

**MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES**

May 3, 2021

The Montgomery County Board of Education convened in a regular monthly meeting on Monday, May 3, 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. Jesse Hill was absent.

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

Chairman Steve DeBerry shared a passage titled “A Time for Rest.” Comparing the differences of how our grandparents worked and how we work today. Most analysts agree that our grandparents worked hard but allowed themselves time to love life. Today with technology, cell phones, and email we do not allow ourselves down time. Our homes have become home offices. It was noted that 80% of white collar workers work 24/7 days a week without actually being physically at work. Reminding us there is a time for work and a time for rest.

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 West Middle. Dr. Ellis called upon Chanda Stokes, Principal of West Middle. Naomi Drake was the classified winner. Mrs. Stokes described her as doing a great job when students need to be located. She loves her kids and always goes the extra mile. Ravon Shepherd was certified winner. Mrs. Stokes described him as very passionate in his love for music and teaching his students. His enthusiasm shows in his work every day.

Superintendent Ellis introduced the Classified and Certified Employees of the Month for Montgomery Central High School. Dr. Ellis called upon Anne McLean, Principal of Montgomery Central High School. LaShonda Douglas was the classified winner. Mrs. Douglas was not in attendance. Stefanie Panzer was certified winner. Mrs. McLean described her as the person everyone goes to when something needs to be done. She is also their Athletic Director. Coaches from all around call on her for advice. She is Teacher Cadet Leader and does a great job advocating for them. They are blessed to have Stefanie and share Ravon Shepherd as well. Dr. Ellis spoke in LaShonda Douglas’ absence that she does a great job in the front office for Montgomery Central High School and is a delightful person. Anne McLean added you can’t be offended by Mrs. Douglas. She will always refer to people as Honey, Sweetie, or Darling.

Dr. Ellis called upon Heather Seawell, Principal of Montgomery County Early College for presentation of the North Carolina Council of Teachers of Mathematics Recognition. Kymberlie Hare was the winner. Dr. Seawell began by describing the importance of this award and described Mrs. Hare as a dynamic teacher who loves math and loves to help people learn.

Dr. Ellis called upon Tracy Grit for School Nurse Recognitions. Mr. Grit wanted to recognize the outstanding work that our nurses have done this year. Not only did they serve our students but also our staff. Much of this work was done behind the scenes. Mr. Grit passed the microphone to Tina Luther who is Lead Nurse and assigned to Green Ridge Elementary, Candor Elementary, and Montgomery Learning Academy for introductions. Mrs. Luther introduced the remaining nurses. Brenda DeBerry is assigned to Mt. Gilead Elementary and West Middle School. Amber Taylor is assigned to Troy Elementary, Page Street Elementary, and Montgomery County Early College. Stacy Lucas is assigned to Star Elementary and East Middle. Susan Brooks is assigned to Montgomery Central High School. Dr. Ellis and the board thanked them for their hard work during this difficult year.

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

- Board Minutes from April 12, 2021
- Personel and Auxiliary Reports as follows:

**MONTGOMERY COUNTY SCHOOLS
PERSONNEL REPORT
Tracy Grit, Associate Superintendent for Operations/HR
May 3, 2021**

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1. Rebecca Ridgeway Retirement	Green Ridge Elementary Bookkeeper	June 4, 2021
2. Rebecca Tamaro Resignation	West Middle School School Nurse	May 10, 2021
3. Carol Mosley Retirement	Page Street Elementary Exceptional Children	July 1, 2021
4. Anita DeBerry Retirement	Montgomery Central High Math Teacher	June 7, 2021
5. Suzette Miller Retirement	Page Street Elementary 4 th Grade Teacher	July 1, 2021
6. Janet Sechrest Retirement	Page Street Elementary 4 th Grade Teacher	July 1, 2021
7. Pam Kerney Retirement	West Middle School Cafeteria Manager	June 30, 2021
8. Lisa Ritter Retirement	Central Office Asst. Finance Officer	June 30, 2021
9. Lisa Yanko Resignation	Green Ridge Elementary 1 st Grade Teacher	June 4, 2021
10. Rebecca Rodriguez Resignation	Candor Elementary School 1 st Grade Teacher	June 4, 2021
11. Daphne Brown Retirement	West Middle School 7 th Grade ELA/S. Studies	June 7, 2021

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

1. Jessica McLendon, Green Ridge Elementary, 4th Grade Teacher

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. Louise Little 4/12/2021	Candor Elementary P.T STEM Assistant	Yes	Joyce Cassidy
2. Cindy Hinson 5/17/2021	West Middle School Bookkeeper	Yes	Cindy Williams
3. Kevin Parks 4/15/2021	Central Office Mechanic II	Yes	
4. Antonio Garner 4/27/2021	West Middle School ISS Coordinator/Bus Driver	Yes	Sharon Legrande
5. Jeannette Dawkins 4/22/2021	Star Elementary School P.T Tutor	Yes	
6. Tyler Hancock TBD	East Middle School F.T Teacher Assistant	Yes	Adrena Little
7. Sharon Baldwin TBD	Central Office Asst. Finance Officer	Pending	Lisa Ritter

d. Superintendent reports the termination of the following employee:

<u>Employee</u>	<u>School Assignment</u>	<u>Effective Date</u>
1. Regina McRae	Mt. Gilead Elementary School	2/26/2021
2. Lori Little	Mt. Gilead Elementary School	2/26/2021

e. Upon recommendation, approval of the following summer work schedule:

Four ten-hour days, 7:00 a.m. to 5:00 p.m., Monday through Thursday with a 30-minute break beginning Monday June 21, 2021 and ending Thursday August 13, 2021

MONTGOMERY COUNTY SCHOOLS
AUXILIARY REPORT
MAY 3, 2021

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

Montgomery County Schools to Stanly County Schools

Montgomery County Schools to Moore County Schools

Montgomery County Schools to Asheboro City Schools

Montgomery County Schools to Randolph 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: May 3, 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 # 7

State Funds

A net increase of \$670,286.28 to the State Budget Fund (Fund 1):

\$517,500.00 increases in PRC 009 (Non-Contributory Compensation) – these funds cover the expenses incurred for Longevity compensation and the paying out of annual leave when employees retire, for staff who are paid with state funds.

\$48,445.00 increase in PRC 016 (Summer Reading Camp) – These funds are to pay for the 3rd grade summer reading program.

\$104,341.28 increase in PRC 045 (Teacher Bonus) – at the beginning of the school year, the State provided every teacher with a \$350 bonus payment. This allotment is to cover the cost of the bonus and the related fringe expenses.

\$77,923.00 decrease in PRC 013 (CTE employee compensation) and a corresponding increase in PRC 014 (CTE Program Expenses) – Surplus funds in PRC 013 were transferred to PRC 014 so that the funds could be exhausted by year end. No additional funds were received from the State, this is a transfer between the two CTE budgets.

Local Funds

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

Federal Funds

3) A net increase of \$34,701.41 to the Federal Budget Fund (Fund 3)

\$31,489.00 increase to PRC 114 (Special Needs Risk Pool) – This provides funding to address specific needs of Exceptional Children in order to enhance their education opportunity.

\$43.00 increase to PRC 111 (Language Acquisition Increase) – This disbursement to Montgomery County Schools represents the unused portion of grant funds that remained after the State’s initial allotment.

\$1773.41 increase to PRC 104 (Language Acquisition Grant) – This disbursement to Montgomery County Schools represents the unused portion of grant funds that remained after the State’s initial allotment.

\$365.00 increase to PRC 105 (Title 1 Improvement Grant) – This disbursement to Montgomery County Schools represents the unused portion of grant funds that remained after the State’s initial allotment.

\$1280.00 decrease to PRC 103 (Supportive Effective Instruction Grant) – This reversion to Montgomery County Schools represents the overspent portion of grant funds that were overfunded to the districts after the State’s initial allotment.

\$290.00 increase to PRC 108 (Student Support and Academic Enrichment Grant) – This disbursement to Montgomery County Schools represents the unused portion of grant funds that remained after the State’s initial allotment.

\$2021.00 increase to PRC 050 (Title 1) – This disbursement to Montgomery County Schools represents the unused portion of grant funds that remained after the State’s initial allotment.

Capital Outlay Funds

4) A net increase of \$152,394.00 to the Capital Outlay Fund (Fund 4):

\$152,394.00 increase to PRC 056 (Transportation) – Replacement Yellow school buses are provided to the districts as older buses age out. Because a school district cannot enter into debt, the state arranges financing to pay for the purchase of the new buses and then provides the districts with the funds to make the annual payment.

Child Nutrition

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

Special Local Fund 8

6) A net increase of \$35,383.00 to the Special Local Budget Fund (Fund 8)

\$35,383.00 increase to PRC 413 (NC Pre-K Funds) – This represents additional funding to provide relief for COVID related expenses incurred by the local Pre-K program.

7) Overall, these adjustments resulted in an increase of \$892,764.69 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 # 7

Expense Code	Description of Code	Increase	Decrease
FEDERAL FUNDS			
Revenues			
3.3600.114	State Revision #45 PRC 114	\$31,489.00	
3.3600.111	State Revision #50 PRC 111	\$43.00	
3.3600.104	State Revision #50 PRC 104	\$1,773.41	
3.3600.105	State Revision #50 PRC 105	\$365.00	
3.3600.103	State Revision #52 PRC 103		\$1,280.00
3.3600.108	State Revision #52 PRC 108	\$290.00	
3.3600.050	State Revision #51 PRC 050	\$2,021.00	
	Net Change in Federal Revenues	\$34,701.41	
Expenses			
3.5000.114	Special Needs Risk Pool	\$31,489.00	
3.5000.111	Language Acquisition Increase	\$41.67	
3.6000.111	Language Acquisition Increase	\$1.33	
3.5000.104	Language Acquisition Grant	\$1,718.54	
3.8000.104	Language Acquisition Grant	\$54.87	
3.5000.105	Title I Improvement	\$365.00	
3.5000.103	Supportive Effective Instruction		\$1,280.00
3.5000.108	Student Support & Academic Enrichment	\$290.00	
3.5000.050	Title I	\$2,021.00	
	Net Change in Federal Expenses	\$34,701.41	
	Net Change in Federal Budget	\$34,701.41	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget			\$4,925,215.36
Amount of Increase			\$34,701.41
Total Appropriation in Current Amended Budget			\$4,959,916.77

Budget Amendment # 7

Expense Code	Description of Code	Increase	Decrease
CAPITAL OUTLAY FUND			
Revenues			
4.3400.120	State allotted new yellow bus payment	\$152,394.00	
	Net Change in Capital Outlay Revenues	\$152,394.00	
Expenses			
4.6000.120	Annual payment on new school buses	\$152,394.00	
	Net Change in Capital Outlay Expenses	\$152,394.00	
	Net Change in Capital Outlay Budget	\$152,394.00	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget			\$729,095.73
Amount of Increase			\$152,394.00
Total Appropriation in Current Amended Budget			\$881,489.73

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 # 7

Expense Code	Description of Code	Increase	Decrease																		
LOCAL FUND 8																					
Revenues																					
8.3700.413	COVID Relief NC Pre-K	\$35,383.00																			
	Total Changes in Fund 8 Revenues	\$35,383.00																			
Expenses																					
8.5000.413	COVID Relief NC Pre-K - supplies	\$35,383.00																			
	Total Change in Fund 8 Expenses	\$35,383.00																			
	Net Change in Local Fund 8 Budget	\$35,383.00																			
<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;">\$5,285,336.29</td> </tr> <tr> <td>Amount of Increase</td> <td style="text-align: right;">\$35,383.00</td> </tr> <tr> <td>Total Appropriation in Current Amended Budget</td> <td style="text-align: right;">\$5,320,719.29</td> </tr> </table>				Total Appropriation in Current Budget	\$5,285,336.29	Amount of Increase	\$35,383.00	Total Appropriation in Current Amended Budget	\$5,320,719.29												
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<p>Passed by majority vote by the Board of Education of Montgomery County on the 3rd day of May 2021.</p>																					
<p>_____ Chairman, Board of Education</p>		<p>_____ Secretary, Board of Education</p>																			

Steve DeBerry called upon Anne McLean and for Montgomery Central High School’s presentation “Teacher Cadet Program.” Mrs. McLean called upon Stefanie Panzer and Mandy Hall who explained that the North Carolina Teacher Cadet Program has proven to be successful in increasing student interest in the teaching profession with the long-term focus on “growing our own” teachers. The Teacher Cadet Program is currently the only teacher recruitment program in the state. The curriculum is hands on with field experience. It gives a realistic view of the teaching profession and promotes leadership and helps develop a passion for teaching. A video was shared from a student’s perspective along with a quote from a cooperating teacher. Bryan Dozier asked at what grade level can students participate in the program. Ms. Panzer stated eleventh grade. Steve DeBerry asked how many students are currently participating. Ms. Panzer responded by saying they have ten in internships and have 21 in Cadet I. Lynn Epps asked if it was a two semester course. Ms. Panzer confirmed it is. Mrs. Epps said it is a very popular course among their students. She has heard her students talk a lot about it.

Steve DeBerry called upon Allison Lee, Kim Simpson and Ravon Shepherd for West Middle School’s Presentation “Race Talk.” These teachers described how a book study of Derald Wing Sue’s book “Race Talk and the Conspiracy of Silence” became more than just a book study for them. West Middle chose this book because of violence with former students in the past two years as well as a more diversified staff, discipline data vs. enrollment data and

academic data. Race Talk is a platform for deeper discussion of race issues and how these issues affect academic performance of our students both in the classroom and in our communities. Teachers are taking what they learned to the classroom to create equitable environments. Meetings are taking place with WMS School Improvement Teams to discuss discipline, policy, equity of dress code and implementation of new programs. All teachers had positive comments regarding the take away from this study.

Steve DeBerry called upon Emily Shaw for Title IX Updates and Training presentation. Mrs. Shaw began by explaining Title IX of the Education Amendments of 1972 is a federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities. All educational institutes that receive federal funding must comply with Title IX. Schools have a responsibility to respond effectively and promptly to all reports involving sexual allegations. Title IX requires that each school district have a Title IX coordinator that is responsible for Title IX compliance and to ensure that all stakeholders involved with Title IX are properly trained. Currently all of our school employees have completed Title IX training. School board members play a crucial role in the Title IX process as well. To stay in compliance Mrs. Shaw will need to provide training to all school board members. Mrs. Shaw passed around a form for board members to sign up for training. She will follow up with each board member by email.

Steve DeBerry called upon Dr. Dale Ellis for the Teacher Appreciation Proclamation. Dr. Ellis stressed the importance of thanking our teachers for doing a phenomenal job during this difficult year. In honor of Teacher Appreciation Week, the board unanimously approved a proclamation to declare May 3-7, 2021 as Teacher Appreciation Week with Tuesday, May 4, 2021 being recognized as Teacher Appreciation Day. Bryan Dozier made the motion to approve with a second by Cindy Taylor. The motion carried unanimously with the board.

Steve DeBerry called upon Dr. Dale Ellis for the Memorabilia Sale Update. Dr. Ellis shared general information regarding of the Memorabilia Sale which has been delayed fifteen months. All items are available to be viewed and bids placed at the West Montgomery Gym on Saturday, May 8, 2021 from 9:00 am to 12:00 pm, Tuesday, May 11, 2021 from 9:00 am to 12:00 pm and Thursday, May 13, 2021 from 9:00 am to 12:00 pm. All parties that have called and expressed interest have been notified of the dates. All proceeds from the memorabilia sale will go toward Montgomery Central Timberwolves athletics.

Steve DeBerry called upon Tracy Grit for policies for first read. Mr. Grit presented an overview of the forty-eight policies with revisions. These will be brought before the board again at the June 7, 2021 meeting for approval.

Chairman DeBerry called upon Dr. Dale Ellis for his Superintendent's Remarks. Dr. Ellis stated we had great presentations tonight from two of our schools. One was highlighting the work we are doing to grow our own teachers and the other highlighted our important work promoting diversity and inclusion. Both of these initiatives are very important. Teachers must learn to teach in increasingly diverse circumstances in our public schools. The re-segregation of public schools due to charters is not something that is going away anytime soon. I am very proud of the work that we are doing in the areas of diversity and inclusion. It is hard work but necessary work. It does open us up for attack from those who do not value diversity, and those who think we should go about our business and not highlight what we see and know to be true. It also opens us up to attack from those you would think would support this work, for any perceived miscommunication

that may happen. We have dealt with both of these situations lately. There are plenty of reasons not to do work surrounding diversity and inclusion. There is a reason that most school systems, including those that are much larger than we are, choose not to do this work. It is easier to turn a blind eye and pretend the work is not needed. However, those who want to tear it down will not deter us. The more the work is attacked, the more we know it is needed. It just shows us how much farther we have to go. I appreciate the Board's support in doing the hard work it takes to help ALL students be successful.

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

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

The next regular meeting will be held on Monday, June 7, 2021 at 6:30 pm at the Montgomery County Central Office.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary