

MONTGOMERY COUNTY BOARD OF EDUCATION MINUTES

February 6, 2023

The Montgomery County Board of Education convened in a regular monthly meeting on Monday, February 6, 2023, at 6:30 pm in the Montgomery County Schools Boardroom. Board members present were Steve W. DeBerry – Chair, Tommy Blake - Vice Chair, Angela Smith, Lynn Epps, Anne Evans, Bryan Dozier and Cindy Taylor.

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

Chairman Steve DeBerry shared an opening devotional with words centered around love. He shared 1st Corinthians 13:13, “and now these three remain, faith, hope and love but the greatest of these is love.” God commands us to love, to forbear one another and to protect those you love with your love rather than expose them and their faults. We can never know the whole story about another person, and we can only know so much about their motives or what’s in their hearts. However, we can choose not to focus on the things we don’t understand but to focus instead on what we can, love.

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

No one signed up to speak during the public comments section.

Chairman DeBerry called upon Dr. Ellis for Employee of the Month recognitions. Dr. Ellis called upon Dr. Amy Reynolds to recognize Kenston Scott, Behavior Specialist, MLA’s classified employee of the month. Dr. Ellis then called upon Dr. Heather Seawell to recognize Mandy Georgepul, Distance Education, MCEC classified employee of the month.

Dr. Ellis at this time recognized the National Board Certified and Recertified Employees. Certified: Morgan Blake, Star Elementary and April Daywalt, MCEC. Recertified: Sarah Talbert, Montgomery Central High School and Heather Seawell, MCEC.

Chairman DeBerry called upon Emily Shaw for recognition of CTE Month. This is a public awareness campaign that takes place each February to celebrate the value of CTE and the achievements and accomplishments of CTE programs across the country. At this time Ms. Shaw requested all the CTE teachers to please stand and come to the front to be recognized. Jodi Cole, Health Sciences; Kirk Watts, Middle School Career Development Coordinator; Wayne Kocher, Business; Casey Galloway, Firefighting; and Matthew Swain, Director of Career and College Readiness.

Chairman DeBerry requested to hold the consent agenda until after the closed session. The board approved unanimously.

Chairman DeBerry called upon Dr. Amy Reynolds, principal for MLA. Dr. Reynolds called upon Ms. Mandy Georgepul and Ms. Elizabeth Divine for the “Middle School Behavior

Program” presentation. Dr. Reynolds explained that Ms. Divine is responsible for developing our Middle School Behavior Program. Most middle school students come to MLA due to behavioral issues which can make a classroom of middle schoolers with varying behavior issues very challenging. This is the first full year of using the inclusion classroom for middle school. This program has been shown to improve academic success while also helping EC students develop stronger relationships with traditional students. The program also allows teachers to create unique lesson plans that support all students, even general education students that may not have an IEP but that are struggling are provided with extra support. The program uses Happy Face and Sad Face charts to follow each student’s progress. In the classroom, each student earns either a happy face (followed all classroom expectations), straight face (followed some classroom expectations) or a sad face (did not follow classroom expectations). This information is put into graph form and is used to follow the student’s improvement from week to week or if a student is having difficulty. This graph allows the teachers to see if they need to make any changes. The documentation can also indicate if a student is ready to return to their home middle school or to move from an abbreviated day back to a full day and can also be used as a review of a student’s IEP behavior progress and goals. An added incentive of the program is that students can earn points depending on the amount of happy or straight faces they receive each week. These points can be redeemed for items in the Middle School store. The students enjoy being able to purchase items for themselves, but they also take pride in being able to purchase items for their family members. All items in the store have been donated and all donations are greatly appreciated.

Chairman DeBerry called upon Dr. Heather Seawell, principal at MCEC. Dr. Seawell called upon April Daywalt and Edwin Nunez for the “Phoenix Symposium” presentation. The symposium was offered in January to provide enrichment activities and an opportunity for students to re-connect after winter break. Planning for the symposium was a team effort with input from the community, students and teachers. The symposium was scheduled for the first nine days at the start of the semester and was created to allow time to focus on ACT prep, community field trips, and career exploration as well as teachers providing additional classes such as interview skills, resume writing, etc. Students, such as Edwin Nunez, were encouraged to volunteer to teach a session on an activity they were knowledgeable in and one that they would like to share that knowledge with other students. Using google forms, students were allowed to choose what sessions they would like to attend. They were asked to sign up the day before the event so that teachers could have their supplies and also to have a way to take attendance. Some of the classes offered were on healthy eating, introduction to chess, beginning crochet, circuit boards, coloring stress away, etc. Some of the outcomes from the symposium were exposure to a variety of topics and career opportunities, students and teachers were able to share their passions, it was a safe and open learning environment, and time for ACT test review. Edwin Nunez, a senior at MCEC shared some of the highlights of the symposium which were student-led and teacher-led sessions, alumni returning to share their experiences, local community exploration, partnership with MCC, the reality store which taught students how to create a budget and ending with a fun game of family feud. He stated that overall, it was a great experience, but he really enjoyed being able to have a passion and have other people listen because it made him feel like a teacher for that day. There were many positive comments and reflections from parents, teachers and students. The symposium also allowed the students to show their creative side and was very instrumental in promoting good teacher-student relationships.

Chairman DeBerry called upon Dr. Tracy Grit for the MCS/MCC “Homegrown” presentation. Dr. Grit stated that this program was introduced to the board two years ago and the idea was to entice our staff into obtaining a master’s degree or if they already have a master’s

degree, allowing them to teach dually for MCS and MCC. The program will reimburse \$1000 per semester with half of the reimbursement coming from MCC and half from MCS for up to five semesters. The recipients also agree to work with us and teach for MCC for three years. We have, so far, had eight staff members take advantage of the program. Ms. Hollie Ritter is our first graduate of the program. She has signed a contract with MCC/MCS and is currently in her first semester of teaching the additional class. Dr. Grit ask Ms. Ritter to please speak about her experience with the program. She stated that she originally spoke with Dr. Grit and Mr. Proctor about her interest in the program, but she was currently a Pre-K teacher and did not have blocks. Dr. Grit and Mr. Proctor were able to make a few tweaks and in August 2021 she started in the Master's program at Liberty University and in December 2022 she graduated with her Master's in Education, Early Childhood Education and Instruction & Curriculum. In January she started teaching an online class at MCC titled "Foundations of Education" that prepares students to understand the laws and rules around education. Thanks to this program she was able to finish her master's degree sooner than she expected and she is very thankful for that opportunity. Dr. Grit then went on to explain the teacher program. These individuals need to have worked for or are currently working for MCS/MCC who already have their associate degree and would like help transitioning into teaching. We would sign early contracts to agree to teach with MCS for up to three years and offer \$500 per semester of tuition reimbursement up to five semesters. We currently have two Teacher Assistants in the final stages of the program, Kelly Lamonds and Mandy Georgepul. Dr. Grit ask Ms. Kelly Lamonds to please speak about her experience with the program. She earned her Associates Degree in Early Childhood Education and an Associate Degree in Arts. In 2007 she took a full-time job working with AIG and in 2014 she decided to go back to school to be a teacher. When she heard about the Homegrown program, she immediately emailed Dr. Grit. She currently works at Candor as a Pre-K assistant and will graduate with her teaching degree in three months. She is just thankful for the program and what she has been able to accomplish. Dr. Grit then called upon Ms. Mandy Georgepul to speak about her experience with the program. She started with many college credit hours and an Associate Degree in General Education but with no direction. She began substitute teaching and realized her purpose was working with students and with the encouragement of Dr. Seawell she completed the college application but with four children of her own she could not afford to continue her education. Dr. Seawell put her in contact with Dr. Grit regarding the Homegrown program and in doing so she was able to continue and in three months she will have her teaching degree. She will be the first one in her family to graduate from college and it is all thanks to this program. Dr. Grit then went on to state that for 2023-2024 (up to 5) and 2024-2025 (up to 5) we are partnering with MCC to start the new Apprentice Teacher Assistants through the Homegrown program. This will be for ages 18-24 with a high school diploma or working toward an Associate Degree in Education from Montgomery County. They will receive up to 25 hours per week of paid internship and free tuition at MCC as long as their grades remain in good standing at MCC. We plan to market this program in the community and hopefully some of our teacher cadets will take advantage of this opportunity.

Chairman DeBerry called upon Dr. Dale Ellis for the Calendar Resolution. Dr. Ellis stated that nothing hampers us more at the secondary level when it comes to student achievement than the calendar. There have been numerous efforts made to ask the General Assembly to make that change to the current calendar law stating that we cannot start school until the end of August. Several bills have been passed in the house but die in the Senate. This is a resolution from the School Superintendents Association that they are pushing school boards to pass. We have passed a similar one in the past as have the County Commissioners. I will be forwarding a copy of this resolution to them as well. I will also be presenting the board members with an innovative calendar option for next year to review. We will start in late August but still end by

Christmas for that first semester. We are currently working on some logistics of how to push all of the tested sections into the second semester so that they will have more time. The battle we are fighting is time. Still our best option is for the state to change the law. I definitely make the recommendation to pass this resolution and make our voice heard. Mr. DeBerry moved to approve the resolution as submitted. Bryan Dozier made the motion, with Tommy Blake seconding. The board approved the resolution unanimously.

Chairman DeBerry called upon Dr. Dale Ellis for the Superintendent's Comments. February is African American History Month. Jack Cagle along with Diversity & Inclusion have done a good job to share out the appropriate resources for all our students at all grade levels. We are very excited about all of the activities our teachers are planning and we will be sharing that through our School Connections in the Montgomery Herald throughout this month. There are lots of great things going on in our schools and we look forward to highlighting that work as well. These are some exciting times, and you can see some of the great things going on in the Montgomery County Schools and we want to continue building on that. It is African American History Month, and we will do a great job making sure to highlight the importance of that history for all of our students. It is also Student Counselor week, so thank your Student Counselor. They do a great job every day. Just a lot going on this time of year as we move into Spring.

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 Cindy Taylor seconding. The board approved entering into closed session unanimously.

Upon returning to open session, Chairman DeBerry asked for a motion to add an addendum to the personnel report. Bryan Dozier made a motion, with Tommy Blake seconding. The motion was approved unanimously. Mr. DeBerry then called for a motion to approve the consent agenda. Upon a motion by Bryan Dozier and a second by Tommy Blake, the consent agenda was approved 6-0, with Lynn Epps abstaining.

After closed session the following items were approved:

- 1) Board Minutes from January 9, 2023
- 2) Personnel and Auxiliary Report

**MONTGOMERY COUNTY SCHOOLS
PERSONNEL REPORT
Tracy Grill, Associate Superintendent for Operations/HR
February 6, 2023**

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Katrya Jewell Resignation	Candor Elementary 5 th Grade Teacher	1/22/2023
2) Regina Thomas Retirement	Troy Elementary Teacher Assistant	2/28/2023
3) Irma Robledo Retirement	Central Office Administrative Assistant	4/30/2023
3) Sloan Bourgeois Retirement	Mt. Gilead Elementary Principal	2/01/2023

b. Upon recommendation, approval of the following probationary contracts for the 2022-2023 school year as provided by General Statute 115C-325:

Paga Luciter - Montgomery Central High School
Sarah Thaxton - Green Ridge Elementary School
Carlee Krumm-Castaneda - East Middle School

c. Upon recommendation, approval of the following interim contracts for the 2022-2023 school year as provided by General Statute 115C-325:

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Rehiring</u>
1) Jessica Livingston 2/2/2023	Mt. Gilead Elementary Guidance Counselor	Yes	Penny Tofflemeyer
2) Eric Spencer 1/23/2023	Montgomery Central High Social Studies Teacher	Pending DMV	Spencer Shaw

d. Upon recommendation, approval of the following probationary contracts for the 2023-2024 school year as provided by General Statute 115C-325:

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Rehiring</u>
1) Ryan Cushings 8/2023	Montgomery Central High AFROTC Instructor	Yes	Dwight Scott

e. Upon recommendation, approval of the following coaches:

Montgomery Central High School
Ray Massey - Golf

East Middle School
Jack Carpenter - Head Baseball
Kenneth Lynfincum - Baseball Assistant
Travis Hurley - Assistant Baseball
Delana Cagle - Head Softball
Jacelyn Smith - Assistant Softball
Peyton Holder - Head Tennis
Joanna Miller - Head Soccer
Mythili Vaesura - Assistant Soccer

West Middle School
Jay Myrick - Head Baseball
Christy McIntyre - Head Soccer
Cody Williams - Assistant Soccer
Daniel Strider - Head Softball
Sharon Strider - Assistant Softball
Michael Leferte - Assistant Softball

**MONTGOMERY COUNTY SCHOOLS
AUXILIARY REPORT
FEBRUARY 6, 2023**

Upon recommendation, approval of release from Montgomery County Schools requested for the 2023-2024 school year.

Montgomery County Schools to Moore County Schools

Montgomery County Schools to Stanley County Schools

3) Budget Resolution

To: Board of Education
From: Mitch Taylor
Date: February 5, 2023
Subject: Agenda Item (Section - Consent Agenda)

Attached you will find a budget amendment for your consideration for the year ending June 30, 2023.

Fiscal Year 2022/2023 Budget Amendment # 5

State Funds

1) An increase of \$80,405.00 to the State Budget Fund (Fund 1):

\$21,358.00 increase to PRC 046 (3rd Grade Reading Bonus) – The state paid a bonus to teachers in 3rd grade whose reading FVAAS scores were in the top 25% for the district and another bonus if their score was also in the top 25% for the state.

\$59,047.00 increase to PRC 048 (3rd – 8th Grade Math Bonus) – The state paid a bonus to teachers in grades 3-8 whose math EVAAS scores were in the top 25% for the district and another bonus if their score was also in the top 25% for the state.

\$27,475.00 increase to PRC 130 [textbook fund] and a corresponding increase of \$27,475.00 to PRC 131 [Textbook Spending Account] – This was an ABC transfer to move funds into the textbook spending budget so that books could be purchased that are used for our students taking courses at NCC.

Local Funds

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

Federal Funds

3) No change to Federal Funds

Capital Outlay Funds

4) An increase of \$53,806.33 to the Capital Outlay Budget fund (fund 4):

\$1,100.00 increase to BICROD (Capital Outlay Expenses) – Purchase security radios for West Middle School

\$6500 DO increase to POC 802 (Capital Outlay Expenses) -- These funds were to reimburse the working kids at all schools.

\$1205.33 increase to 01C.807 (Capital Outlay Expense) - These funds were to upgrade some of the school doors for security purposes.

\$45,000.00 are use to #10302 (Capital Outlay Expense). These funds are to be used to manage the basketball construction project at the MCHS softball and baseball fields.

Child Nutrition

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

Special Local Fund 8

6) An increase of \$1423.10 to the Special Local Fund 3 Budget (Fund 8):

\$1423.10 Increase to PRC 061 (Lil bus donation) – A local civic group donated funds to purchase a bench at MCHS.

7) Overall, these adjustments resulted in an increase of \$135,634.43 to the total 2022 - 2023 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 # 5

Montgomery County Administration Unit

The Montgomery County Board of Education at a meeting on the 5th day of February, 2023 passed the following resolution:

Be it resolved that the following amendments be made to the Budget Resolution for the ending June 30, 2023.

[illegible]

Budget Amendment # 5

Expense Code	Description of Code	Increase	Decrease
LOCAL FUNDS			
Revenues			
Expenses			
	Net Change in Local Budget	\$0.00	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget		\$6,646,916.00	
Amount of Increase		\$0.00	
Total Appropriation in Current Amended Budget		\$6,646,916.00	

Budget Amendment # 5

Expense Code	Description of Code	Increase	Decrease
FEDERAL FUNDS			
Revenues			
	Net Change in Federal Revenues	\$0.00	
Expenses			
	Net Change in Federal Expenses	\$0.00	
	Net Change in Federal Budget	\$0.00	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget		\$12,270,682.62	
Amount of Increase		\$0.00	
Total Appropriation in Current Amended Budget		\$12,270,682.62	

Budget Amendment # 5

Expense Code	Description of Code	Increase	Decrease
CAPITAL OUTLAY FUND			
Revenues			
4.4.16.022	County Funding	1,100.00	
4.4.16.022	County Funding	6,900.00	
4.4.16.022	County Funding	1,206.33	
4.4.16.022	County Funding	45,900.00	
	Net Change in Capital Outlay Revenues	\$3,806.33	
Expenses			
4.603.032	Security Refs for YMS	1,165.00	
4.603.032	Reserve parking lots	5,500.00	
4.603.032	Door Security Upgrade	1,206.33	
4.4.16.022	County Funding	45,900.00	
	Net Change in Capital Outlay Expenses	\$3,866.33	
	Net Change in Capital Outlay Budget	\$60.00	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget		\$1,785,071.77	
Amount of Increase		\$53,806.33	
Total Appropriation in Current Amended Budget		\$1,758,878.10	

Budget Amendment # 5

Expense Code	Description of Code	Increase	Decrease
LOCAL FUND 8			
Revenues			
1.003.001	A Local Contributions	1,423.10	
	Total Changes in Fund 8 Revenues	\$1,423.10	
Expenses			
4.603.051	Security for center at YMS	1,423.10	
	Total Change in Fund 8 Expenses	\$1,423.10	
	Net Change in Local Fund 8 Budget	\$0.00	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget		\$4,059,321.61	
Amount of Increase		\$1,423.10	
Total Appropriation in Current Amended Budget		\$4,060,744.71	

Summary of Budget Changes

Previous Budget	\$5,607,489.00
State Budget Change	\$80,403.00
Local Budget Change	\$0.00
Federal Budget Change	\$0.00
Capital Outlay Budget Change	\$53,806.33
Child Nutrition Budget Change	\$0.00
Fund 8 Budget Change	\$1,423.10
Current Budget	\$5,843,123.43

Passed by majority vote by the Board of Education of Montgomery County on the 6th day of February 2023

Chairman, Board of Education	Secretary, Board of Education
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Personnel Report Addendum

f. Upon recommendation, the approval of the following administrative reassignments:

- Adriane Claret - Interim Principal - Mount Gilead Elementary School
- Emily Dunn - Interim AP - Mount Gilead Elementary School
- Mandy Hall - Assistant Principal - Green Ridge Elementary School

**MONTGOMERY COUNTY SCHOOLS
PERSONNEL REPORT
Troy City, Assistant Superintendent for Operations/HR
February 6, 2023**

a. Superintendent reports the acceptance of the following resignations/terminations:

Employee/Minister	School/Assignment	Effective Date
1) Katrina Sewell Resignation	Candler Elementary 5th Grade Teacher	1/22/2023
2) Regina Thomas Resignation	Troy Elementary Teacher Assistant	2/3/2023
3) Irma Roldado Resignation	Central Office Administrative Assistant	4/30/2023
3) Xuan Rodriguez Resignation	Mt. Gilead Elementary Principal	2/9/2023

b. Upon recommendation, approval of the following preliminary contracts for the 2022-2023 school year as provided by General Statute 115C-325:

Page Luskier - Montgomery Central High School
Swah Thumson - Green Ridge Elementary School
Carrie Kauron-Cattano - East Middle School

c. Upon recommendation, approval of the following interim contracts for the 2022-2023 school year as provided by General Statute 115C-325:

Employee/Effective Date	School/Assignment	Revised Check	Revised
1) Jessica Livingston 2/2/2023	Mt. Gilead Elementary Guidance Counselor	Yes	Troy Middle School
2) Eric Spenser 1/23/2023	Montgomery Central High Social Studies Teacher	Yes	Spencer Shire

d. Upon recommendation, approval of the following preliminary contracts for the 2023-2024 school year as provided by General Statute 115C-325:

Employee/Effective Date	School/Assignment	Revised Check	Revised
1) Ryan Cuddeback 8/2023	Montgomery Central High ATHLETIC Instructors	Yes	Uwight Scott

e. Upon recommendation, approval of the following coaches:

Montgomery Central High School
Ray Murray - Golf
East Middle School
Jack Carpenter - Head Baseball
Kathryn Lyndham - Baseball Assistant
Twyla Harkley - Assistant Coach
Dakota Cagle - Head Softball
Jocelyn Smith - Assistant Softball
Peggy Ficker - Head Tennis
Jessica Miller - Head Soccer
Brynn Vonnort - Assistant Soccer
West Middle School
Joe Myrick - Head Baseball
Cherry McIntyre - Head Soccer
Cody Williams - Assistant Soccer
David Smith - Head Softball
Sharon Smith - Assistant Softball
Michael Lofgren - Assistant Softball

Following approval of the consent agenda, Chairman DeBerry asked for a motion to adjourn the meeting. Bryan Dozier made the motion with Angela Smith seconding; the meeting was duly adjourned.

The next regular meeting will be held on Monday, March 6, 2023, at 6:30 pm at the Montgomery County Central Office.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary