

**MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES**

February 7, 2022

The Montgomery County Board of Education convened in a regular monthly meeting on Monday, January 10, 2022 at 6:30 pm in the Montgomery County Schools Boardroom. Board members present were Steve W. DeBerry – Chair, Tommy Blake - Vice Chair, Bryan Dozier, Lynn Epps, Cindy Taylor, and Anne Evans. Jesse Hill attended by phone.

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

Chairman Steve DeBerry shared an opening devotional entitled, “Kindness Returns.” Mr. DeBerry shared a story of an elderly man and his wife who entered the lobby of a small hotel in Philadelphia. The couple was shown kindness by the hotel clerk who offered them his room since the hotel had no guest rooms available. The elderly gentleman stated the next day you are the kind of man who should be the boss of the best hotel in the United States. Maybe someday I will build one for you. Two years later the elderly couple returned and brought him to a new hotel. He said here is the hotel I built for you to manage. The young man George C. Bolt, accepted the offer of William Waldorf Astor to manage the original Waldorf Astoria Hotel. When you go out of your way to help someone you receive their favor, the favor of others and most importantly the favor of God.

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

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

Chairman DeBerry called upon Dr. Dale Ellis for Employee of the Month recognitions. Dr. Ellis called upon Amy Reynolds to speak on behalf of Alicia Legrande, MLA’s certified employee of the month. Mrs. Reynolds had the pleasure of teaching Ms. Legrande. She told her one day she would make a fantastic teacher. Ms. Legrande laughed her off as she had different ambitions. When she returned with a biology degree and no job. Mrs. Reynolds asked her to try teaching. Since she has joined them she has really grown as a teacher. She is willing to help in any way and Mrs. Reynolds is very proud of her. Dr. Ellis called upon Heather Seawell to speak on behalf of Blake Frazier, certified employee from Montgomery County Early College. Mrs. Seawell said if you ask any freshman what their favorite class is they will say P.E. Mr. Frazier not only teaches P.E. but also College P.E. He has the expertise to teach basketball in the middle of January without a basketball court. He is very talented. He also monitors student grades. He not only is an athlete but a scholar athlete and safety monitor. He does so many things and they appreciate him.

Chairman DeBerry asked to hold the consent agenda until after closed session. The motion carried unanimously. Following closed session Bryan Dozier made the motion to approve the consent agenda with Tommy Blake seconding. The motion carried unanimously with the board. The following items were approved:

- 1) Board Minutes from January 10, 2022

2) Personnel and Auxiliary Report, February 7, 2022:

**MONTGOMERY COUNTY SCHOOLS
PERSONNEL REPORT
Tracy Grit, Associate Superintendent for Operations/HR
February 7, 2022**

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Ronald Sova Resignation	Montg. Central High JROTC Instructor	6/13/2022
2) Allison Lee Resignation	West Middle School 7 th Grade ELA	2/14/2022
3) Amy Ward Retirement	Candor Elementary 4 th Grade Teacher	2/01/2022
4) Tyler Hancock Resignation	East Middle School Teacher Assistant	2/11/2022
5) Colin Milroy Resignation	Montgomery Central High Social Studies Teacher	2/11/2022

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

Cameron Scott – Page Street Elementary School
Caroline Steed – Montgomery Central High School
Jacqueline Harris – Green Ridge Elementary School
Angela Campbell – Green Ridge Elementary School

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

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Gabriel Moore 1/24/2022	Green Ridge Elem. CIS Student Support	Yes	Elizabeth Tedder
2) Harvest Little 1/10/2022	East Middle School P.T. After School Quality Improvement Coordinator	Yes	
3) Kathy Munoz 1/12/2022	All Locations Child Nutrition Sub.	Yes	
4) Viridiana Basurto 1/10/2022	Candor Elementary P.T. Tutor	Yes	
5) Brooke Chappell 1/24/2022	Montg. Central High P.T. Custodian	Yes	Sherri Wall
6) Hannah Shepherd 2/1/2022	Page Street Elementary P.T. Tutor	Yes	
7) Crystal Sessoms 2/1/2022	Troy Elementary School Teacher Assistant	Yes	Marie Ingram
8) Nancy Townsend 2/8/2022	Candor Elementary P.T. Tutor	Yes	

d. Upon recommendation of the superintendent, approval of recommendation for interim employees:

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>
1) Cynthia Ziccarelli 1/18/2022	Montg. Central High Math Teacher	Yes

3) Budget Amendment, February 7, 2022:



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: February 7, 2022
Subject: Agenda Item (Section – Consent Agenda)

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

Fiscal Year 2021/2022 Budget Amendment # 5

State Funds

A net increase of \$481,214.00 to the State Budget Fund (Fund 1):

\$102,408.00 increase to PRC 063 (Special EC Program Funds) - The district received their annual allotment for Special Pre-K-EC Program funding. It will be used to contract with related service providers such as an audiologist and speech therapist.

\$335,608.00 increase to PRC 056 (Transportation) – The state allocates 80% of the district’s funding at the beginning of the school year. This allotment represents the remaining 20% of the yearly funding.

\$54.00 increase to PRC 048 (AP/CTE Bonus) – The district received funding for bonus payments to teachers who met the requirements to receive a bonus for student AP test scores or student CTE certifications.

\$21,315.00 increase to PRC 048 (Principal Bonus) – The district received funding to pay an \$1800.00 bonus to all principals.

\$712,365.00 increase in PRC 020 (International Teachers) and a decrease in PRC 001 (Classroom Teachers) – The district requested to transfer state funding from the classroom teacher budget (PRC 001) to the budget for paying international teachers (PRC 020). The district employees 11 international teachers.

\$6000.00 increase to PRC 056 (Transportation) – The state provided the district funding to purchase stop arm cameras for 4 school buses.

\$21,670.00 increase to PRC 014 (CTE Programming) – The district received additional funds for the Career and Technical Education program.

4) \$5841.00 decrease to PRC 032 (Exceptional Children) – The state reverted funds back to the state because the district’s number of EC enrollment declined by 1 student.

Local Funds

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

Federal Funds

3) A net increase of \$3,427,553.12 to the Federal Budget Fund (Fund 3):

\$10,508.00 increase to PRC 171 (ESSER II COVID Relief Funds) – This was a two-part budget amendment. The district received additional funding in the amount of \$10,508.00. It also represented a change to the original ESSER II budget as funds were reallocated to support the first two installments of the retention/recruitment bonus.

\$3,123,564.00 increase to PRC 181 (ESSER III COVID Relief Funds) – The district received approximately 66% of the ESSER III funding last year and this allotment represents the final portion of the original amount. Like the ESSER II budget, the ESSER III budget was amended to include the year 3 installment of the retention/recruitment bonus scheduled for payment in 2023. In addition, the budget was amended to provide funding to make-up the shortfall in PRC 203 (discussed below) which provided funding for a \$1000 bonus to all teachers.

\$20,000.00 increase to PRC 183 (Homeless Youth Funding I) – This allotment is a part of the ESSER III funding and the purpose is to provide for the needs of homeless children and youth within the district. Funding has been set aside for clothing, hygiene supplies, transportation, and parent involvement activities.

\$30,690.00 increase to PRC 184 (Homeless Youth Funding II) – This allotment is a part of the ESSER III funding and the purpose is to provide for the needs of homeless children and youth within the district. Funding has been set aside for clothing, hygiene supplies, transportation, and parent involvement activities.

\$5324.00 increase to PRC 017 (Career and Technical Education Program Improvement) – This is additional funding for improvements to the district’s CTE program.

\$168.88 decrease to PRC 111 (Language Acquisition) – This funding expired on December 31, 2021. The funding was encumbered for the purchase of supplies, but the order did not ship by the deadline and the funds were reverted to the state.

\$31,929.00 increase to PRC 114 (Children with Special Needs – Risk Pool) – this funding will be used to contract with a sign language interpreter to assist our students in need of this service.

\$205,707.00 increase to PRC 203 (ESSER III Teacher Bonuses) – In the 2021/2022 NC Budget, it provided for a \$1000 bonus to all teachers who were employed as of January 1, 2022 and who had received some type of COVID related training since March 20, 2020. This state required that this bonus be paid by January 31st, 2022, but only provided 80% of the funds needed to pay the bonus to all our teachers. However, the state did allow the district to use other ESSER III funds to make up the 20% shortfall.

Capital Outlay Funds

4) A net increase of \$1,096,362.00 to the Capital Outlay Budget Fund (Fund 4):

\$92,362.00 increase to PRC 120 (Yellow Bus Lease Payments) – Each year the state replaces the district’s yellow school buses that have reached 150,000 miles. The state enters into a lease agreement to purchase these buses,

then provides funding to the district to make the annual lease payment, then subsequently bills the district for the annual payment. This allotment represents this year's lease payment for our new yellow buses.

\$900,000.00 increase to PRC 802 (Maintenance, Equipment and Construction) – With funds raised through private donations and county funding, the district is installing a synthetic turf football field at MCHS.

\$4000.00 increase to PRC 802 (Maintenance, Equipment and Construction) – This funding was to purchase an ice maker for the field house at the MCHS football field. It is to be paid from the county sales tax fund allotted to the school district.

\$100,000.00 increase to PRC 802 (Maintenance, Equipment and Construction) – This represents the final payment for the East Middle School wing addition. It is to be paid from the county sales tax fund allotted to the school district.

Child Nutrition

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

Special Local Fund 8

6) A net increase of \$1,155,385.00 to the Special Local Fund 8 Budget (Fund 8):

\$500,000.00 increase in PRC 175 (ELISS Grant) – This allotment represents a joint effort with Communities in Schools, who received the grant and will utilize Montgomery County Schools to carry out the METAL afterschool program at the middle schools.

\$6035.00 increase in PRC 461 (JCPC Grant) – The state awarded Montgomery County Schools an additional allotment in unused funding. The funding will be used to enhance the Strengthening Families and Life Skills programs being offered in our schools.

\$200.00 increase in PRC 671 (Technology Fees) – An anonymous donor gave \$200 to pay the technology fee for four students at MCHS.

\$649,150.00 increase in PRC 379 (School Climate Transformation Grant) – This allotment represents year 3 funding for the district. The purpose of the SCTG grant is to develop, enhance, or expand systems of support for, and technical assistance to, schools implementing an evidence-based multi-tiered behavioral framework for improving behavioral outcomes and learning conditions for all students.

7) Overall, these adjustments resulted in an increase of \$6,160,514.12 to the total 2021/2022 budget for Montgomery County Schools.

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

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

Budget Amendment # 5

Montgomery County Administration Unit

The Montgomery County Board of Education at a meeting on the 7th day of February 2022, passed the following resolution:

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

Expense Code	Description of Code	Increase	Decrease
STATE FUNDS			
Revenues			
1.3100	State Revision #30 PRC 063	\$102,408.00	
1.3100	State Revision #30 PRC 056	\$335,608.00	
1.3100	State Revision #30 PRC 048	\$54.00	
1.3100	State Revision #33 PRC 048	21,315.00	
1.3100	State Revision #34 PRC 001		712,365.00
1.3100	State Revision #34 PRC 020	712,365.00	
1.3100	State Revision #34 PRC 056	6,000.00	
1.3100	State Revision #34 PRC 014	21,670.00	
1.3100	State Revision #34 PRC 032		5,841.00
	Net Change in State Revenues	\$481,214.00	
Expenses			
1.5000.063	Special EC Program funds	\$102,408.00	
1.6000.056	Transportation	\$335,608.00	
1.5000.048	AP/CTE Test Bonus	\$54.00	
1.5000.048	Principal Bonus (\$1800)	\$21,315.00	
1.5000.001	Classroom Teachers		712,365.00
1.5000.020	Foreign Exchange Classroom Teachers	712,365.00	
1.6000.056	Transportation	\$6,000.00	
1.5000.014	CTE Programing Expenses	21,670.00	
1.5000.032	Children with special needs		5,841.00
	Net Change in State Expenses	\$481,214.00	
	Net Change in State Budget	\$481,214.00	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget			\$27,421,839.84
Amount of Increase			\$481,214.00
Total Appropriation in Current Amended Budget			\$27,903,053.84

Budget Amendment # 5

Expense Code	Description of Code	Increase	Decrease
CAPITAL OUTLAY FUND			
Revenues			
4.3400	State Revision #30 PRC 120	\$92,362.00	
4.4000.	Turf field at Football Field	900,000.00	
4.4000.	Ice Maker at Field House	4,000.00	
4.4110	EMS wing addition settlement	100,000.00	
Net Change in Capital Outlay Revenues		1,096,362.00	
Expenses			
4.6550.	Annual Bus Lease payment	\$92,362.00	
4.9000	Turf field at Football Field	\$900,000.00	
4.9000	Ice Maker at Field House	4,000.00	
4.9000	EMS wing addition settlement	100,000.00	
Net Change in Capital Outlay Expenses		1,096,362.00	
Net Change in Capital Outlay Budget		\$1,096,362.00	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget			\$1,978,444.51
Amount of Increase			\$1,096,362.00
Total Appropriation in Current Amended Budget			\$3,074,806.51

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

Budget Amendment # 5

Expense Code	Description of Code	Increase	Decrease																		
LOCAL FUND 8																					
Revenues																					
8.3600.175	ELISS Grant - Metal Program	500,000.00																			
8.3200.461	JCPC Program	6,035.00																			
8.4430.671	Donation for student fees	200.00																			
8.3700.379	School Climate Grant	649,150.00																			
	Total Changes in Fund 8 Revenues	\$1,155,385.00																			
Expenses																					
8.5000.175	ELISS Grant - Metal Program	470,693.00																			
8.6000.175	ELISS Grant - Metal Program	29,307.00																			
8.5000.461	JCPC Program	6,035.00																			
8.5000.671	Donation for student fees	200.00																			
8.5000.379	School Climate Grant	242,637.29																			
8.6000.379	School Climate Grant	168,739.18																			
8.8000.379	School Climate Grant	237,773.53																			
	Total Change in Fund 8 Expenses	\$1,155,385.00																			
	Net Change in Local Fund 8 Budget	\$1,155,385.00																			
Explanation: Adjustments made for actual revenues and expenditures.																					
Total Appropriation in Current Budget		\$3,542,572.12																			
Amount of Increase		\$1,155,385.00																			
Total Appropriation in Current Amended Budget		\$4,697,957.12																			
<table border="1" style="margin: auto; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="text-align: center;">Summary of Budget Changes</th> </tr> </thead> <tbody> <tr> <td>Previous Budget</td> <td style="text-align: right;">\$57,284,741.35</td> </tr> <tr> <td>State Budget Change</td> <td style="text-align: right;">\$481,214.00</td> </tr> <tr> <td>Local Budget Change</td> <td style="text-align: right;">\$0.00</td> </tr> <tr> <td>Federal Budget Change</td> <td style="text-align: right;">\$3,427,553.12</td> </tr> <tr> <td>Capital Outlay Budget Change</td> <td style="text-align: right;">\$1,096,362.00</td> </tr> <tr> <td>Child Nutrition Budget Change</td> <td style="text-align: right;">\$0.00</td> </tr> <tr> <td>Fund 8 Budget Change</td> <td style="text-align: right;">\$1,155,385.00</td> </tr> <tr> <td>Current Budget</td> <td style="text-align: right;">\$63,445,255.47</td> </tr> </tbody> </table>				Summary of Budget Changes		Previous Budget	\$57,284,741.35	State Budget Change	\$481,214.00	Local Budget Change	\$0.00	Federal Budget Change	\$3,427,553.12	Capital Outlay Budget Change	\$1,096,362.00	Child Nutrition Budget Change	\$0.00	Fund 8 Budget Change	\$1,155,385.00	Current Budget	\$63,445,255.47
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Passed by majority vote by the Board of Education of Montgomery County on the 7th day of February 2022.																					
Chairman, Board of Education		Secretary, Board of Education																			

- 5) Audit Contract
- 6) Mental Health Personnel Report
- 7) Early Graduates
- 8) Board Request CTE Purchase Approval f Anatomage Table

Chairman DeBerry called upon Daniel Jones for MLA’s presentation, “Cracking the Shell.” Mr. Jones started by explaining some students come to them with a negative attitude towards school described as a hardened shell. Throughout the presentation he answered the following questions. Why are relationships important in teaching? Why improving students' relationships with teachers has important, positive and long-lasting implications for both students' academic and social development? The student is likely to trust his or her teacher more, show more engagement in learning, behave better in class and achieve at higher levels academically. Strong teacher relationships lead to student engagement and a better school environment. Teacher-student relationships can promote school success in the following ways: strengthens academic achievement, reduces chronic absenteeism, promotes self-motivation, strengthens self-regulation, improves goal making skills. A video was shared of students expressing their positive experiences as students of MLA. Board member Lynn Epps commented on how she loves to visit there. It is a great environment with genuine people there that do care.

Chairman DeBerry called upon Heather Seawell for MCEC’s presentation, “Teacher Cadet Program.” Mrs. Seawell introduced Kay Kinch and three student cadets Breanna Shaw, Aubrey Epps and Katie Johnson. This program began in MCS during the 2019-2020 school year through

a grant with Pfeiffer University. State curriculum written and supported by North Carolina Foundation for Public School Children. The presentation describes the steps for each semester. First semester introduces beginning students to the field of education. The primary goal is to encourage students to consider teaching as a career. The secondary goal is to promote an understanding of and advocacy for the American education system. Students learn about themselves, study the history of education, focused study of the learner, the school, and the teachers. Second semester students gain first-hand knowledge of teaching through practical experience in multiple classrooms. Students are currently conducting field experience at Troy Elementary, Page Street Elementary, Green Ridge Elementary, and Star Elementary. Beyond the Cadet Program allows Associates of Science/Art in Teacher Preparation from Montgomery Community College and MCS Homegrown Program with UNC Pembroke. A video was shown with student cadets working in the classroom setting. Students and teachers shared their reflections of the impact of the program.

Chairman DeBerry called upon Dr. Ellis for Substitute Teacher Bonus Plan. I know the substitute workers through ESS have approached several of you regarding bonuses. While we are under no obligation to provide such bonuses, I understand the concern. These substitute workers are very valuable to the daily operations of the district. In light of this fact, I would suggest the following bonus schedule:

- Worked less than 10 days in the 2021-22 school year – No bonus
- Worked at least 10, but less than 25 days this school year – One day bonus (+/- \$100)
- Worked 25 or more days in the 2021-22 school year – Two days bonus (+/- \$200)

Based upon the numbers supplied by ESS, the overall cost of this plan will be approximately \$10,000. I can support the plan because it provides something to these valuable workers without significant impact to our overall budgets. Chairman DeBerry asked for a motion to approve. Bryan Dozier made the motion with Cindy Taylor seconding. The motion carried unanimously with the board.

Chairman DeBerry called upon Dr. Ellis for Face Coverings and COVID 19. Dr. Ellis shared recent data. Overall, we are still at 35.4% positive. Student quarantines in the month of January were 967 with 280 positives. Staff quarantines reached 119 with 74 positives. Dr. Ellis recommended to continue masks for another 30 days. I would add we have erred on the side of caution every single month. I will say that if percentages are between 5-12.5% in the month of March I will make a recommendation we make masks optional. At some point we need to move on from this. I think we need to give our kids and parents something to look forward to. We are going to start those conversations with the health department so they are aware of what our plans are. We will start having those conversations with our staff and faculty so they know we are reaching the end of this thing. We did right to continue masks during the Christmas spike. Chairman DeBerry asked for a motion to approve. Tommy Blake made the motion with Bryan Dozier seconding. The motion carried unanimously with the board.

Chairman DeBerry called upon Dr. Dale Ellis for his Superintendent's Remarks. There are several people in this world in my mind that are blessed by God. I have always thought teachers were that kind of people. It was really great to see the teacher cadets here today. Because I do think that teachers are truly blessed individuals. We had the opportunity in this district to work with another one of those blessed individuals and one of the most respected principals that we had in Mrs. Della Ingram. It was truly a sad day over the weekend we learned of her passing. We pass those condolences on to her family. It is hard for me to believe that such a champion for children is no longer with us. The world should weep today. She was a wonderful person and a dynamic educator. Up until a couple of days before her passing, she was emailing me worried

about her school, her students and her staff. She was telling me make sure they are taken care of. That is how much she loved this work. She was a tireless worker. Like I said, she has been blessed by God and I know she is in a better place. I am thankful for her. I love her and I will miss her. Steve DeBerry added she will be missed by many people.

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

Upon return to open session, Chairman DeBerry asked for a motion to adjourn the meeting. Bryan Dozier made the motion with Anne Evans seconding, the meeting was duly adjourned.

The next regular meeting will be held on Monday, March 7, 2022 at 6:30 pm at the Montgomery County Central Office.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary