day for teachers and students instead of an early release. We will look at logistics for other employees and make it work them. Steve DeBerry asked for a motion to approve the recommendation. Bryan Dozier made the motion with Cindy Taylor seconding. The motion carried unanimously by the board.

Chairman DeBerry called upon Dr. Dale Ellis for his Superintendent's Remarks. Dr. Ellis said he wanted to address the bonus issue. I know the board has been on us for some time about putting together a bonus presentation. Sometimes, I wish those conversations taking place around the water cooler would actually talk to members of the Superintendent's Certified Advisory Council. Three weeks ago I clearly told them we are going to work on a bonus to present to the board in December. It might take care of some of that anxiety if that communication would take place. But absolutely, the administration has been pressured by this board and we have heard you. We have been trying to get redistricting done and some other important things. At some point I want to look at dropping these masks. It is not that bonuses are not important. It is just that other things have taken precedence mainly the redistricting. We are working on a plan. We will have a plan that I think is truly a retention plan that meets the spirit and letter of the law. Some people go through and do some things and approve things through their board before making sure they get legal advice and before they develop a plan that is approved by the federal programs director at NCDPI. But at Montgomery County Schools we do not do business that way. So I can assure you that whatever I bring to you in December will be fully approved by federal programs and the department of public instruction so whatever we give as a bonus will not have to be repaid at some point by the taxpayers of Montgomery County. It will be presented in detail in December. I think that it will be one that everyone will agree to.

Chairman DeBerry then asked for a motion to go into closed session to discuss personnel and consult the board attorney. Bryan Dozier made the motion, with Lynn Epps seconding. The board approved entering into closed session unanimously.

Following closed session, Chairman DeBerry asked for a motion to adjourn the meeting. Bryan Dozier made the motion with Lynn Epps seconding, the meeting was duly adjourned.

The next regular meeting will be held on Monday, December 4, 2021 at 6:30 pm at the Montgomery County Central Office.

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Steven W. DeBerry, Chairman

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Dale Ellis, Ed. D., Secretary