

**MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES**

March 1, 2021

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

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

Chairman Steve DeBerry shared thoughts surrounding “Happiness.” Mr. DeBerry read from Ecclesiastes 11:9. Reminding us the only person who can truly make you happy is yourself. You simply have to decide to be happy.

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.

Superintendent Ellis introduced the Classified and Certified Employees of the Month for Green Ridge Elementary. Dr. Ellis called upon Carla Miller, Principal of Green Ridge Elementary. Cacelia Parter was the classified winner. Mrs. Miller described her as one the hardest workers she knows. She is dedicated and organized. She always has a great attitude and makes your day better. Kristen Page was certified winner. Mrs. Miller stated that she has absolutely excelled in virtual learning and her students have really benefitted from it. Mrs. Miller is very happy that she is a giant at Green Ridge.

Chairman DeBerry asked for a motion to approve the consent agenda as submitted. Tommy Blake made the motion with Lynn Epps seconding. The motion carried unanimously with the board. The following items were approved:

- Board Minutes from February 1, 2021
- Personel and Auxiliary Reports as follows:

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

- a. Upon the recommendation of the principal, approval of the following additions to the substitute teacher list:

<u>Certified</u>	<u>School/Assignment</u>	<u>Record Check</u>
1) Mythli Veerasurla 2/15/2021	East Middle School 6 th Grade Science	Yes

- b. Superintendent reports the acceptance of the following resignations/retirements:

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Clara Armstrong Retirement	West Middle School Front Desk Receptionist	3/01/2021
2) Teresa Allred Resignation	West/East Middle Schools Health Occupations	1/15/2021

- c. Report of the following transfers:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>
1) Marquita Leake 3/08/2021	Montg. Learn. Ac. Teacher Assistant	Green Ridge Elementary Pre-K Teacher Assistant
2) Jasmine Harris 2/22/2021	Troy Elementary Teacher Assistant	Green Ridge Elementary Pre-K Teacher Assistant
3) Elise Smith 2/15/2021	Montg. Central High EC Liaison	East Middle School Exceptional Children Resource
4) Arcenia Mauldin 3/05/2021	Troy Elementary School Self Contained Assistant	Troy Elementary School Pre-K Teacher Assistant
5) Lynn Reynolds TBD	Montg. County Ear. Coll. Bookkeeper	Candor Elementary School Bookkeeper
6) Jessica Lowder TBD	Candor Elementary School Instructional Facilitator	Central Office Differentiation Coordinator
7) Tonia Thomas 2/08/2021	East Middle School Science Teacher	Candor Elementary School Guidance Counselor
8) Joyce Cassidy 2/15/2021	Candor Elementary School STEM	Candor Elementary School PT Media Specialist

- d. Upon recommendation, approval of the following *interim* contracts for the 2020-2021 school year as provided by General Statute 115C-325:

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>
1) Meredith Massey 4/01/2021	West/East Middle Schools CTE Med. Tech. Teacher	Yes

- e. Superintendent reports the termination of employee:

<u>Employee</u>	<u>School Assignment</u>	<u>Effective Date</u>
Maribel Gomez	Candor Elementary School	February 2, 2021

**MONTGOMERY COUNTY SCHOOLS
AUXILIARY REPORT
MARCH 1, 2021**

Upon recommendation, approval of release from Montgomery County Schools requested for the 2021-2022 school year.

Montgomery County Schools to Moore County Schools

- Budget Amendment as follows:



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: March 1st, 2021
Subject: Agenda Item (Section – Consent Agenda)

Attached you will find a budget amendment for your consideration for the year ending June 30, 2021.

Fiscal Year 2020/2021 Budget Amendment # 5

State Funds

1) A net increase of \$15,672.00 to the State Budget Fund (Fund 1):

\$6,040.00 increase in PRC 0029 (Behavioral Support) – the funds are for behavioral support of students and will be used for the 2nd Step intervention program.

\$1,600.00 increase in PRC 003 (Non-Instructional Support)– the state provided additional funding for professional development.

\$8,032.00 increase in PRC 063 (Special Program Funds for EC) – These funds are used to pay the salary related expenses for two EC school staff members.

Local Funds

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

Federal Funds

3) A net increase of \$92,793.00 to the Federal Budget Fund (Fund 3)

\$65,582.00 increase to PRC 105 (Title I School Improvement Funds) – This provides funding for Montgomery Learning Academy. These funds are used to pay for two additional teacher assistants and the partial salary of a teacher.

\$27,211.00 increase to PRC 165 (CARES Learning Digital Curricula) – These funds will be used to pay for the I-Ready learning system.

Capital Outlay Funds

4) No change to the Capital Outlay Budget (Fund 4)

Child Nutrition

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

Special Local Fund 8

6) A net increase of \$179,766.84 to the Special Local Budget Fund (Fund 8)

\$179,766.84 increase to PRC 378 (Pfeiffer Grant) – This represents the amount of additional funding our district received from the unspent funds from the previous year.

7) Overall, these adjustments resulted in an increase of \$288,231.84 to the total 2020/2021 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

Expense Code	Description of Code	Increase	Decrease
FEDERAL FUNDS			
Revenues			
3.3600.105	State Revision #44 PRC 105	\$65,582.00	
3.3600.165	State Revision #41 PRC 165	\$27,211.00	
	Net Change in Federal Revenues	\$92,793.00	
Expenses			
3.5000.105	Title I School Improvement	\$65,582.00	
3.5000.165	Cares Act - Digital Curricula	\$27,211.00	
	Net Change in Federal Expenses	\$92,793.00	
	Net Change in Federal Budget	\$92,793.00	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget		\$4,643,543.36	
Amount of Increase		\$92,793.00	
Total Appropriation in Current Amended Budget		\$4,736,336.36	

Budget Amendment # 5

Expense Code	Description of Code	Increase	Decrease
CAPITAL OUTLAY FUND			
Revenues			
	Net Change in Capital Outlay Revenues	\$0.00	
Expenses			
	Net Change in Capital Outlay Expenses	\$0.00	
	Net Change in Capital Outlay Budget	\$0.00	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget		\$704,253.52	
Amount of Increase		\$0.00	
Total Appropriation in Current Amended Budget		\$704,253.52	

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		\$3,301,460.00	
Amount of Increase		\$0.00	
Total Appropriation in Current Amended Budget		\$3,301,460.00	

Budget Amendment # 5

Expense Code	Description of Code	Increase	Decrease																		
LOCAL FUND 8																					
Revenues																					
8.4890.378	TQP Pfeiffer Grant	\$179,766.84																			
Total Changes in Fund 8 Revenues		\$179,766.84																			
Expenses																					
8.5000.378	TQP Pfeiffer Grant	\$179,766.84																			
Total Change in Fund 8 Expenses		\$179,766.84																			
Net Change in Local Fund 8 Budget		\$179,766.84																			
<p>Explanation: Adjustments made for actual revenues and expenditures.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 80%;">Total Appropriation in Current Budget</td> <td style="text-align: right;">\$4,714,582.55</td> </tr> <tr> <td>Amount of Increase</td> <td style="text-align: right;">\$179,766.84</td> </tr> <tr> <td>Total Appropriation in Current Amended Budget</td> <td style="text-align: right;">\$4,894,349.39</td> </tr> </table>				Total Appropriation in Current Budget	\$4,714,582.55	Amount of Increase	\$179,766.84	Total Appropriation in Current Amended Budget	\$4,894,349.39												
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<p>Passed by majority vote by the Board of Education of Montgomery County on the 1st day of March 2021.</p>																					
<p>_____ Chairman, Board of Education</p>		<p>_____ Secretary, Board of Education</p>																			

Steve DeBerry called upon Carla Miller for the Green Ridge Elementary presentation “Reflex Math” presented by teachers Kristen Page, Lacey Green, Lauren Lear, and Lisa Bunting who shared their thoughts on this program. Reflex Math is an individualized and adaptive computer program that is designed to help students learn and master basic addition, subtraction, multiplication and division facts. Students have shown tremendous growth in this remote learning setting. Students are rewarded when their goals are met by earning virtual coins from the learning games they complete. These coins allow them to purchase changes to their avatar. This has been a great motivator for students. A video was shown with students’ reaction to Reflex Math. Jesse Hill asked if there were other programs available from this company. Kristen Page stated there is a science section available for purchase. Green Ridge has only purchased the math portion. Bryan Dozier asked if they would provide Dr. Ellis with data comparing the difference in growth between virtual learning and being back in school.

Steve DeBerry called upon Dr. Ellis for the school reopening discussion. Dr. Ellis asked the board if there were any questions or concerns from the community. Today several-hundred of our employees were given their first round of vaccines. Another round will be given on Thursday of this week. The second vaccine will be offered to employees by spring break. All staff who wished to receive the vaccine has had the opportunity to do so. Since we now have the vaccine

he feels it is reasonably safe for schools to return. It is time for kids to come back. We work at the pleasure of the board. The return date from last meeting was set for Monday, March 8, 2021. Bryan Dozier asked to read a statement from the Kiplinger Newsletter regarding in-person learning can be done safely. This letter emphasized data regarding learning loss due to prolonged virtual learning. This loss of learning could potentially cost students \$60,000 to \$80,000 of income over their life-time. Jesse Hill asked how many students are expected to return on March 8. Dr. Ellis responded due to some students remaining virtual roughly 40% of our students will return face-to-face on plan B. Lynn Epps requested we look again at the calendar regarding virtual days and making in-person learning equitable for the cohorts.

Steve DeBerry called upon Tracy Grit and Chad Bledsoe for their presentation of “MCS/MCC Homegrown Instructors, Why Look Elsewhere When We Have It Right Here?” The close proximity and partnership of MCC and MCHS will allow the schools to share instructors. MCC is a small rural community college. It is hard to find instructors, especially offering a class here and there. North Carolina no longer honors a pay increase for earning a master’s degree for teachers. This program is designed to allow teachers the ability to earn additional money by earning their master’s degree while still teaching. Master’s degree or any type of educational investment builds teacher efficacy, and ultimately impacts student performance in the classroom. MCS has a need to hold onto their staff. Our teachers know our students and this relates best to high school students. Steve DeBerry asked for a motion to approve. Bryan Dozier made the motion with Tommy Blake seconding. Lynn Epps, who is employed by MCC, abstained from voting.

Steve DeBerry called upon Dr. Dale Ellis for the Staff Supplement Presentation. One of the promises he made a long time ago was to look at supplements. We have increased supplements over the years. Dr. Ellis stated that this building (MCHS) would lead to certain efficiencies. Now that these efficiencies are being realized he wants to turn around and give it to our staff. This increase will help MCS be competitive with surrounding counties. The supplement for classified staff will raise from \$100 to \$500. The supplements for certified workers depending on years on teaching license will raise to \$2,400 for 0-9 years, \$2,800 for 10-19 years, \$3,200 for 20-29 years and \$3,600 for 30 plus years. Dr. Ellis feels confident through staff efficiency and energy efficiencies we can maintain this for some time. Bryan Dozier asked how these supplements would be paid. Dr. Ellis responded that half of the supplement would be paid in the middle of the year and last half at the end of the year. Bryan Dozier and Tommy Blake voiced concerns of maintaining these amounts if cuts were to take place. Dr. Ellis reassured them that fund balance could cushion an odd year from time to time and as long as there are no substantial cuts from the state or county, the amounts could be sustained. We have done a good job of not overstaffing. These increases are only for classified and certified employees not principals or administrators. Lynn Epps asked if these supplements are comparable to surrounding counties. Dr. Ellis stated the last he had seen surrounding counties were just under \$2,000. This will help keep employees from moving to other counties. The board agreed they want to draw high quality teachers but does not want to take from fund balance unless absolutely necessary. They will revisit this each year as not to dip into fund balance. Steve DeBerry asked for a motion to approve. Tommy Blake made the motion with Bryan Dozier seconding.

Tracy Grit presented the following policy for approval: Policy #1720/4030/7235 – Title IX Nondiscrimination on the Basis of Sex. Mr. Grit noted the only change was in names. Steve

DeBerry asked for a motion to approve. Lynn Epps made the motion with Cindy Taylor seconding.

Tracy Grit presented the following policy for first read: Policy #3460 Graduation Requirements. This policy will be up for approval at the April 12, 2021 meeting.

Steve DeBerry called upon Dr. Dale Ellis for the District I School Board Seat. This is the first official meeting to gather our thoughts since the passing of Sandra Miller. Dr. Ellis presented a possible process of filling her seat on the board. This proposal would have the seat filled by May 3, 2021. He emphasized that there is no rush to fill it. Steve DeBerry stated that he liked this process as it is the same that was used last time. It was his personal opinion to delay the date a little later. Bryan Dozier and Tommy Blake agreed to delay the process. Lynn Epps asked if the application could be made available soon as to give more time for the applicants. It was the consensus of the board to extend the deadline and fill the position by June, rather than May. Dr. Ellis will draft this process with the updated schedule dates and move forward as instructed by the Board.

Chairman DeBerry called upon Dr. Dale Ellis for his Superintendent's Remarks. Saturday was a big day in the life of Montgomery Central. The open house was a tremendous success. He thanked the staff who took part and helped with tours. I did not hear a single negative word. I believe what fascinated most people was the close proximity to MCC. The partnership with MCC is a great setup for our kids. He shared a personal story of how his daughter was able to earn an associate degree and graduate from MCC before graduating high school. She was one of ten students who did that, that year. The close proximity to MCC takes away transportation constraints. We should have 100 students each year earning associate degrees. She will graduate in December with a bachelor's degree in two and a half years. That goes to show you what we can offer with this partnership. Through the Homegrown Instructors Program we will help teachers obtain their master's degrees and help MCC fill those niche programs they have trouble with. That is partnership. That is innovation. We have also approved tonight a radical supplement increase. We are thankful for this partnership with the community college and the support of the county commissioners. We have set the wheels in motion to accomplish great things for our kids and that starts Monday, March 8, when our kids return. We could not be more excited right now about where we are.

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

Following closed session, Chairman DeBerry asked for a motion to adjourn the meeting. With a motion by Bryan Dozier and second by Lynn Epps, the meeting was duly adjourned.

The next regular meeting will be held on Monday, April 12, 2021 at 6:30 pm at the Montgomery Central High School Auditorium.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary