MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES

July 1, 2024

The Montgomery County Board of Education convened in a regular monthly meeting on Monday, July 1, 2024, at 6:30 pm in the Montgomery County Schools Boardroom. Board members present were Steve W. DeBerry – Chair, Anne Evans - Vice Chair, Angela Smith, Bryan Dozier and Cindy Taylor. Lynn Epps was not present.

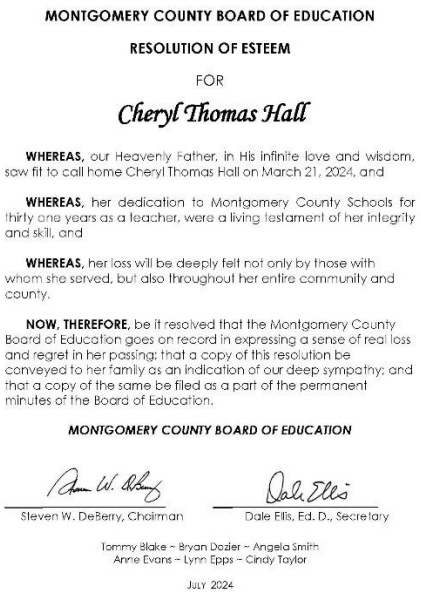
Chairman Steve DeBerry called the meeting to order. Mr. DeBerry moved to adopt the agenda as submitted. Bryan Dozier made the motion with Cindy Taylor seconding. The agenda was accepted with unanimous approval from the board.

Chairman Steve DeBerry shared an opening devotional from 2 Corinthians 12:14. "For the children ought not to lay up for the parents, but the parents for the children." Each generation should lay up and do for the next. Whatever parents do for their children those children should do for their own children. This makes for society's improvement.

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.

A Resolution of Esteem for Cheryl Thomas Hall was presented to her family for her thirty-one years of service with the Montgomery County Schools. Ms. Hall passed away on March 21, 2024. Chairman DeBerry read the resolution as follows:



MONTGOMERY COUNTY BOARD OF EDUCATION

RESOLUTION OF ESTEEM

FOR

Cheryl Thomas Hall

WHEREAS, our Heavenly Father, in His infinite love and wisdom, saw fit to call home Cheryl Thomas Hall on March 21, 2024, and

WHEREAS, her dedication to Montgomery County Schools for thirty one years as a teacher, were a living testament of her integrity and skill, and

WHEREAS, her loss will be deeply felt not only by those with whom she served, but also throughout her entire community and county.

NOW, THEREFORE, be it resolved that the Montgomery County Board of Education goes on record in expressing a sense of real loss and regret in her passing; that a copy of this resolution be conveyed to her family as an indication of our deep sympathy; and that a copy of the same be filed as a part of the permanent minutes of the Board of Education.

MONTGOMERY COUNTY BOARD OF EDUCATION

Steven W. DeBerry, Chairman — Dale Ellis, Ed. D., Secretary

Tommy Blake ~ Bryan Dozier ~ Angela Smith
Anne Evans ~ Lynn Epps ~ Cindy Taylor

JULY 2024

Chairman DeBerry called upon Dr. Dale Ellis for Employee of the Month recognition. Dr. Ellis stated that Brooke Howell has been selected for the Central Office but due to a death in Ms. Howell's family, she could not be present tonight. Dr. Ellis requested to present the recognition during the August board meeting. The board approved unanimously.

Chairman DeBerry requested to approve the consent agenda as submitted. Anne Evans made the motion with Tommy Blake seconding. The board approved unanimously.

Chairman DeBerry called upon Dr. Ellis for End of the Year Review Dates. Dr. Ellis presented three options: Tuesday, August 27, Thursday, August 29, or Thursday, September 5. It was the consensus of the board to select Thursday, September 5, 2024, for the End of Year Review beginning at 5:30pm at the Central Office.

Chairman DeBerry then called upon Dr. Emily Shaw for policies for approval. Mr. DeBerry asked for a motion for approval. Bryan Dozier made the motion with Anne Evans seconding. The motion carried unanimously with the board.

Chairman DeBerry called upon Dr. Dale Ellis for his Superintendent's Remarks. Dr. Ellis stated that he would like to publicly thank Mitch Taylor and the entire staff in the finance office. It always takes until June 30th to close out the finances for the entire school year but with that day falling on a Sunday this year, they had to finish everything by June 28th. Just a thank you to them and all the administrators for the tremendous job they do working hard to get things up and running for the next school year. Also, I had a conversation with my friend Jeff James, Superintendent for the Iredell-Statesville School District that I will be elaborating on in my School Connections article next week. They just put out a high school to bid and it came back at $143,000,000. That bid did not include fixtures, furniture and equipment which can be an additional $16,500,000. So, their cost to build a new high school is looking to cost them around $165,000,000 which is over twice what we paid to build Montgomery Central. At the time, the $80,000,000 it cost to build Montgomery Central did not sound like a bargain, but it has become one of our biggest bargains. The high school has become a wonderful community facility with all the camps and now our fall sports season is starting up as well as the planning for our Back to School Bash in August. Our board took a lot of heat because we did not have a vote but if we had waited and missed that window that high school would not be sitting there right now. Just want to thank our board and the board of county commissioners. Montgomery Central High School has become a tremendous part of this community.

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

After closed session the following items were approved:

1) Board Minutes from June 3, 2024

2) Personnel and Auxiliary Reports:

MONTGOMERY COUNTY SCHOOLS
PERSONNEL REPORT
Emily Shaw, Assistant Superintendent for Human Resources
July 1, 2024

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

Resignation/Retirement	School/Assignment	Effective Date
1) Sean Hassell Resignation	Montg. Central High Head Baseball Coach	June 6, 2024
2) Miranda Young Resignation	Candor Elementary 5th Grade Teacher	June 21, 2024
3) Madison Provines Resignation	Montg. Central High Art Teacher	June 14, 2024
4) Daniel Jones Resignation	Montg. Central High Except. Children's Teacher	June 14, 2024
5) Patrick Wichowski Resignation	EMS/Montg. Central High Chorus Teacher	June 13, 2024
6) Angela Cook Resignation	Mt. Gilead Elementary 5th Grade Teacher	June 11, 2024
7) Gavin Watts Resignation	Montg. Central High Teacher Assistant	June 13, 2024

b. Upon recommendation of the superintendent, approval of the following additions to the substitute teacher list:

	Non-Certified	Record Check
1)	Sasha Golden	Yes
2)	Debbie Roach	Yes
3)	Jennifer Jernigan	Yes
4)	Susan Ashworth	Yes
5)	Bianca Green	Yes
6)	Judy Richardson	Yes
7)	Gary Hancock	Yes
8)	Christal Martin	Yes
9)	Nicole Leyerle	Yes
10)	Martha Stephens	Yes
11)	Kathynn Burleson	Yes
12)	Jennifer Bass	Yes
13)	Beth Bailey	Yes
14)	Barbara Pemberton	Yes

	Certified	
1)	Travis Talley	Yes
2)	Kristin Holmes	Yes
3)	Calista Korzelius	Pending
4)	Sabrina Robinson	Pending
5)	Grace Reynolds	Pending

c. Report of the following transfers:

Transfer/ Effective Date	From	To	Replacing
1) Kira Hannah 08/19/2024	Candor Elem. 3rd Grade Teacher	Mt. Gilead Elem. 5th Grade Teacher	Angela Cook
2) Sean Maness 08/19/2024	Central Office Communica-Liaison	Montg. Early College Distance Learning	Rose Holder
3) Peyton Holder 08/19/2024	East Middle Teacher Assistant	Troy Elem. Teacher Assistant	
4) Nora Beasley 08/1/2024	MGHS/TLS/PSES Dig. Learn. Coach	MGHS/TLS/PSES STEM Teacher	
5) Rebecca Shepherd 08/1/2024	CHS/GRES/SES Dig. Learn. Coach	CHS/GRES/SES STEM Teacher	
6) Amy Garcia 08/19/2024	Candor Elem. STEM	Candor Elementary P.T Art Assistant	
7) Celia Blake 08/19/2024	TES/PSES/MES Art Teacher	West/East Middle Art Teacher	Dominique Elliott
8) Chloe Vuncannon 08/19/2024	West/East Middle Art Teacher	Montg. Central High Art Teacher	Madison Provines
9) Stephanie Andrufski 08/19/2024	PSES/WMS ESL Teacher	Green Ridge Elementary ESL Teacher	Jackson Garner
10) Jackson Garner 08/19/2024	Green Ridge ESL Teacher	TES/PSES/MCES ESL Teacher	Melanie Stewart
11) Marticia Newsom 08/19/2024	Star Elem. STEM	Star Elementary P.T Art Assistant	
12) Brittany Davis 08/19/2024	Troy Elem. STEM	Troy Elementary P.T. Art Assistant	
13) Vanessa McRae 08/19/2024	Mt. Gilead Elem. STEM	Mt. Gilead Elementary P.T. Art Assistant	
14) Samantha Aguilar 08/19/2024	Page Street Elem. Exep. Chil. TA	Page Street Elem. P.T. Art Assistant	
15) Carolyn Johnson 08/19/2024	Green Ridge Elem. P.T. STEM	Green Ridge Elem. P.T. Art Assistant	Sonia Johnston
16) James Bryant 08/19/2024	Green Ridge Elem. Beh. Supp. Spec.	West Middle Beh. Supp. Spec.	Naomi Drake

d. Upon recommendation, approval of principal recommendation for employment of the following probationary contracts for the 2024-2025 school year as provided by General Statute 115C-325:

Employee/ Effective Date	School/ Assignment	Record Check	Replacing
1) Amanda Thompson 08/19/2024	Page Street Elem. 3rd Grade Teacher	Yes	Rubi Ahmanzor
2) Summer Morton 08/19/2024	Candor Elementary Pre-K Teacher	Yes	Mary Lamonds
3) Anamie Damaso(LPI) 08/19/2024	Mt. Gilead Elementary Kindergarten Teacher	Yes	
4) Jackie Chinn 08/19/2024	Green Ridge Elementary Exceptional Children	Yes	
5) Sarah Sherrill 08/19/2024	Candor Elementary 3rd Grade Teacher	Pending	Kira Hannah

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

Employee/ Effective Date	School/ Assignment	Record Check	Replacing
1) Sherry Jacobs 08/19/2024	Page Street Elem. Teacher Assistant/Bus Driver	Yes	Charity Dalton (ISS)
2) Mary McClenny 08/19/2024	Troy Elementary Teacher Assistant/Bus Driver	Yes	
3) Brandi Lewis 08/19/2024	Green Ridge Elementary Teacher Assistant/Bus Driver	Yes	Amber Johnson
4) Nancy Townsend 6/10/2024	Green Ridge Elementary ELISS Student Support Specialist (1-yr funded position)	Yes	
5) Karlisha Leake 08/19/2024	Montg. Central High Teacher Assistant/Bus Driver	Yes	
6) Madison Lynthacum 08/19/2024	Central Office Marketing Liaison	Yes	Susanna Kornegay
7) Vanessa Moore 08/19/2024	Montg. Central High Exeep. Ch. One-on-One/Bus Driver	Yes	
8) Shaconea D-Garcia 08/19/2024	Montg. Learn. Academy Exeep. Child. One-on-One	Yes	

f. Superintendent reports the following termination of employee:

Employee	School Assignment	Effective Date
1) Tiffany Batten	Montgomery Central High	07/01/2024

MONTGOMERY COUNTY SCHOOLS
AUXILIARY REPORT
JULY 1, 2024

Upon recommendation, approval of release from Montgomery County Schools requested for the 2024-2025 school year.

Montgomery County Schools to Moore County Schools

Montgomery County Schools to Stanly County Schools

Montgomery County Schools to Richmond County Schools

3) Budget Resolution:

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

To: Board of Education
From: Mitch Taylor
Date: July 1, 2024
Subject: Budget Amendment

Attached you will find a budget amendment for your consideration for the year ending June 30, 2024.

Fiscal Year 2023/2024 Budget Amendment # 10

State Funds

1) **An increase of $460,933.02 to the State Budget Fund (Fund 1):**

$391,179.02 increase to PRC 009 (Non-Contributory Expenses) – For employees who are ending their employment with the district, this is the budget in which their accumulated annual leave is paid from. The state provides us with the amount of funds to cover the district's expenses.

$10.00 decrease to PRC 040 (State Safety Grant) – an error was discovered where this budget amount was entered for $10.00 too much. This amendment corrects this error.

$69,764.00 increase to PRCs 056,002,003,014,027,031,032,034,054,061,069,131,029 – DPI discovered that the full allotments had not been allotted to the districts and these amendments represent the disbursement of these additional funds to the districts.

Local Funds

2) An increase of $75,906.10 to the **Local Budget Funds (Fund 2)**

$75,906.10 increase to PRC 802 (Maintenance) – These were maintenance expenses that were reimbursed by the county.

$115,000.00 increase to PRC 003 purpose code 5000 (Non-Instructional Support) and a decrease of $115,000.00 to PRC 003 purpose code 6000 (Non-Instructional Support) – With this being the final budget amendment for the 2023/2024 school year, adjustments were made to rebalance the budget for year end.

Federal Funds

3) An increase of $23,892.32 to the Federal Funds Budget (Fund 3):

$950.00 increase to PRC 198 (National Boards Reimbursement) – The purpose of these funds is to partially reimburse the fees incurred by teachers for obtaining their National Boards Certification.

$6441.98 increase to PRC 188 purpose code 5000 (Summer Enrichment) and a decrease of $6441.98 to PRC 188 purpose code 6000 (Summer Enrichment) – The purpose of this amendment was to increase funding for teachers during the summer enrichment program.

$12,798.75 increase to PRC 189 purpose code 5000 (After School Learning) and a decrease of $12,798.75 to PRC 189 purpose code 6000 (After School Learning) – The purpose of this amendment was to increase funding for teachers during the summer enrichment program.

$21,101.62 increase to PRC 115 (School Improvement) – The purpose of these funds is to provide additional resources to assist our low performing schools.

$21,101.62 increase to PRC 115 (School Improvement) – The purpose of these funds is to provide additional resources to assist our low performing schools.

$2000.00 increase to PRC 119 (Targeted Assistance Pre-K) – The purpose of these funds is to provide additional resources to assist our EC students in our Pre-K program.

Capital Outlay Funds

4) An increase of $766,869.00 to the Capital Outlay Budget Fund (Fund 4):

$34,214.00 increase to PRC 802.83 (Capital Outlay Expenses) – these funds were used to purchase an outdoor waterproof stage at MCHS.

$617,000.00 increase to PRC 802.84 (Capital Outlay Expenses) – These are funds received from the State of NC to make security improvements to our school buildings by adding vestibules.

$115,655.00 increase to PRC 802.09 (Capital Outlay Expense) – These are the additional funds needed to complete the safety project at the MCHS baseball field. Originally this expense was to be paid from the district's fund balance, but the county agreed to pay for the project. As a result, a new revenue code was established for this project. The project will also be partially funded with an athletic grant from the State of NC in the amount of $62,130.00.

Child Nutrition

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

Special Local Fund 8

6) An increase of $896,215.18 to the Special Local Fund 8 Budget (Fund 8):

For many of the Fund 8 budgets, the total revenues the district will receive are unknown at the beginning of the year. By year end, many of these budgets can be adjusted to reflect an increase in funding received. Also considered are revenues that the district might receive after June 30th that are related to the current school year and should be included if received. The chart below shows which Fund 8 budgets were increased because of these adjustments:

8.6530.802.321	Utility Expenses	$533,000.00
8.5110.705	NC Apprenticeship Program	$60,000.00
8.5110.012	Driver's Ed Fees	$11,000.00
8.5110.061.20	MLA Graduation fees	$1,500.00
8.5110.061.30	MLA Start of Year fees	$1,500.00
8.5110.171	Retention Fee Payback	$22,000.00
8.5110.306	Restricted Medicaid Fees	$75,000.00
8.6000.306	Restricted Medicaid Fees	$130,000.00
8.5110.806	Transcript Fees - Parchment	$2,000.00
8.6401.671	Student Device Fees	$10,000.00
8.5110.701	Afterschool Fees	$25,000.00
8.5110.061	Student Hardship Fund	$4,000.00
8.5110.001	Bible History Teacher	$15,000.00
8.5110.311.	GEAR UP Grant MCHS	$6,215.18

$500,000.00 increase to PRC 061 purpose code 6000 and a decrease of $500,000.00 to PRC 061 purpose code 5000 – With this being the final budget amendment for the 2023/2024 school year, adjustments were made to rebalance the budget for year end.

$35,000.00 increase to PRC 701 purpose code 6000 and a decrease of $35,000.00 to PRC 704 purpose code 5000 – With this being the final budget amendment for the 2023/2024 school year, adjustments were made to rebalance the budget for year end.

7) Overall, these adjustments resulted in an increase of $2,223,815.62

to the total 2023 - 2024 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 # 10

#6

Montgomery County Administration Unit

The Montgomery County Board of Education at a meeting on the 1st day of July 2024. passed the following resolution:

Be it resolved that the following amendments be made to the Budget Resolution for the fiscal year ending June 30, 2024.

Expense Code	Description of Code	Increase	Decrease
	STATE FUNDS		
	Revenues		
1.3100	PRC 009	$391,179.02	
1.3100	PRC 040		$10.00
1.3100	PRC 056 revision #69	$3,417.00	
1.3100	PRC 002 revision #69	$4,315.00	
1.3100	PRC 003 revision #69	$11,255.00	
1.3100	PRC 014 revision #69	$226.00	
1.3100	PRC 027 revision #69	$11,660.00	
1.3100	PRC 031 revision #69	$1,282.00	
1.3100	PRC 032 revision #69	$17,997.00	
1.3100	PRC 034 revision #69	$1,863.00	
1.3100	PRC 054 revision #69	$2,907.00	
1.3100	PRC 061 revision #69	$233.00	
1.3100	PRC 069 revision #69	$13,021.00	
1.3100	PRC 131 revision #69	$238.00	
1.3100	PRC 029 revision #58	$1,350.00	
	Net Change in State Revenues	**$460,933.02**	
	Expenses		
1.5000.009	PRC 009 Non Contributory Benefits	$261,661.64	
1.6000.009	PRC 009 Non Contributory Benefits	$120,918.74	
1.7000.009	PRC 009 Non Contributory Benefits	$8,598.64	
1.5000.040	PRC 040 Safety Grant		$10.00
1.6000.056	PRC 056 Transportation	$3,417.00	
1.6000.002	PRC 002 Central Office Administration	$4,315.00	
1.6000.003	PRC 003 Non-Instructional Support	$11,255.00	
1.6000.014	PRC 014 CTE Program Support	$226.00	
1.5000.027	PRC 027 Teacher Assistants	$11,660.00	
1.5000.031	PRC 031 Low Wealth County Funding	$1,282.00	
1.5000.032	PRC 032 Children with Disabilities	$17,997.00	
1.5000.034	PRC 034 Academically Intellectually Gifted	$1,863.00	
1.5000.054	PRC 054 Limited English Proficiency	$2,907.00	
1.5000.061	PRC 061 Classroom Supplies	$233.00	
1.6000.069	PRC 069 At Risk Services	$13,021.00	
1.5000.131	PRC 131 Textbook funding	$238.00	
1.5000.029	PRC 029 Behaviorial Support	$1,350.00	
1.7000.002	PRC 002 Central Office Administration		$111,393.22
1.8000.002	PRC 002 Central Office Administration	$111,393.22	
	Net Change in State Expenses	**$460,933.02**	
	Net Change in State Budget	**$460,933.02**	

Explanation: Adjustments made for actual revenues and expenditures.

Total Appropriation in Current Budget	**$30,972,270.70**
Amount of Increase	**$460,933.02**
Total Appropriation in Current Amended Budget	**$31,433,203.72**

Budget Amendment # 10

#6

Expense Code	Description of Code	Increase	Decrease
	LOCAL FUNDS		
	Revenues		
2.4110.802.311	Maintenance Reimbursement	$38,649.30	
2.4110.802.411	Maintenance Reimbursement	$37,256.80	
	Expenses		
2.6580.802.311	Maintenance Reimbursement	$38,649.30	
2.6580.802.411	Maintenance Reimbursement	$37,256.80	
2.5000.003	Non-Instructional Support		$115,000.00
2.6000.003	Non-Instructional Support	$115,000.00	
	Net Change in Local Revenues	$75,906.10	
	Net Change in Local Budget	**$75,906.10**	

Explanation: Adjustments made for actual revenues and expenditures.

Total Appropriation in Current Budget	**$7,060,016.00**
Amount of Increase	**$75,906.10**
Total Appropriation in Current Amended Budget	**$7,135,922.10**

Budget Amendment # 10

#6

Expense Code	Description of Code	Increase	Decrease
	FEDERAL FUNDS		
	Revenues		
3.3600.198	National Boards Reimbursement	$950.00	
3.3600.115	School Improvement Funds	$21,101.62	
3.3600.119	Pre-School Targeted Assistance	$2,000.00	
	Net Change in Federal Revenues	**$24,051.62**	
	Expenses		
3.5000.198	PRC 198 National Boards Reimbursement	$950.00	
3.5000.189	PRC 189 Afterschool Tutors	$12,798.75	
3.6000.189	PRC 189 Afterschool Tutors		$12,798.75
3.5000.188	PRC 188 Summer Enrichment Program	$6,441.98	
3.6000.188	PRC 188 Summer Enrichment Program		$6,441.98
3.5000.115	PRC 115 School Improvement Funds	21,101.62	
3.5000.119	PRC 119 Pre-School Targeted Assistance	$1,790.73	
3.8000.119	PRC 119 Pre-School Targeted Assistance	$49.97	
	Net Change in Federal Expenses	**$23,892.32**	
	Net Change in Federal Budget	**$23,892.32**	

Explanation: **Adjustments made for actual revenues and expenditures.**

Total Appropriation in Current Budget	**$7,399,972.85**
Amount of Increase	**$23,892.32**
Total Appropriation in Current Amended Budget	**$7,423,865.17**

Budget Amendment # 10

#6

Expense Code	Description of Code	Increase	Decrease
	CAPITAL OUTLAY FUND		
	Revenues		
4.4110	Capital Outlay #83	$34,214.00	
4.4110	Capital Outlay #84	$617,000.00	
4.4910	Capital Outlay #09		$178,107.65
4.4110	Capital Outlay #09	$293,762.65	
	Net Change in Capital Outlay Revenues	**$766,869.00**	
	Expenses		
4.9000.802	Purchase waterproof stage for outdoor events	$34,214.00	
4.9000.802	Construct vestibules at Page Street	$174,000.00	
4.9000.802	Construct vestibules at East Middle	$216,000.00	
4.9000.802	Construct vestibules at Candor	$227,000.00	
4.9000.802	Safety improvements to MCHS basefall field	$115,655.00	
	Net Change in Capital Outlay Expenses	**$766,869.00**	
	Net Change in Capital Outlay Budget	$766,869.00	

Explanation: **Adjustments made for actual revenues and expenditures.**

Total Appropriation in Current Budget	**$4,563,224.59**
Amount of Increase	**$766,869.00**
Total Appropriation in Current Amended Budget	**$5,330,093.59**

Expense Code	Description of Code	Increase	Decrease
	CHILD NUTRITION FUND		
	Revenues		
	Expenses		
	Net Change in Child Nutrition Budget	$0.00	

Explanation: **Adjustments made for actual revenues and expenditures.**

Total Appropriation in Current Budget	**$3,878,343.00**
Amount of Increase	**$0.00**
Total Appropriation in Current Amended Budget	**$3,878,343.00**

Budget Amendment # 10

#6

Expense Code	Description of Code	Increase	Decrease
	LOCAL FUND 8		
	Revenues		
8.4490	Miscellaneous Revenues	$13,000.00	
8.4880	Indirect Cost Fees	$290,000.00	
8.3800.073.411	Emergency Connectivity Funding	$59,000.00	
8.3700.385	Unrestricted Medicaid Fun	$160,000.00	
8.4430.802.192.366	Use of facilities	$1,000.00	
8.4490.802	Recycling fees	$10,000.00	
8.3200.705	NC Apprenticeship Program	$60,000.00	
8.4490.012	Driver's Ed Fees	$11,000.00	
8.4430.061.20	MLA Graduation fees	$1,500.00	
8.4430.061.30	MLA Start of Year fees	$1,500.00	
8.4890.171	Retention Fee Payback	$22,000.00	
8.3700.306	Restricted Medicaid Fees	$205,000.00	
8.4490.806	Transcript Fees - Parchment	$2,000.00	
8.4210.671	Student Device Fees	$10,000.00	
8.4210.701	Afterschool Fees	$25,000.00	
8.4430.061	Student Hardship Fund	$4,000.00	
8.4430.001	Bible History Teacher	$15,000.00	
8.3700.311	GEAR UP Grant MCHS	$6,215.18	
	Total Changes in Fund 8 Revenues	**$896,215.18**	
	Expenses		
8.6530.802.321	Utility Expenses	$533,000.00	
8.5110.705	NC Apprenticeship Program	$60,000.00	
8.5110.012	Driver's Ed Fees	$11,000.00	
8.5110.061.20	MLA Graduation fees	$1,500.00	
8.5110.061.30	MLA Start of Year fees	$1,500.00	
8.5110.171	Retention Fee Payback	$22,000.00	
8.5110.306	Restricted Medicaid Fees	$57,600.00	
8.6000.306	Restricted Medicaid Fees	$147,400.00	
8.5110.806	Transcript Fees - Parchment	$2,000.00	
8.6401.671	Student Device Fees	$10,000.00	
8.7000.701	Afterschool Fees	$25,000.00	
8.5110.061	Student Hardship Fund	$4,000.00	
8.5110.001	Bible History Teacher	$15,000.00	
8.5110.311	GEAR UP Grant MCHS	$6,215.18	
8.5000.061	Bonus funds		$500,000.00
8.6000.802	Utilities	$500,000.00	
8.5000.704	CIS Funding		$35,000.00
8.7000.701	Afterschool Progam	$35,000.00	
	Total Change in Fund 8 Expenses	**$896,215.18**	
	Net Change in Local Fund 8 Budget	**$896,215.18**	

Explanation: Adjustments made for actual revenues and expenditures.

Total Appropriation in Current Budget	**$14,037,034.83**
Amount of Increase	**$896,215.18**
Total Appropriation in Current Amended Budget	**$14,933,250.01**

Budget Amendment # 10

#6

Summary of Budget Changes

Previous Budget	**$67,910,861.97**
State Budget Change	$460,933.02
Local Budget Change	$76,906.10
Federal Budget Change	$23,892.32
Capital Outlay Budget Change	$766,869.00
Child Nutrition Budget Change	$0.00
Fund 8 Budget Change	$896,215.18
Total Change in Budget	**$2,223,815.62**
Current Budget	**$70,134,677.59**

Passed by majority vote by the Board of Education of Montgomery County on the 1st day of July, 2024.

Chairman, Board of Education

Secretary, Board of Education

4) Refine Communications Solutions Service Contract:

Professional Service Contract
2024-2025 School Year

Contractor Name: Refine Communication Solutions, LLC
Contractor Address: 175 Enfield Drive, Carthage NC 28327
Phone: 716-400-8108

Montgomery County School District
Professional Services Contract with
Refine Communication Solutions, LLC

THIS AGREEMENT IS ENTERED into on September 1, 2024 between Montgomery County School District, hereby known as the (purchasing agent), having a principal place of business at Po Box 427, 441 Page St., Troy, NC 27371-0427 and Refine Communication Solutions, LLC, hereby known as the Contractor. Through this agreement, the Contractor agrees to provide Speech-Language and Communication services for students attending Montgomery County Schools in accordance with the district's needs August 26, 2024-June 6, 2025.

CONSENT/AUTHORIZATION TO ACCESS EDUCATIONAL RECORDS OR PROTECTED HEALTH INFORMATION
The Contractor shall at all times require the written consent or authorization of the parent/guardian or student, if 18 years of age or older, for the disclosure or access to educational records pursuant to FERPA or protected health information pursuant to the Health Information Portability and Accountability Act (HIPAA) regarding the student and shall maintain the confidentiality of that information consistent with state and federal law.

CONTRACTOR'S COVENANTS AND REPRESENTATIONS
Contractor covenants and represents as follows:

(a) Contractor agrees that all information regarding services provided pursuant to this Agreement, including, but not limited to, the student's identity and the nature of services rendered, shall be confidential pursuant to the Family Educational Records and Privacy Act (FERPA).

(b) Contractor represents and warrants that it has in place Administrative Security, Physical Security, and Logical Security controls to protect from a data breach or unauthorized data disclosure.

(c) Contractor agrees to restrict access to Personally Identifiable Information (PII) to only authorized staff who require such access to perform their assigned duties.

(d) Contractor agrees not to use student data and PII for secondary uses including, but not limited to, sales, marketing, or advertising.

(e) Contractor represents and warrants that it has an appropriate records retention schedule and/or policy for the destruction of data that is not inconsistent with the School's record retention policy.

(f) Contractor agrees to indemnify and hold harmless the School from any liability, including, but not limited to, costs, fines, expenses, and attorney fees, resulting from Contractor's performance of the services provided under this Agreement and/or non-compliance with state and federal law, including Contractor's Covenants and Representations as set forth in this Agreement.

(g) At the School Board's discretion, penalties for non-compliance with state and federal law or Contractor's Covenants and Representations as set forth in this Agreement may include but are not limited to a 2 year ban on Contractor's ability to provide services to the School.

(f) Contractor agrees to abide by all Montgomery County Schools board policies and expectations.

The following services(s) request: Speech-Language and Communication Services for the 2023-2024 School Year
This contract does not include ESY.

	Item Description	Cost	Total
	Speech-Language and Communication Services Monday-Friday, August 1, 2024-June 1, 2025. *Day of the week, time, and place dependent upon Refine Communication, LLC's clinician's availability*	$73.00 per hour for direct and indirect time *Contract not to exceed $75,000	Up to 35 hours/week

- Billable Services include: Outlined in Exhibit A, attached below
- Contractor requirements attached hereto are made a part of this contract.
- The parties agree that the Contractor is solely responsible for all costs and expenses incurred in connection with the performance of those services described in this agreement unless noted above.

1. The contractor agrees to provide special education and /or related services in accordance with the following State and federal laws and regulations: North Carolina Code; North Carolina State Board of Education Regulations pertaining to special education; the Individuals with Disabilities Education Act; Part 34 of the Code of Federal Regulations, Sections 330.330-300-348 and 30.400-300.570; Section 504 of the Rehabilitation Act; Part 104 of the Code of Federal Regulations; and the Family Educational Rights and Privacy Act. These regulations include, but are not limited to, provision relating to:

   a. FAPE
   b. Least restrictive environment (LRE)
   c. Personnel who meet appropriate standards
   d. Individualized Education Programs (IEPs)
   e. Parent participation
   f. Procedural safeguards
   g. Protection in evaluation procedures
   h. Confidentiality of information
   i. Nondiscrimination on the basis of handicap

2. The Contractor agrees to provide education and/or related services for identified student(s) including:
   a. The appropriate staff and oversight to implement IEPs for each student as determined by the school IEP team;
   b. Services to the student August 26, 2024-June 6, 2025, excluding emergency school closures.

3. The Contractor further agrees to provide the School the following:
   a. Other ongoing progress reports that the contractor uses to monitor each student's progress toward IEP goals and objectives;
   b. Verification that the contractor personnel responsible for providing special education and related services meet the highest entry-level state standards for the appropriate occupation category;
   c. Submission of monthly billings to the School for programs/Services provided not to exceed $75,000.

d. Written documentation for service days, times and results of services provided for each student, as per the IEP
e. A copy of the service provider's subcontractor qualifications showing professional credentials for the School's files;
f. Services as authorized in the student's IEP, as directly related to behavioral intervention services;
g. Assurance that all work will be performed in accordance with the highest professional standards; and

4. If the student is no longer receiving services from the Contractor for any reason, the Contractor shall inform the School, and the obligation of the School to pay for services will cease as the last day of service provided.

5. The contractor and the School agree to comply with all pertinent statutes of the State of North Carolina and such rules and regulations as the State Board of Education may legally prescribe, which are by reference incorporated in and made a part of this Contract as though set forth herein.

6. The School assures that health-related services or program placement will begin after having conducted an IEP team meeting to develop an IEP. The contractor, at the School's discretion, may request or attend subsequent IEP team meetings to revise the student's IEP.

7. The School will pay the contractor based on submission of an invoice with documentation described in 3.f. ***All invoices should be submitted monthly.*** Montgomery County will remit payment to be received by the Contractor within 30 days of receipt of invoice.

8. The contractor will specify the number of hours of service per week/month agreed to for the above student in accordance with the student's IEP.

9. The school will provide documentation necessary for the contractor to carry out the portion of the IEP that falls under the contractor's responsibility.

10. The school will compensate the contractor for services provided for students as outlined in Exhibit A, found at the end of this contract.

11. This agreement may be terminated by either party via email or written correspondence. Upon termination, the contractor will stop services at day 15 unless both parties agree to an earlier service stop date. The contractor will be reimbursed for the costs incurred to date of termination upon submission of invoice with documentation as described above within 15 days of termination.

Montgomery County Schools District	Refine Communication Solutions, LLC
Signature: Calli Sears	Signature
Title of Position: Superintendent	Title of Position
Date: 6/24/24	Date

EXHIBIT A

This exhibit, as part of the Agreement between Montgomery County School District and Refine Communication Solutions, LLC (Contractor; contacts listed below), defines the terms of service provision.

Provider:	Estimated Time and Location:	Contractor Contact:
Refine	Up to 35 Hours Per Week	Justine M. Torres M.S., CCC-SLP
	Candor Elementary	justinetorres@refinespeechtherapy.com
	East Middle School	(716) 400-8109

Services shall be provided by the Provider to the Students, per the student's IEP. Provider shall provide to the Students with a licensed therapist. For each consultation the therapist shall:

a. Conduct a consultation to assess the student's therapy needs; and
b. Based upon consultation, respond as follows:
   i) Perform direct therapy sessions and assessments
   ii) Communicate by email or phone with educators and caregivers
   iii) Plan, document and create reports
   iv) Manage and attend IEP meetings as requested by Client

Direct Service Rates:
• $73.00 per hour for speech-language and communication paid by Client to Provider monthly for all services rendered to include, but not limited to:
• 1:1 or group (three students max) therapy sessions
Monthly ECATS Medicaid Logging
File Review per new student: 30 minutes
• IEP goals written and entered in EasyIEP: 1 hour- 3 hours
• Eligibility testing: 30 min – 1.5 hours, depending on student and test type
• Quarterly Progress Notes: 10-15 minutes per student
• Attendance to IEP/Eligibility Meeting: length of meeting

Cancellations/No Shows:
- Notice by 9 AM is required if a student will not be at school on their scheduled therapy, screen and or diagnostic day, if not by 9 AM and SLP is ready to serve student a billable charge of one hour may be acquired Montgomery County School District

Mileage Reimbursement:
N/A

5) Sista at Heart Nursing Services Contract:

MONTGOMERY BOARD OF EDUCATION CONTRACT FOR
NURSING SERVICES

This contract for NURSING SERVICES is made and entered into this 26th day of August 2024, between the Montgomery County School System Located (school system) 441 Page St Troy, NC 27371, and SISTA AT HEART LLC (Provider) located 1102 Stuart Dr., Wadesboro, NC, 28170..

For and in consideration of the SISTA AT HEART LLC promises set forth in the Contract the parties do mutually agree as follows:

1. Obligations of Provider. Provider hereby agrees to provide services to the School System as follows:
   1.1. Direct Nursing Services for Eli Waldroup (student) at Troy Elementary. Work will be completed during instructional days, M-F, up to 8 hours per day. Provider will fully comply with the terms and conditions of this Contract, including any documents incorporated by reference.
   1.2. Qualifications of Provider. Provider warrants that all agents or employees of Provider who will provide services under this Contract will be fully qualified registered nurses (RN) and/ or licensed practical nurses (LPN), possess any requisite licenses, and otherwise be legally entitled to perform the services provided, and shall exercise the skill and care customarily exercised by duly licensed and qualified providers of the same or similar services.
   1.3. Records Maintenance. Provider shall maintain written documentation of any service provided, including any required documentation meeting the requirements of applicable federal, state and local laws and regulations.
   1.4. Billing: Provider will make available for inspection, upon request for inspection, personnel records of its nurses that are providing care to the student. Provider will complete medical logs for billing using the School System approved Medicaid billing program, if applicable.
2. Obligations of the School System.
   2.1. The School System hereby agrees to compensate Provider at a rate or in the amount of $52.00 per hour, up to 8 hrs. per day Monday-Friday which includes time on the bus to and from school, for up to, with total payments not to exceed $70,000.
   2.2. In the event of inclement weather, fire, power failure, or other similar occurrence, which may necessitate the cancellation of the delivery of the service(s), and an alternate date cannot be agreed upon, the School System will be under no obligation to compensate Provider for services not rendered.
   2.3. Montgomery county schools is the only party for this contract and is not acting with another person or another agency, Unless sooner terminated as herein provided.
3. Term. The services described in the Contract will be provided from August 26, 2024 through June 6, 2025. Unless sooner terminated as herein provided.
4. Compensation. The School System requires monthly billing and shall process payments to Provider within thirty (30) days of submission of such invoice(s). In the event of a pandemic, inclement weather, fire, power failure, or other similar occurrence, which may necessitate the cancellation of the delivery of the service(s), and an alternate date cannot be agreed upon, the School System will be under no obligation to compensate Provider for services not rendered.
5. Termination for Convenience. The School System may terminate this Contract at any time at its complete discretion upon twenty (20) calendar days' notice in writing from the School System to Provider prior to the date of termination. In addition, all finished or unfinished documents and other materials produced by Provider pursuant to this Contract shall, at the request of the School System be turned over to it and become its property. If the Contract is terminated by the School System in accordance with this section, the School System will pay Provider at the rate set out in Section 2.1 for all services performed as of the date of termination.
6. Termination for Default. At any time, the School System may terminate this Contract immediately and without prior notice if provider is unable to meet goals and timetables or if the School System is dissatisfied with the quality of services provided.
7. Terms and Methods of Payment. Provider shall submit to the School System monthly invoices itemized by service provided, the number of hours worked and by whom, the date(s) that services were provided, and the amount owed, along with any supporting documentation that may be requested in advance by the School System. Such invoices shall be submitted within thirty (30) days of the rendering of services. The School System shall process payments to Provider within thirty (30) days of submission of such invoices. Invoices should be sent to Montgomery Schools, Department of Exceptional Children, 441 Page Street, Troy, NC 27371, or via email to Dr. Takeda LeGrand, executive director of Exceptional Children for review and approval.
8. Contract Funding. It is understood and agreed between Provider and the School System that the School System 's payment obligation under this Contract is contingent upon the availability of appropriated funds from which payment for Contract purposes can be made.
9. Insurance. Provider agrees to maintain Commercial General Liability in amount of $1,000,000 each occurrence, $1,000,000 each occurrence in Personal & Advertising Injury with $2,000,000 General Aggregate, and $2,000,000 Products/Completed Operations Aggregate. Provider shall maintain $1,000,000 in automobile liability, and other appropriate insurance, as well as Workers Compensation in the required statutory amount for all employees participating in the provision of services under this Contract. Provider also agrees to maintain $1,000,000 in professional liability insurance if the Provider is engaged in a professional service pursuant to this Contract. Certificates of such insurance shall be furnished by Provider to the School System and shall contain an endorsement to provide the School System at least 10 days' written notice of any intent to cancel or terminate by either Provider or the insuring company. Failure to furnish insurance certificates or maintain such insurance shall be a default under this contract and shall be grounds for immediate termination of this Contract.
10. Taxes. Provider shall pay all federal, state, and FICA taxes for all employees participating in the provision of services under this Contract.
11. Monitoring and Auditing. Provider shall cooperate with the School System, or with any other person or agency as directed by the School System, in monitoring, auditing, or investigating activities related to this Contract. Provider shall permit the School System to evaluate all activities conducted under this contract as dictated by the School System. Provider shall provide auditors retained by the School System with access to any records and files related to the provision of services under this Contract. The School System agrees that its auditors will maintain the confidentiality of any identified and actual trade secrets of Provider accessed during an audit conducted under this Contract.
12. Confidentiality of Student Information. Provider agrees that all student records or personally identifiable information contained in student records that may be obtained in the course of providing services to the School System under this contract shall be subject to the confidentiality and disclosure provisions of applicable federal and state statutes and regulations as well as the School System's policies. All student records shall be kept in a secure location preventing access by unauthorized individuals. Provider will maintain an access log delineating date, time, agency, and identity of individual accessing student records who is not in the direct employ of Provider. Provider shall not forward to any person other than parent or the School System any student record or personally identifiable information obtained from a student record (including, but not limited to, the student's identity) without the written consent of the School System. Upon termination of this Contract, Provider shall turn over to the School System all student records or personally identifiable information about students obtained by Provider while providing services under this Contract. Nothing in this Contract gives Provider any right to access any student pose a threat to the safety or well-being of students, school personnel, or others.
15. Indemnification. Provider shall indemnify and hold harmless the School System and its agents and employees from and against all claims, actions, demands, costs, damages, losses, and/or expenses of any kind whatsoever proximately resulting from the omission or commission of any act, lawful or unlawful, by Provider or its agents and/or employees, including but not limited to court costs and attorney's fees, incurred in connection with the defense of said matters. The parties agree that this indemnification clause is an "evidence of indebtedness" for purpose of N. C. Gen. Stat. § 6-21.2.
16. Relationship of Parties. Provider shall be an independent contractor of the School System, and nothing herein shall be construed as creating a partnership or joint venture; nor shall any employee of Provider be construed as an employee, agent, or principal of the School System.
17. Compliance with Applicable Laws. Provider shall comply with all applicable laws and regulations in providing services under this Contract. In particular, Provider shall not employ any individuals to provide services to the School System who are not authorized by federal law to work in the United States. Provider represents and warrants that it is aware of and in compliance with the Immigration Ref01m and Control Act and North Carolina law (Article 2 of Chapter 64 of the North Carolina General Statutes) requiring use of the E-Verifr' system for employers who employ twenty-five (25) or more employees and that it is and will remain in compliance with these laws at all times while providing services pursuant to this Contract. Provider shall also ensure that any of its subcontractors (of any tier) will remain in compliance with these laws at all times while providing subcontracted services in connection with this Contract. Provider is responsible for providing affordable health care coverage to all of its full-time employees providing services to the School System. The definitions of "affordable coverage" and "full-time employee" are governed by the Affordable Care Act and accompanying IRS and Treasury Department regulations.
18. Compliance with Iran Divestment Act of 2015. Provider certifies that as of the date of this Contract, Provider is not listed on the Final Divestment List created by the North Carolina State Treasurer pursuant to N.C. Gen. Stat. § 147-86.58. Provider understands that it is not entitled to any payments whatsoever under this Contract if this certification is false. The individual signing this Contract certifies that he or she is authorized by Provider to make the foregoing statement.
19. Anti-Nepotism. Provider warrants that, to the best of its knowledge and in the exercise of due diligence, none of its corporate officers, directors, or trustees and none of its employees who will directly provide services under this Contract are immediate family members of any member of the Iredell Statesville Schools Board of Education or of any principal or central office staff administrator employed by the School System. For purposes of this provision, "immediate family" means spouse, parent, child, brother, sister, grandparent, or grandchild, and includes step, half, and in-law relationships. Should Provider become aware of any family relationship covered by this provision, or should such a family relationship arise at any time during the term of this Contract, Provider shall immediately disclose the family relationship in writing to the Superintendent of Schools. Unless formally waived by the School System, the existence of a family relationship covered by this Contract is grounds for immediate termination by School System without further financial liability to Provider.
20. Applicable School Board of Education Policies. Provider acknowledges that the Montgomery County Schools has adopted policies governing conduct on School System property and agrees to abide by all relevant Board policies while on School System property. The Provider acknowledges that Board's policies are available on the School System's website.
21. Assignment. Provider shall not assign, subcontract, or otherwise transfer any interest in this contract without the prior written approval of the School System.
22. Contract Modifications. This contract may be amended only by written amendments duly executed by and between the School System and Provider.
23. North Carolina Law. North Carolina law will govern the interpretation and construction of the Contract.
24. Order of Precedence. The Parties do hereby agree that in the event of conflict between the terms and conditions of this Contract and the terms and conditions in an agreement entered into between the parties at the same time as or prior to this Agreement, the terms and conditions of this Agreement shall prevail.
25. Entire Agreement. This Contract, including the purchase order, if any, used in connection herewith and any other document(s) expressly incorporated by reference as a part of this Contract, constitutes and expresses the entire agreement and understanding between the parties concerning its subject matter. This Contract supersedes all prior and contemporaneous discussions, promises, representations, agreements, and understandings relative to the subject matter of this contract. To the extent there may be any conflict between the four corners of this Contract and other documents incorporated by reference herein, the terms of this Contract will control.
26. Attached Exhibits: The following documents, if any, are attached as Exhibits to this Contract and incorporated by reference herein:
    Exhibit A: Sexual Offender Registry Check Certification Form Exhibit
    B: Copies of all staff credentials
27. Severability. If any provision of this Contract shall be declared invalid or unenforceable, the remainder of the Contract shall continue in full force and effect.
28. Counterparts and Execution. This Contract may be executed in any number of counterparts, each of which will be deemed an original but all of which together will constitute the same instrument. The Parties agree that computer scanned and/or faxed signatures or copies of this Contract will have the same validity and force as an "original."
29. Authority to Enter Contract. The person(s) executing this Contract on behalf of Provider have authority to do so as an official, binding act of Provider.
30. Non-disclosure: At all times, both during the term of this agreement and after its termination, Provider, and its employees, officers, and owners will keep in strict confidence and will not disclose any confidential or proprietary information relating to the school or any student at the school, to any person or entity, or to any person or entity, or make use of any such confidential or propriety information for its own purposes or for the benefit of any person or entity, except as may be necessary in the ordinary course of performing its duties under this agreement or under the law.
31. Policies and Procedures: Provider will follow the school systems policies and procedures while providing care in the school setting and during school sponsored activities.

Attachment A

Sexual Offender Registry Check Certification Form

PLEASE SUBMIT THIS FORM TO YOUR OWNER 'S REPRESENTATIVE

Project Name: Eli Waldroup Contract: Montgomery Schools

Check the appropriate box to indicate the type of check:

X Initial Supplemental Annual

I, Felcia Bivens, CEO of SISTA AT HEART LLC hereby certify that I have performed all of the required sexual offender registry checks required under this Agreement for all Contractual Personnel (employees, agents, ownership personnel, or contractors) who may be used to deliver goods or provide services under this Agreement, including the North Carolina Sex Offender and Public Protection Registration Program, the North Carolina Sexually Violent Predator Registration Program, and the National Sex Offender Registry (Note: all of the required registry checks may be completed at no cost by accessing the United States Department of Justice Sex Offender Public Website at http://www.nsopw.gov/). I further certify that none of the individuals listed below appears on any of the above-named registries and that I will not assign any individual to deliver goods or perform services under this Agreement if said individual appears on any of the sex offender registries. I agree to maintain all records and documents associated with these registry checks, and that I will provide such records and documents to the school system upon request. I specifically acknowledge that the school system retains the right to audit these records to ensure compliance with this section at any time in the school system's sole discretion. I acknowledge that I am required to perform these checks and provide this certification form before any work is performed under the Agreement (initial check), any time additional Contractual Personnel may perform work under the Agreement (supplemental check), and at each anniversary date of the Agreement.

Contractual Personnel Names	Job Title
1. Felicia Bivens	RN

I attest that the forgoing information is true and accurate to the best of my knowledge.

Felicia Bivens, RN, CEO

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first indicated above.

Executive Director of Exceptional Children (Signature & Date)

Sista at Heart Authorized Signature (Signature & Date)

Dale Sens 6/24/24

Superintendent of Schools

This instrument has been pre-audited in the manner required by the School Budget and Fiscal Control Act.

School System Finance Officer (Signature & Date)

6) Engage Speech Language Services Contract:

Milca Bellegarde, M.A., CCC-SLP
Phone: (704) 268-9167
Email: milca@engagespeechpllc.com

School Speech and Language Contract Agreement

This Agreement ("Agreement") is entered into as the 19th day of August 2024, between **Engage Speech Language Services, PLLC**, hereinafter referred to as "the VENDOR" and **Montgomery County Schools** hereinafter referred to as "the BOARD" for the provision of speech and language pathology services.

The Vendor and the Board Agree:

1. **Scope of Services**:
   a. The Vendor will provide the Board with speech and language therapy services rendered by a qualified, state licensed and ASHA certified speech-language pathologist via teletherapy.

   b. The Vendor will render the following services:
      i. speech and language therapy described as direct or indirect therapy services as indicated on each student's Individual Education Program (IEP)
      ii. speech and language screening and evaluations
      iii. active participation in IEP meetings
      iv. management of required documentation and attendance (e.g. session notes for Medicaid billing)
      v. development of IEPs
      vi. evaluation and progress reports
      vii. therapy planning/material creation
      viii. teacher consultations and MTSS strategies for students not yet referred to special education
      ix. parent consultations/communication
      x. once a month in-person school district visits for direct and/or indirect therapy services

   c. The Vendor will comply with all school policies, special education state and federal policies and procedures that apply.

   d. The Vendor will store student confidential records in a safe and legal manner.

   e. The Board shall provide a point of contact for schools served to coordinate service times and maintain the continuity of the teletherapy services.

   f. The Board shall provide a suitable place for administering speech language pathology services. It will allow the use of equipment and supplies (e.g. student device and headset as needed) in providing teletherapy services.

   g. The Vendor shall provide formal evaluation materials necessary for speech and language evaluations while the Board shall provide testing protocols as needed.

2. **Term and Termination**:
   a. The term of this Agreement shall commence one week prior to school starting in 2024 and terminate one week after school ending in 2025, unless terminated earlier in accordance with the terms and conditions set-forth.
   b. *Termination without Cause:* Either party has the right to terminate the Agreement without cause by giving 30 days written notice.
   c. *Termination with Cause:* Either party reserves the right to terminate this Agreement immediately if the other party fails to comply with any terms or conditions of this Agreement and such failure continues for 15 days following receipt of written notice.

3. **Compensation**:
   a. The rate established by mutual agreement, shall be per fully qualified, licensed, and certified speech language pathologist at a rate of **$75** per hour. Contract services will not exceed $70,000 (approx. 93.3 hours/month at aforementioned rate). Rate includes once monthly travel to and from district.
   b. The Vendor will provide the Board with monthly invoice based on the rate listed above.
   c. The Board will provide payment to the Vendor within 30 days of receipt of a submitted invoice. The invoice will contain description, location, time and date of services. Payments not made within 30 days may become subject to a $100.00 late fee.
   d. The Board shall make payments to Engage Speech Language Services, PLLC as invoiced.

4. **Independent Contractor:**
   a. Both parties agree that the terms of the Agreement do not constitute a formation of a partnership, joint venue, employer-employee, or other relationship and no form of agency exist between the parties.
   b. The Board agrees to submit W-9 form with Vendor submitting a completed W-9 form and Request for Taxpayer Identification Number and Certification with social security number/federal identification number.

5. **Insurance/License:**
   a. The Vendor agrees to maintain professional liability and malpractice insurance with the following minimum limits of liability: $1,000,000 per occurrence and $3,000,000 in the aggregate and provide Board with proof of insurance upon request via email.
   b. The Vendor is licensed by the State of North Carolina in the performances of the Services provided herein and agrees to provide proof upon request via email.

6. **Miscellaneous**:
   a. The Board agrees that the Vendor's caseload shall not exceed 35 middle/high school IEP students or 25 elementary IEP students. In the event caseload maximum is exceeded for ten (10) consecutive days, the Vendor and the Board will meet to develop a plan to be implemented as soon as the maximum number is reached.

   b. All documentation relating to this project must remain confidential and an exclusive property of the Board. Any amendments or changes must be executed in the same manner as this contract.

c. Services outside of the scopes of the services mentioned in this agreement (e.g. AAC evaluations) may be subject to an additional mutually agreed upon adjustment or fee.

IN WITNESS WHEREOF, we the undersigned, duly authorized representatives of the parties to this Agreement herein above expressed, have entered into this Agreement and have read the terms herein.

BOARD: Montgomery County Schools

Mr. Steven Deberry
Board Chair — On: 7/1/24

Dr. Dale Ellis
Superintendent — On: 7/1/24

Mr. Mitch Taylor
Chief Financial Officer — On: __/__/__

Dr. Takeda LeGrand
Executive Director of Exceptional Children — On: __/__/__

VENDOR: Engage Speech Language Services, PLLC

Milca Bellegarde, MA, CCC-SLP, Owner — On: __/__/__
Engage Speech Language Services, PLLC
2459 Wilkinson Blvd, Suite 310
Charlotte, NC 28208
Phone: (704) 268-9167
Fax: (704) 274-2136
Email: milca@engagespeechpllc.com

7) Alternative Schools Modified Accountability System Options:

PUBLIC SCHOOLS OF NORTH CAROLINA
DEPARTMENT OF PUBLIC INSTRUCTION | Catherine Truitt, *Superintendent of Public Instruction*
WWW.DPI.NC.GOV

March 18, 2024

TO LEA Superintendents
Charter School Directors

FROM Michael Maher, Deputy State Superintendent
Division of Standards, Accountability and Research

Tammy L. Howard, Senior Director
Office of Accountability and Testing

2024–25 ALTERNATIVE SCHOOLS' MODIFIED ACCOUNTABILITY SYSTEM OPTIONS

This memo provides information on participating in the Alternative Schools' Modified Accountability System for the 2024–25 school year. The decision to participate must be filed with the North Carolina Department of Public Instruction (NCDPI), Office of Accountability and Testing by August 1, 2024. The State Board of Education policy ACCT-038 (16 NCAC 06G .0314) applies to all alternative schools, including charter schools approved to use the alternative accountability system (16 NCAC 06G .0519); Developmental Day Centers; and schools providing special education and related services in public separate settings to students with disabilities.

The alternative accountability system is a supplement to School Performance Grades (SPG) as defined by G.S. §115C-83.15. It is not a substitute for the Every Student Succeeds Act (ESSA) requirements. Thus, alternative schools and other eligible schools participating in the modified system using Options B or C will also have a SPG calculated, if there is sufficient data, for federal identifications. The SPG is used to identify these schools for Comprehensive Support and Improvement (CSI) or Targeted Support and Improvement (TSI) as defined in the ESSA state plan. The designation of performance, as defined in ACCT-038 (16 NCAC 06G .0314), will be the designation displayed on the NC School Report Card and SPGs will not be used to determine low-performing school or low-performing district statuses.

Alternative School Modified Accountability System Option Determination

Schools participating in the modified system must annually submit their request. Schools may change the option from the prior year and are encouraged to review their previous selection. Charter schools submitting a request to participate must be approved to use the modified system in accordance with SBE Policy CHTR-020 (16 NCAC 06G .0518). As a reminder, local boards must approve the request at an official board meeting prior to submission to the SBE.

The current system allows eligible schools to participate in one of three Options, Option A, Option B, or Option C:

Option A. Alternative schools participate in School Performance Grades as defined by G.S. §115C-83.15, **or**

Option B. Alternative schools are evaluated as defined in 16 NCAC 06G .0314, attached below, **or**

Option C. Alternative schools propose modifications to the accountability system for approval by the State Board of Education. The State Board of Education shall approve proposed modifications to the system if a preponderance of the evidence proves that the modifications comprise valid and reliable measures of the achievement and growth of the school's students.

Option C requests must include an attachment of the proposed modifications that outlines the valid and reliable measures used to track the achievement and growth of students. Requests to participate in Option C must be submitted annually to the State Board of Education for approval at its October meeting. Once approved, a letter will be sent to the LEA/charter school with additional guidance regarding reporting outcomes from the proposed modified system.

Developmental Day Centers and schools providing special education and related services, as noted above, may select from Options B or C. The Office of Exceptional Children and the Office of Accountability and Testing will review the eligibility criteria of these schools and must approve their use of the alternative accountability modified system.

Local boards of education must approve the selected option of each identified school under their jurisdiction. For the 2024–25 school year, local boards must report this decision to the NCDPI's Office of Accountability and Testing by **August 1, 2024**.

Alternative School Insufficient Data Options Under ESSA

As required by the ESSA state plan, all schools participating in the Alternative Schools' Modified Accountability System must select one of the following two options for the calculation of a SPG in the event the school does not have sufficient data to determine a SPG using current year data:

a. **Return Scores** - All data is returned to base (sending) schools within the local education agency (LEA). The alternative school, or other eligible school, is given the letter grade of the school where the highest percentage of students are sent back (this option does not apply to charter schools); **or**
b. **Three Years** - Use three (3) years of data to calculate the letter grade for the school.

Insufficient data option determinations must also be approved by the local or charter school board for each school under their jurisdiction. This decision must be reported to the NCDPI's

Office of Accountability and Testing by **August 1, 2024.** All alternative or other eligible schools, as specified in ACCT-038 (16 NCAC 06G .0314), must have an insufficient data option determination even if there is the likelihood the school will have sufficient data.

Attached resources include (1) a description of the three options to participate in the Alternative Schools' Modified Accountability System and (2) the form that LEAs/charter schools must use to report the options selected for their school(s). Please complete and submit the attached form with the appropriate signatures. For schools electing to participate in Option C, attach the school's proposed modifications including evidence that the modifications comprise valid and reliable measures.

All completed and signed forms with any attachments must be emailed to the attention of Ozella Wiggins (ozella.wiggins@dpi.nc.gov) by August 1, 2024. **This deadline is cited in North Carolina Administrative Code (16 NCAC 06G .0314) and must be met.** Failure to submit an option by August 1, results in the school being assigned a School Performance Grade (A–F) for reporting and accountability purposes. If you have questions or need further clarification regarding information contained within this memo, please contact your Regional Accountability Coordinator.

MM/TLH/ODW

c: Catherine Truitt, State Superintendent
Derrick Jordan, Deputy State Superintendent, Division of Educator and Student Advancement
Carol Ann Hudgens, Senior Director, Office of Exceptional Children
Ashley Baquero, Director, Office of Charter Schools
Lory Morrow, Director, Office of Residential Schools and Alternative Learning
Shannon Jordan, Section Chief, Testing Policy and Operations
Curtis Sonneman, Section Chief, Analysis and Reporting
Regional Accountability Coordinators
Public School Unit Test Coordinators

Attachment

2024–25 Alternative School's Modified Accountability System Participation

To participate in the Alternative Schools' Modified Accountability System, the local board of education must determine the option for each school eligible to be included in the modified system. If no option is selected, eligible schools will participate in the School Performance Grades (Option A) and will be placed in the 3-years insufficient data option.

LEA/Charter Name: Montgomery County Schools **LEA/Charter Number:** 620

List the alternative school(s) and the options determined by the local board. Complete **each column** in the table below.

School Name	School Code	Alternative School Accountability	Insufficient Data Option
Montgomery Learning Academy	310	☐Option A ☑Option B ☐Option C (additional information required)*	☐Return Scores ☑Three Years
		☐Option A ☐Option B ☐Option C (additional information required)*	☐Return Scores ☐Three Years
		☐Option A ☐Option B ☐Option C (additional information required)*	☐Return Scores ☐Three Years
		☐Option A ☐Option B ☐Option C (additional information required)*	☐Return Scores ☐Three Years
		☐Option A ☐Option B ☐Option C (additional information required)*	☐Return Scores ☐Three Years
		☐Option A ☐Option B ☐Option C (additional information required)*	☐Return Scores ☐Three Years

* For schools selecting Option C, attach the school's proposed modifications, including evidence of the validity and reliability of the measures proposed.

Sign and date below:

LEA Superintendent/Charter School Director

Dale Ellis — Print Name
Signature
6/25/24 — Date

LEA/Charter Test Coordinator

Amanda Deaton — Print Name
Amanda Deaton — Signature
6/25/24 — Date

This document must be emailed to the attention of Ozella Wiggins at ozella.wiggins@dpi.nc.gov no later than **August 1, 2024**. This deadline is cited in North Carolina Administrative Code and must be met.

2024–25 Alternative School's Modified Accountability System Participation

The local board of education shall determine the option that each alternative school in their jurisdiction will follow for participation in the Alternative Schools' Modified Accountability System.

There are three ways to participate in the Alternative Schools' Modified Accountability System:

Option A. Alternative schools can participate in School Performance Grades as defined by G.S. §115C-83.15, or

Option B. Alternative schools electing to participate in the system as defined in 16 NCAC 06G .0314, or

Option C. The alternative school may propose modifications to the system for approval by the State Board of Education.

Option A: Participation in the modified system, using School Performance Grades as defined by G.S. §115C-83.15.

Option B: Participation in the modified system, evaluated as defined in 16 NCAC 06G .0314, as follows:

The components used in the overall school score shall be:

(1) Student Persistence (20%) - Student Persistence is defined as the percent of alternative students who remain enrolled in any North Carolina public school through the end of the school year.

(2) School Achievement (20%)
  (a) The School Achievement component uses the following indicators:
    (1) End-of-Grade (EOG) Reading and Mathematics Assessments at Grades 3–8
    (2) EOG Science Assessments at Grades 5 and 8
    (3) End-of-Course (EOC) Assessments in Biology, NC Math 1, NC Math 3 and English II
    (4) ACT®
    (5) ACT WorkKeys
    (6) 4-Year Graduation Rate
    (7) 5-Year Graduation Rate
    (8) Math Course Rigor
  (b) Three (3) years of data will be used for calculating school achievement.

(3) Growth (60%) - Growth will be calculated using EVAAS.

A change rating will be assigned to schools comparing their previous year to the current year.

(1) Progressing – indicates a change in the overall score from the previous year by at least 13 points.

(2) Maintaining – indicates a change in the overall score from the previous year by -2.9 to + 2.9 points.

(3) Declining – indicates a change in the overall score from the previous year by at least -3 points.

Option C: Participation in the modified system, proposing modifications to the accountability system for approval by the State Board of Education.

(1) Proposed modifications must show a preponderance of evidence proves that the modifications comprise valid and reliable measures of achievement and growth of the school's students.
  a. Schools may elect to use their data to assign themselves a designation; however, designations cannot mirror those already used in school accountability reporting.

(2) A request to participate in Option C, including a detailed description of the proposed modifications with evidence of validity and reliability, must be submitted annually to the SBE for approval at its October meeting.
  a. If approved, the school must submit a final report on how the modifications improved performance of the school's students for posting publicly. Additional guidance on the reporting requirements will be provided after approval.

8) Beginning Teacher Support Plan:

Overview of < LEA/Charter School> Beginning Teacher Support Program

Montgomery County Schools Beginning Teacher Support Program (BTSP) is designed to provide beginning teachers with the necessary support and on-going assistance to ensure their future success. A primary goal of the BTSP is to help new teachers improve their skills and build confidence. Montgomery County Schools will work with BTs to ensure they successfully meet the state professional teaching standards, impact the learning of their students, and choose to remain in the teaching profession. Throughout the required three-year induction program, BTs receive a multi-layered system of support from their colleagues, an assigned mentor, school administration and central office staff. The induction program provides systemic support for beginning teachers and all key stakeholders are committed to following the Beginning Teacher Support Plan. Principals, instructional facilitators and central office staff are encouraged to provide continual support to beginning teachers.

1. A documented process for identifying and verifying all beginning teachers (BTs)

The process must include beginning teachers who meet requirements for NCDPI's assignment of initial licensure, identifying which teachers will/will not be included in the program (based on appropriate experience and position held), assignment in the area of licensure, plan for documentation of required licensure tests requirement and the process for license conversion (coursework, exams passed, three years of teaching), and the process for collecting BT data for the State of the Teaching Profession in NC Report.

The Associate Superintendent of Montgomery County Schools is responsible for identifying and verifying that all BTs meet the requirements for NCDPI's assignment of an initial license. NCDPI issues an initial license to teachers with fewer than three years of appropriate teaching experience in their initial licensure area. Teachers having three or more years of appropriate experience are not required to participate in the BTSP, nor are student services personnel (media coordinators, counselors) administrators, and curriculum-instructional specialists. Once a continuing license has been earned in one teaching area, additional teaching areas do not require a BTSP experience. The Associate Superintendent works closely with principals to ensure beginning teachers are assigned in their area of licensure. The BT must follow all NCSBE requirements for all required licensure tests.

Effective July 1, 2016, teachers who hold an initial license are eligible to convert to a continuing license once all required coursework has been successfully completed, all NCSBE approved examinations have been passed, and the teacher has completed three years of teaching. Teachers with fewer than three years of teaching experience are required to continue participating in a BTSP regardless of their licensure status. The Associate Superintendent is responsible for verifying eligibility for a continuing license and will monitor compliance of NCSBE requirements.

Completion of the recent graduate survey by the Beginning Teacher (BT) and the employer survey by **the principal of the school during the BT's first year of teaching as part of the requirements to** measure the performance of Educator Preparation Programs (EPPs) stated in GS 115C-269.35 is **required. The surveys must be completed during the end of the first year of teaching.**

The Associate Superintendent submits all required BT data for the State Board of Education annual report, *The State of the Teaching Profession in North Carolina*.

2. Plan for implementing a sound BT induction process

Plans must include three-year induction process (120 workdays each year) that includes a formal orientation, required working conditions, the process for mentor selection, training, and assignment, the process for development and monitoring of the BTs' professional development plan, and required or prescribed professional development.

Three- year induction process overview

State Board Policy TCED-016 states: All LEAs/Charters shall implement a Beginning Teacher Support Program. BTSP is a required, three-year induction program for beginning teachers.

The North Carolina Beginning Teacher Support Program Handbook (NCDPI) will serve as a reference guide to help support the implementation of our BTSP.

Teachers with less than three years of teaching experience are required to participate in the NC Beginning Teacher Support Program for three years. According to GS 115(-325, for licensing purposes, a "year", shall be not less than 120 workdays in a full-time permanent position. LEAs may apply this to determining experience years for beginning teachers.

Montgomery County Schools provides a meaningful three-year induction process for our beginning teachers. The process includes a formal orientation, a commitment from principals regarding required working conditions, and processes for mentor selection, mentor training and mentor assignment. Principals and mentors collaborate to ensure that teachers have purposeful professional development plans and opportunities for quality professional development.

a. Orientation

Orientation must be provided, attended, and documented within two weeks of the beginning teacher's first day of work. At a minimum the orientation must include: an overview of the school's/system's goals, policies, and procedures; a description of available services and training opportunities; a copy of the BTSP and the process for achieving a continuing license; develop and distribute optional working conditions guidelines*; the North Carolina Teacher Evaluation Process (NOTE: A local board shall use the North Carolina Professional Teaching Standards and North Carolina Teacher Evaluation Process unless it develops an alternative evaluation that is properly validated and that includes standards and criteria similar to those in the North Carolina Professional Teaching Standards and North Carolina Teacher Evaluation Process); the NC Standard Course of Study; local curriculum guides; the safe and appropriate use of seclusion and restraint of students; and the State Board of Education's Mission and Goals.

Montgomery County Schools offers a required, formal orientation for beginning teachers each year. Required documentation that each beginning teacher attended the orientation and that the orientation was held within two weeks of the teacher's first day of work is filed in the Human Resources Department. Agendas as well as all other teacher communication regarding orientation is also on file.

Orientation is planned by the Department of Human Resources and the Montgomery County Schools Learning Division Team. All members of the Central Office Administrative Team take part in orientation. **Selected community members are on the agenda to welcome teachers and to share ways their organizations can provide services and support.**

During orientation, beginning teachers are introduced to the State Board of Education's Mission and Goals, the Code of Ethics for North Carolina Educators, North Carolina Standards for Professional Conduct and the North Carolina Professional Teaching Standards. Beginning teachers are required to watch an ethics video as part of their employment process.

Beginning teachers are introduced to the Montgomery County Schools Strategic Plan, vision, mission, core values and applicable district policies and procedures. An overview of the safe and appropriate use of seclusion and restraint of students is provided. Beginning teachers are also provided with a technology and finance briefing.

During orientation, the BTSP is reviewed. A copy of the BTSP is provided to teachers. Key components of the plan are addressed (working conditions, teacher evaluation, and the process for achieving a continuing license).

Beginning teachers are introduced to the Standard Course of Study, the PDSA process and they are **briefed on classroom expectations. Additional orientation components continue once beginning teachers are at their home school.**

**Working Conditions*

Explain the process for ensuring that beginning teachers have: mentor assigned early, and in close proximity; limited preparations; limited non-instructional duties; limited number of exceptional or difficult students; and no extracurricular assignments unless requested in writing by the beginning teacher.

Montgomery County Schools believes that all beginning teachers need every opportunity to develop into capable and highly effective teachers. In an effort to support our beliefs, **Montgomery County Schools will make every possible effort to satisfy the following recommended working conditions: assignment in the area of licensure; mentor assigned early, in the licensure area, and in close proximity; limited preparations; limited non-instructional duties; limited number of exceptional or difficult students; and no extracurricular assignments unless requested in writing by the beginning teacher.**

The Associate Superintendent will review all hiring recommendations and documentation to ensure beginning teachers are matched to their licensure area.

As instructional leaders, each principal assures that beginning teachers will be given adequate assistance and support during the three-year induction process. Principals will monitor the number of preparations, number and types of non-instructional duties assigned to BTs and they will monitor the number of exceptional or difficult students placed in the beginning teacher's classroom. The term "non-instructional duties" refers to those duties that are not directly involved with the instructional program or the implementation of the standard course of study, but that all teachers are expected to do. Examples would be bus duty, lunch duty, and hall duty.

Beginning teachers shall provide the Associate Superintendent and their principal with a written statement if they wish to request extracurricular activities and assignments. "Extracurricular activities" refers to those activities performed by a teacher involving students that are outside of the regular school day and not directly related to the instructional program. Letters submitted by BTs participating in extracurricular activities are on file in the Human Resources Department.

Mentors are identified for all beginning teachers in a timely manner. The lead mentor in each school serves as the official mentor for all first, second, and third year teachers. Individual mentors are assigned to each beginning teacher to provide an extra layer of support at the school level as needed. Instructional coaches from UNC-Charlotte (NCNTSP) provide support for beginning teachers.

b. *Mentor Selection, Training, and Assignment*

Describe the mentor program including the process for selecting appropriate mentors (based on SBE policy and GS 115C-296(e) requirements concerning mentors' NCEES evaluation and student growth expectations), mentor assignment and guidelines, and training and support provided for mentors.

Each year, beginning teachers are assigned a mentor. Montgomery County Schools works to select excellent, experienced and qualified teachers to serve in the mentor role. Currently, each school has a lead mentor who serves as the official mentor to all first, second, and third year teachers in their buildings. At all schools the instructional facilitators serve as the lead mentor. Principals and the Associate Superintendent check for compliance to ensure that all instructional facilitators are rated at least proficient on their current evaluation. Principals and the Associate Superintendent also monitor to ensure that individual mentors receive at least proficient on their current evaluation with priority given to those who are distinguished and accomplished. The principal assigns the most appropriate individual mentor to each beginning teacher. If either a retired teacher or a teacher rated as proficient on their evaluation are assigned, the principal must maintain written documentation to support the assignment.

No lead mentor or individual mentor that falls below proficient or that has not had evaluation data in the past two years will be able to continue to serve as a mentor. A teacher may be a mentor at a different school building from which the mentor is assigned if the principals of each school and the mentor teacher approve the assignment. The mentor must meet demonstrate an "accomplished" rating or higher on three of five standards including Standard 4 on the most recent summative or Standard 4 on an abbreviated evaluation. In addition, the BT's principal must maintain written documentation of the reasons for selecting the mentor from a different school.

Our individual mentors provide support to mentees on a day-to-day basis, assist mentees with their PDP, provide technical assistance, monitor completion of the cumulative file, conference with mentees on a regular basis, provide staff development, keep logs of monthly meetings and provide feedback. Lead and individual mentors also provide a building level orientation for their mentees which includes a tour of the school, introduction to the staff, a review of the school handbook, modeling of best practices for the first days of school and assistance with curriculum issues.

In order to train and support mentors in their efforts to assist beginning teachers, mentors are asked to complete the *NC 21st Century Mentoring Module (NCDPI)*. The online module provides mentors with 21st century skills and knowledge needed to support beginning teachers. Refresher mentor training is provided for lead teachers as needed during their PLC meetings.

Recognizing the importance of beginning teacher development, teacher retention and improved student learning, Montgomery County Schools will make every effort to work closely with administrators to select and assign mentors in the future based on the guidelines set forth by GS115C-296(e).

Currently, no funding is appropriated through the state budget to compensate mentors. Montgomery County Schools was awarded a teacher and school leader incentive grant funded by the US Department of Education to be able to pay the individual mentor.

c. *Professional Development Plans*

Describe the process through which the beginning teacher collaborates with his/her principal and mentor to develop a PDP. Include how the PDP requirements are met and monitored in the LEA/Charter School.

Each beginning teacher is required annually to develop a Professional Development Plan (PDP) in collaboration with his/her principal (or principal's designee) and mentor. The plan is to be based on the North Carolina Professional Teaching Standards and a self- assessment (NCEES) of the beginning teacher's knowledge, dispositions and performance to date. The beginning teacher, principal and mentor develop the annual PDP goals, strategies, and activities that are geared toward improving teaching proficiency and professional skills.

PDP's must be reviewed throughout the school year. Mid-year and end-of-year conferences are held with the beginning teacher, principal (or designee) and the mentor teacher to review the progress of the beginning teacher. These conferences provide opportunities to reflect on and to document progress made toward the beginning teacher's professional growth.

PDP completion and conference review dates are found on the Certified Evaluation Planning Calendar on the Human Resources Department Webpage. Professional Development Plans are audited as part of the Title II and BTSP monitoring process.

Formative assessment conferences are held at the beginning, middle, and end of each year, including BT, mentor, and principal to reflect on progress of BT in meeting goals. Signatures of BT, mentor, and principal are required for each formative assessment goals.

d. *Professional Development*

Describe the process for determining required and/or prescribed professional development for beginning teachers.

Required and/or prescribed professional development opportunities for teachers are planned in specific areas aligned with the strategic goals of Montgomery County Schools. School-based administrators may require professional development activities based on specific school improvement goals. Administrators may suggest individual professional development sessions for beginning teachers based on the teacher's self-assessment, PDP goals, and/or NCEES evaluation data. BTs will participate in and complete any professional development required by the LEA. Currently, Montgomery County Schools has two required professional development¼ days built into the school calendar and professional development specific only to beginning teachers is offered throughout the year.

Lead mentors and individual mentors hold monthly meetings with beginning teachers. Professional development topics discussed during the monthly meetings may include: ethics, appropriate use of social media, professional development plans, professionalism, classroom management, diversity training, lesson planning, curriculum resources, classroom strategies, technology tools, equitable practices, active learning, observations and summative evaluations, family engagement, differentiation, the PDSA process, planning for parent conferences and time and stress management. Monthly meeting dates, times and topics are documented on the BT/Mentor contact log. All BT monthly mentor logs are filed in the Human Resources Department.

3. **A formal process for conducting observations and summative evaluations on all BTs**

Provide details on the process that ensures each beginning teacher receives the required observations and evaluation as outlined in SBE policy (Teacher Performance Appraisal process), General Statute and HB 1030.

The Associate Superintendent annually completes a detailed timeline for all required observations, PDPs and summative evaluations. The timeline is shared with all building level administrators at the beginning of each school year and may be found on the Human Resources Department Webpage. Special attention is given to beginning teacher observations to ensure all processes and procedures are being followed.

Within the first ten days of school, principals must provide an orientation for certified staff on the evaluation process, evaluation rubrics, and the state evaluation policy. All persons who observe teachers must be trained in the North Carolina Educator Evaluation System (NCEES). The NC Rubric for Evaluating Teachers is used for observations and evaluation. Observations should be appropriately spaced throughout the school year.

As outlined in SBE Policy (Teacher Performance Appraisal process), General Statute and HB 1030, all beginning teachers are observed four times during each school year and evaluated annually. Each beginning teacher will be observed three times by the principal or designee and once by a peer teacher. The peer teacher may not be the mentor. A pre-observation conference is required prior to the first observation only. Observations for beginning teachers shall last at least forty-five minutes. All post-observation conferences must be conducted within ten school days of the teacher's observation. Monitored Growth Plans and Directed Plans must be implemented when necessitated by eating. For BT Is, and BT 2's, at least two observations must be conducted in the first semester of the school year, and if practicable, at least one of those observations sha ll be within the first grading period. For BT Is, and BT 2s, at least one of the three administrative observations must be conducted by the principal.

Principals are required to complete the summative evaluation of all beginning teachers. Principals are encouraged to provide opportunities for beginning teachers to observe their mentor and/or other teachers.

4. Plan for participation in BTSP Monitoring

Describe the plans for compliance with the BTSP Monitoring process (completed on a five -year revolving cycle) and technical assistance provided based on monitoring results to address areas of concern (if necessary).

The five-year BTSP monitoring cycle ensures overall compliance with State Board Policy for beginning teacher support through both induction and evaluation requirements. LEAs are monitored one time during the revolving five-year cycle. The Regional Educator Facilitator provides information prior to the monitoring visit to assist LEAs as they prepare for the process. The BTSP Monitoring Instrument is completed during the visit. The instrument aligns with the educator evaluation system and utilizes ratings of developing, proficient, accomplished and distinguished. A rating in the proficient column indicates compliance with the State Board policies pertaining to beginning teacher support.

Technical assistance will be provided to address any noted areas of concern. Montgomery County Schools will take immediate action to address any concerns. The Associate Superintendent ensures compliance with BTSP monitoring requirements.

5. Plan for participation in the BTSP Peer Review Process

Include the process in place in the LEA/Charter School for completing the annual Peer Review Self-Assessment and annual Peer Review process.

LEAs with an approved BTSP participate in an annual peer review. The Peer Review Process is on a five-year cycle conducted annually, concluding with a formal review after the fifth year. LEAs complete a self-assessment of their BTSP. LEAs gather and enter evidence for the particular standards that are highlighted per year. By the end of the five-year process, evidence for all standards will be collected. This process allows for sharing of best practices.

Participation in the annual self-assessment, the critical friend peer review and the five-year review provides multiple opportunities to assess and reflect on BT data, sample evidences and artifacts. By the 5th year, Montgomery County Schools will be expected to show growth on all standards and elements on the Peer Review Rubric. If growth is not shown, the school system will receive additional support from NCDPI.

6. Statement on how BTs' personnel files (files that include the teacher's PDP and performance evaluation report(s)) are filed and secured.

Personnel files (PDPs and performance evaluation reports) for beginning teachers are filed electronically. Files are reviewed throughout the school year by the Associate Superintendent of Montgomery County Schools and by school principals. Electronic files are made available to auditors during Title II monitoring visits.

7. Plan for a timely transfer of BT files to subsequent employing LEAs, Charter Schools, or non-public institutions within the state

It is the duty of the Associate Superintendent to ensure a timely transfer of the cumulative beginning teacher file to subsequent employing LEA's, charter schools, or non-pubic institutions within the state upon authorization of the beginning teacher.

BTSP Coordinator: _____ Date: _____

School Board Chair: _____ Date: 11/4/24

Approved by the local School Board (date): _____

Submitted to NCDPI (date): _____

Approved by NCDPI (date): _____

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

The next regular meeting will be held on Monday, August 5, 2024, at 6:30 pm at the Montgomery County Central Office.

_____ _____

Steven W. DeBerry, Chairman Dale Ellis, Ed. D., Secretary