

**MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES**

October 5, 2020

The Montgomery County Board of Education convened in a regular monthly meeting on Monday, September 13, 2020 at 6:30 pm at the Joseph Reese Blair Career and Technical Education Center. Board members present were Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Jesse Hill, Bryan Dozier, Shirley Threadgill, and Sandra Miller. Trikena Simmons was absent.

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

No one signed up to address the board during the public comment period.

Chairman DeBerry read a devotional regarding patience. Leonardo Da Vinci worked on the “The Last Supper” for ten years so diligently at times that he forgot to eat. Use your patience today and the next day and so on. Your masterpiece is waiting to be completed.

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

Superintendent Ellis and Enoc Robledo introduced the Certified and Classified Employees of the Month for Candor Elementary. Jennifer Watts, Classified Employee and Rebecca Rodriguez, Certified Employee were named. Principal Enoc Robledo said that both carry smiles on their faces. They do a fantastic job making sure that students are doing what they need to do. He is very proud to have them at Candor Elementary.

Chairman DeBerry requested to hold the consent agenda until after closed session. Bryan Dozier made the motion with Shirley Threadgill seconding. The motion carried unanimously.

Chairman DeBerry called upon Mitch Taylor and Dale Smith with Anderson, Smith and Wike to discuss the audit report for last year. He stated that the report was clean with no errors and the district’s finances were expended properly. The audit report is divided into two sections finances and compliance. Total assets were \$4,975,646. Montgomery County Schools has no issues and continues to maintain good financial shape.

Enoc Robledo called upon Audrea Samuels, Elijah Templeton, and Miranda Thompson for Candor Elementary’s presentation “Part of History at School: The Wax Museum.” The wax museum is a tribute to individuals from the past or present who have contributed to shaping our culture and history. Students were assigned a character from five major categories: History, Entertainment/Politics, Science, Sports, Writers/Authors. Students focused on research, practice and a performance for their assigned character. Community members were invited to watch history come to life.

Steve DeBerry called upon Wade Auman for an update of the Online Learning Data Analysis. MCS District Participation Data compared week 3 versus week 6. Live participation in week 3 was 63.8% versus week 6 at 64.7%. Daily assignment participation week 3 was 78.0% versus week 6 77.5%. Non-participation week 3 was 21.1% versus week 6 21.1%. As of September 30, 2020, we have checked out 651 hotspots impacting 1,174 students. We have

received approximately 15 request per day for these devices. Hotspots are delivered to the school the following day. We have received all hotspots ordered with funds provided by the county. Board is concerned with the decline of participation even with access to more hotspots. Fatigue of students could be to blame for the slight decline. Board member Bryan Dozier requested a breakdown of participation by grade level for next meeting.

Chairman DeBerry called upon Dr. Ellis for Operational Guidance for Schools to Return. Superintendent Ellis stated that safety for students and staff is still an issue with the high per capita percentage of infection in our county. No matter which plan is chosen some parents will be upset. However, parents need a date for return. It is my recommendation to continue with plan C until the beginning of second semester, January 2, 2021 provided the infection numbers are decreasing in the county. Bryan Dozier made a motion with Shirley Threadgill seconding. The motion carried with unanimous approval from the board.

Chairman DeBerry called upon Dr. Ellis for Athletics Guidance for High Schools to Return. Dr. Ellis stated that state has adopted a plan starting November 4, 2020 and ending with state finals starting June 11, 2021. Board members requested to discuss at November meeting.

Tracy Grit introduced the following policies for approval: Policy 1710/4020/7230 – Discrimination and Harassment Prohibited by Federal Law (new), Policy 1720/4030/7235 – Title IX Nondiscrimination on the Basis of Sex (new), Policy 1725/4035/7236 – Title IX Sexual Harassment-Prohibited Conduct and Reporting Process (new), Policy 1725/4035/7236-R – Title IX Sexual Harassment-Definitions , Policy 1726/4036/7237 – Title IX Sexual Harassment Grievance Process (new), Policy 1730/4022/7321 – Nondiscrimination on the Basis of Disabilities , Policy 4040/7310 – Staff-Student Relations, Policy 4329/7311 – Bullying and Harassing Behavior Prohibited (new), Policy 4331 – Assaults and Threats, Policy 4340 – School-Level Investigations, Policy 7232 – Discrimination and Harassment in the Workplace (new). Board member Bryan Dozier asked for clarification of wording. Dr. Ellis will research and present any changes for first read at November meeting.

Dr. Ellis updated the board on construction at the Montgomery Central High School site. Current schedule for completion is mid-October with exception of the auxiliary gym floor and weight room floor. Contractor still believes it will be ready for Board of Education Meeting on site the evening of November 2, 2020. Many items on the punch list are now taking place. We are in good shape to occupy the building in five to six weeks.

During Dr. Ellis's Superintendent's Comments he stated that tonight was a struggle. Our students will have gaps in learning that our teachers will have to deal with and be prepared. Their gap in learning is what we can deal with. What we can't deal with is loss of students or staff lives. This is why we can't bring students back at this time. Some people will not agree but we will always err on the side of safety.

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 Shirley Threadgill seconding. The board approved entering into closed session unanimously.

Following the closed session, the board approved the following items unanimously.

- 1) September 13, 2020 Board Meeting Minutes

**MONTGOMERY COUNTY BOARD OF EDUCATION
MINUTES**

September 13, 2020

The Montgomery County Board of Education convened in a regular monthly meeting on Monday, September 13, 2020 at 6:30 pm at the Joseph Reese Blair Career and Technical Education Center. Board members present were Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Jesse Hill, Trikena Simmons, Bryan Dozier, Shirley Threadgill, and Sandra Miller.

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

No one signed up to address the board during the public comment period.

Chairman DeBerry read a devotional titled “The Time is Now” reminding us that today is the accumulation of what we have learned. The time is now to use what we have learned from the past and use it wisely.

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

Mr. DeBerry called upon Dr. Ellis for special recognitions. Dr. Ellis called upon Sloan Bourgeois for the Certified and Classified Employees for Mt. Gilead Elementary. Mrs. Bourgeois announced Tabitha Harris, Classified Employee. She is a phenomenal young lady. She is a retired English Teacher from Montgomery County Schools and is always willing to fill in where needed. She is the most positive person you will ever meet. They are fortunate to have her in their school. Mrs. Bourgeois called upon Angel Shepherd, Certified Employee. Mrs. Shepherd is a 3rd grade teacher at Mt. Gilead in her third year of teaching. She is a very proactive teacher and is doing phenomenal work with students and staff for remote learning

Dr. Ellis and Mitch Taylor called upon Aletha Greene, Brenda Livingston, Lynn Reynolds, Kristy Buchman, Cindy Williams, Krystie Van Hoose, Terrie Furr, Rebecca Ridgeway, Christy Shepherd, Lynn Maness and Courtney Sheffield for recognition of the Bookkeepers with Zero Finding Audits. Dr. Ellis and Mitch Taylor congratulated them on their hard work and dedication. This is the first year twelve out of twelve schools received recognition.

Chairman DeBerry requested to hold the consent agenda until after closed session. Bryan Dozier made the motion with Tommy Blake seconding. The motion carried unanimously.

Sloan Bourgeois called upon Angel Shepherd to share her google classroom presentation. Mrs. Shepherd shared with the board how she is incorporating digital learning in her classroom. Students must check in on the attendance board and answer questions. She keeps her students excited and engaged by providing fun activities making students want to participate. Mrs. Shepherd is also coaching other teachers in remote learning. Her classroom has created their own Instagram. She allows her students to create their missions and norms giving them ownership of their work. Mrs. Shepherd is also offering differentiation for student needs. The success rate for her students has increased by 45% since the start of August 17, 2020.

Steve DeBerry called upon Dr. Takeda LeGrand for her presentation goals of Diversity and Inclusion 2025. Data was compiled from surveys from parents, staff and students. Diversity described as valuing human differences (race, ethnicity, gender, gender identity, sexual orientation, age, physical ability, attributes, ethical value system, national origin, political and religious beliefs, etc.) among all. Inclusion described as the entire educational process will represent, include, and respect every school and community partner. Goal 1 is to increase cultural practices of all teachers, administrators, staff and students. Goal 2 is to recruit, hire, and retain underrepresented teachers, administrators and staffs. Goal 3 is to increase diverse community, parent, business and stakeholder engagement. Goal 4 is to implement a comprehensive instructional plan that is inclusive and reflects diversity. Goal 5 is to increase participation and the success of underrepresented groups in all curriculum programs. Goal 6 is to eliminate the overuse of discipline that remove students from the classroom.

Steve DeBerry called upon Wade Auman for presentation of the Online Learning Data Analysis. Data presented was a request by the board to track online participation of students. MCS District participation for first three week Live Participation 63.8%, Daily Assignment Participation 78.0%, Non-Participation 21.1%. For the 2020-2021 school year, districts are required to provide make-up assessments to all fourth grade students no later than the tenth day buildings are open to students. This one-time assessment was conducted remotely. I-Ready is the approved formative/diagnostic assessment for MCS. Out of 237 fourth grade students enrolled in MCS 235 completed this diagnostic giving a 99% participation rate. RTA Legislation requires BOY, MOY, and EOY benchmark assessments be administered to all k-3 students. For EVAAS purposes, the state will use MOY to EOY data for K-2 growth for the 2020-2021 school year. Benchmark assessment window for BOY is the first 20 instructional days in September. Participation updated percentages will be reported again at the October Board meeting. I-Ready is the approved formative/diagnostic assessment for MCS. Impacts to improve participation are engaging content provided by teachers, student support services and increased internet access through hotspots.

Tracy Grit introduced the following policies for first read: Policy 1710/4020/7230 – Discrimination and Harassment Prohibited by Federal Law (new), Policy 1720/4030/7235 – Title IX Nondiscrimination on the Basis of Sex (new), Policy 1725/4035/7236 – Title IX Sexual Harassment- Prohibited Conduct and Reporting Process (new), Policy 1725/4035/7236-R – Title IX Sexual Harassment-Definitions, Policy 1726/4036/7237 – Title IX Sexual Harassment Grievance Process (new), Policy 1730/4022/7321 – Nondiscrimination on the Basis of Disabilities, Policy 4040/7310 – Staff- Student Relations, Policy 4329/7311 – Bullying and Harassing Behavior Prohibited (new), Policy 4331 – Assaults and Threats, Policy 4340 – School-Level Investigations, Policy 7232 – Discrimination and Harassment in the Workplace (new). These policies will be up for approval at the October board meeting.

Dr. Ellis updated the board on construction at the Montgomery Central High School site. As of September 14, 2020, we were told that we are looking at mid-October for a certificate of occupancy. Dr. Ellis stated that he still believes that January 2021 is a more realistic start date as there will be items to finish on the punch list and furniture to put in place.

During Dr. Ellis's Superintendent's Comments he continued to say he can't thank the teachers of Montgomery County Schools enough. They are working harder than they ever have before. Students are excited and engaged. This shows where our students excel. Our teachers have excelled and their work is recognized and appreciated.

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 Tommy Blake seconding. The board approved entering into closed session unanimously.

Following the closed session, the board approved the following items unanimously with a motion by Tommy Blake and a second by Bryan Dozier.

1) August 3, 2020 Board Meeting Minutes:

MONTGOMERY COUNTY BOARD OF EDUCATION MINUTES

August 3, 2020

The Montgomery County Board of Education convened in a regular monthly meeting on Monday, August 3, 2020 at 6:30 pm at the Joseph Reese Blair Career and Technical Education Center. Board members present were Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Jesse Hill, Trikena Simmons, Bryan Dozier, Shirley Threadgill, Sandra Miller attended remotely by phone qualifying under Board Policy #2302 Remote Participation in Board Meetings.

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

Chairman DeBerry read a passage from Matthew 5:41 and Luke 6:38 reminding us to give to him and he will give to you. To be successful we must give, and then some.

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

Six guests spoke to the board regarding school reopening plans during the public comment period. Rev. Demond Hairston spoke on the behalf of the NAACP and a large number of residents. He acknowledged the challenges during this unfamiliar territory before asking the board to begin the school year with classes online known as Plan C. Troy Mayor Sherri Allgood spoke as an educator and a parent asking the board to consider Plan C. Harvest Little noted that this is an extremely difficult decision for the board to make. He stressed that this is not just about children but mankind as well. Mr. Little went on to recommend Plan C as well. Sharon Swanke noted that this virus does not care about a calendar and implored the board to seriously consider Plan C. Two individuals Lorena Corp and Ryan Brown spoke in favor of Plan B where students would attend school face-to-face at 50% capacity. Mrs. Corp asked the board to consider the different learning styles of students as she has one student that thrived with online classes and one child that would not succeed. Mr. Ryan stated that he has concerns with students not receiving face-to-face instruction by teachers particularly younger students who he does not consider spreaders of the virus.

Mr. DeBerry called upon Dr. Ellis for special recognitions. Dr. Ellis honored Dr. Kevin Lancaster for his upcoming retirement on August 6, 2020. Dr. Ellis stated when he arrived in Montgomery County ten years ago Dr. Lancaster was on the Leadership Team and is still an important member of the team. For some reason he decided to give it up. His next board meeting he will be attending as a guest. Dr. Ellis thanked him for his valuable help and leadership through the years.

Chairman DeBerry requested to hold the consent agenda until closed session. Bryan Dozier made the motion with Sandra Miller seconding. The motion carried unanimously.

Tracy Grit presented an update for the 2020-2021 Montgomery County Schools Device Program Technology Handbook. Mr. Grit asked the board to consider increasing the cost of device insurance to allow all students access to devices. Since offering insurance parents have not had to cover the cost of damages to their student's device. The school system has been satisfied with this insurance thus far. This increase will allow every student to take a device

Following the closed session, the board approved the following items unanimously with a motion by Tommy Blake second by Bryan Dozier.

1) June 1, 2020 Board Meeting Minutes:

MONTGOMERY COUNTY BOARD OF EDUCATION MINUTES

July 6, 2020

The Montgomery County Board of Education convened in a regular monthly meeting on Monday, July 6, 2020 at 6:30 pm at the Joseph Reese Blair Career and Technical Education Center. Board members present were Steven W. DeBerry – Chair, Tommy Blake – Vice Chair, Bryan Dozier, Jesse Hill and Sandra Miller attended by phone qualifying under Board Policy #2302 Remote Participation in Board Meetings, Trikena Simmons and Shirley Threadgill were absent.

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

Chairman DeBerry read a passage from Proverbs Chapter 7, reflecting on childhood.

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

No one signed up to address the board during the public comment period.

Dr. Ellis and Principal Maxine Brown recognized Pebble Byrd for earning National Board Teaching Certification. Dr. Brown stated that Mrs. Byrd is a top-notch teacher and team player. She is honored and very lucky to work with her. Dr. Ellis and Dominic Lynchman honored Andrea Vancannon as Employee of the Month. Dennis Lynchman stated that Andrea has done a tremendous job making sure that our students feel during this pandemic. Andrea has a great working relationship with our cafeteria workers. We are fortunate to have her as an employee and a friend.

Chairman DeBerry requested to hold the consent agenda until closed session. Bryan Dozier made the motion with Sandra Miller seconding. The motion carried unanimously.

Dr. Lancaster updated the board regarding driver's education, athletics and band. The governor delayed his plan to announce guidelines for schools to return this fall. We will review along with other school systems when to start athletics at the end of July. Dr. Lancaster asked for input from the board for driver's education to begin with safety precautions. Students will take classes online. Driving instruction will have only two students and one instructor in a car. Parents must sign a waiver not holding Montgomery County Schools responsible if their student were to become infected during this time. Sandra Miller made the motion with Bryan Dozier seconding to continue with safety protocols. The board unanimously agreed to continue drivers education if strict safety guidelines are enforced.

Tracy Grit presented the Strategic Plan 2025. Goals were presented are to be achieved by the year 2025. Four year cohort graduation in will increase to or exceed 93% and greater than 95% of all graduates will have received a minimum of two post-secondary credits. Grade level proficiency will increase to meet or exceed 70%. The percentage of MCS schools that meet or exceed READY expected growth targets will remain 100%. MCS composite achievement gap

home. Bryan Dozier made a motion to approve with Jesse Hill seconding. The motion carried unanimously.

Tracy Grit presented Operational Guidance for Schools to Return. Mr. Grit discussed several aspects surrounding the decision, including the results of a poll with parents. Results from the poll showed that at least 1,388 students were going to choose online learning no matter what the board decided. Several board members had questions before moving to vote. Board member Shirley Threadgill asked if there would be room for students who chose remote learning now to change their minds later. Tracy Grit assured her that students would be able to switch from one to the other. The board discussed in detail how to meet the needs of students without internet access. Board member Bryan Dozier asked if teachers would be required to come to school to teach. Dr. Ellis assured him that would be the case. Board members questioned about tracking the attendance and records of students. Mr. Grit assured them members that teachers would be able to track student participation and will contact parents when needed. Board member Trikena Simmons brought up an issue that has held students back for decades and that is the lack of parental involvement. Simmons noted that often it not the student's fault rather it is the parent's fault that their child is not performing. After discussion with the board. Dr. Ellis stated that the superintendent did not put a slide with a recommendation in the presentation. As your superintendent, I am required to give you a recommendation. I first want to thank the curriculum team who have worked so hard on Plan B. However, we have to look at what is happening in our county. When we started working on the proposed Plan B options we were ranked sixth in the state on a per capita basis. We are now third. I can't with good conscience make a recommendation to bring thousands of students and teachers back together in our buildings. My recommendation is to go with Plan C for a period of six weeks. We will re-evaluate at the October board meeting. Motion to approve the recommendation was made by Trikena Simmons and Bryan Dozier seconding. The board unanimously agreed with his recommendation.

Dr. Ellis asked for Athletics Guidance for High Schools and Athletics Guidance for Middle Schools held until the September meeting. The board unanimously agreed.

Dr. Ellis updated the board on construction at the MCHS site. Every major date has failed to be met. Issues with floors continue and delays make the August date is impossible. The building should be complete by second semester. The next construction meeting is Thursday, August 6, 2020.

During superintendent's remark's Dr. Ellis stated that he has never struggled with anything as a superintendent as much as I have with what the board voted on tonight. You go through a lot of training to be a teacher and to be an administrator. However, no amount of training could have prepared you for what we have dealt with since March. He thanked the board for doing what they think is right. I know what is best academically and I will always do what I know is right for children. That is what was so hard with all of this. But, the one thing in North Carolina General Statute 115C that we must provide for the safety of children. That is the one thing listed above others.

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 Tommy Blake seconding. The board approved entering into closed session unanimously.

measure will decrease by 15%. MCS will maintain an overall teacher attendance rate that meets or exceeds 96%. MCS will retain beginning teachers in a 3-year cohort at a rate of 75%. One of school suspension, incident rate will be reduced by 10%. MCS will increase grant submissions by eight. Teachers will continue use of Triple H methodology into lesson plans and use Framework Measurement tool to improve student learning. MCS will continue to maintain an adequate fund balance for operations and capital as measured by recommendations from the external auditor and internal budget committee. MCS will complete 25% of the revised five-year facilities plan as measured by project completion documents. MCS will continue to refresh device and maintain adequate digital access for all students as measured by the plan. Tracy Grit recommended the goals be adopted at our new Strategic Plan 2025. Bryan Dozier made a motion to approve with Jesse Hill seconding. The motion carried unanimously.

MCS Curriculum Team presented their proposed plan for Operational Guidance for Schools to Return. Due to the delay of Governor Cooper's Plan on July 1, this item is tabled until the governor's announcement around July 14. The team has been working on this plan from April until July. Parents have been surveyed by phone calls and online. The team will continue to prepare for an option B alternating days until further notice. Students may request online classes. School systems may choose an option that is stricter than what the governor chooses.

Tori Absher presented Jump Start Summer Program for students who were not on track by the 2019-2020 year-end. Identified students will receive interventions. Students in grades K-3 that did not meet reading level expectations based on diagnostic assessments. Grade four students identified by reading teachers. K-4 math interventions identified by math teacher. Ready diagnostic for reading and math will be administered to each Jump Start participant. Compliance with requirements of an executive order in effect at the time of summer learning program, including requirements on use of public school buildings. If students are unable to participate in the Jump Start Program in the school buildings second and third grade students will receive remote instruction.

Kevin Lancaster presented the MCEC Calendar 2020-2021. Tommy Blake made a motion to approve with Bryan Dozier seconding. The motion carried unanimously.

Dr. Lancaster presented the following policies for approval: Policy 1320/3560- Title I Parent and Family Engagement, Policy 1610/7800- Professional and Staff Development, Policy 2127- Board Member Technology Use- NEW, Policy 2302- Remote Participation in Board Meetings, Policy 2500- Hearings Before the Board, Policy 3410- Testing and Assessment Program, Policy 3450- Graduation Requirements, Policy 3620- Extracurricular Activities and Student Organizations, Policy 4110- Immunization and Health Requirements for School Admission, Policy 4120- Domicile or Residency Requirements, Policy 4230- Communicable Diseases- Students, Policy 4270/6145- Conviction and Head Injury, Policy 4325- Drugs and Alcohol, Policy 4900- Emergency Closings, Policy 6325-Portable Aides For Students, Policy 7240- Drug-Free And Alcohol-Free Workplace, Policy 7241- Drug And Alcohol Testing Of Commercial Motor Vehicle Operators, Policy 7505- Compliance With State Board Of Education Employment Policies, Policy 7550- Absences Due To Inclement weather, Policy 7560- Permitted

Budget Amendment # 8

Line Item	Description	Amount	Source
1000	Salaries	1000000	State
2000	Benefits	500000	State
3000	Travel	100000	State
4000	Printing	50000	State
5000	Supplies	50000	State
6000	Utilities	100000	State
7000	Insurance	100000	State
8000	Other	100000	State
9000	Reserve	1000000	State
10000	Total	5000000	State

- 4) First Health MOU
 5) Superintendent Contract Extension approved with motion by Bryan Dostier and second by Tommy Blake.

After closed session, Chairman DeBerry asked for a motion to adjourn the meeting. With a motion by Bryan Dostier and a second by Tommy Blake, the meeting was duly adjourned.

The next regular meeting will be held Monday, August 3, 2020 at 6:30 pm at the Joseph Reese Blair Career and Technical Education Center.

Stephen W. DeBerry, Chairman
Dale F. Fife, Ed. D., Secretary

2) Personnel and Auxiliary Reports as follows:

**MONTGOMERY COUNTY SCHOOLS
 PERSONNEL REPORT
 R. Kevin Lancaster, Deputy Superintendent
 August 3, 2020**

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

Certified	Recommended by	Record Check
1) Honar Rodriguez	Chanda Stokes	Pending

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

Resignation/Retirement	School/Assignment	Effective Date
1) Levonna Morrison Resignation	West High School P.T Teacher Assistant	July 16, 2020
2) Dirk Gurley Resignation	Montg. Central High Principal	July 30, 2020
3) Amy Glover Resignation	Candor Elementary Custodian	August 4, 2020
4) Erin Ingram Resignation	East Montgomery High Band Teacher	August 7, 2020
5) Latisha Allen Resignation	Star Elementary School Custodian	June 30, 2020
6) April Britt Retirement	West Montgomery High EC Inclusion	July 6, 2020
7) Brittney Woodle Resignation	Star Elementary School 4 th Grade Teacher	July 31, 2020
8) Tonya Little Resignation	Troy Elementary School Kindergarten Teacher	July 6, 2020
9) Jarrett Hanks Resignation	East Middle School 8 th Grade Language Arts	July 1, 2020

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

Employee/Effective Date	School/Assignment	Record Check	Replacing
1) Ellen Jones 08/01/2020	Central Office Interim Assist. Superin. For Curriculum	Yes	Tracy Grit
2) William Hunter 08/01/2020	Montgomery Central High Interim Head Boys Basketball	Yes	Randy Jordan
3) Danasia Dumas 08/01/2020	Montgomery Central High Interim Head Girls Basketball	Yes	William Hunter

**MONTGOMERY COUNTY SCHOOLS
 AUXILIARY REPORT
 AUGUST 3, 2020**

Upon recommendation, approval of release from Montgomery County Schools requested for the 2020-2021 school year.

- Montgomery County Schools to Richmond County Schools:
- Alexia Watson

3) Service Agreement

10) Jeanne Black Retirement East Middle School Instructional Facilitator March 1, 2021

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

Employee/Effective Date	School/Assignment	Record Check	Replacing
1) Ann Watson 08/11/2020	West Middle School EC Teacher	Yes	Laura Trumfio

d. Report of the following transfers:

Employee/Effective Date	From	To	Replacing
1) Jon LaChance 08/01/2020	East Middle Instr. Facilitator	Montg. Central High Assistant Principal	Corey Phillips
2) Jasmine Goins 08/19/2019	East High School Science Teacher	West High School Science Teacher	Randy Jordan
3) April Cesaro 07/15/2020	Star Elementary PT Media Assist.	Star Elementary Custodian	Latisha Allen
4) Dorothy Lowe 08/01/2020	Mt. Gilead Elem. 4 th Grade Teacher	Troy Elementary K-6 Teacher	Tonya Little
5) Tracy Grit 08/01/2020	Central Office Assist. Supt. of Curr.	Central Office Interim Asso. Supt. for Operations	Kevin Lancaster

e. Upon recommendation, approval of the following administrator:

Employee/Effective Date	School/Assignment	Record Check	Replacing
1) Anne McLean 08/01/2020	Montgomery Central High Principal	Yes	Dirk Gurley

**MONTGOMERY COUNTY SCHOOLS
 PERSONNEL REPORT
 R. Kevin Lancaster, Deputy Superintendent
 August 3, 2020**

ADDENDUM

Superintendent reports the termination of employee:

Employee	School Assignment	Effective Date
John Morton	West Middle School	July 30, 2020

After closed session, Chairman DeBerry asked for a motion to adjourn the meeting. With a motion by Sandra Miller and a second by Bryan Dozier, the meeting was duly adjourned.

The next regular meeting will be held Monday, September 14, 2020 at 6:30 pm at the Joseph Reese Blair Career and Technical Education Center.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary

2) Personnel and Auxiliary Reports as follows:

**MONTGOMERY COUNTY SCHOOLS
PERSONNEL REPORT
Tracy Grit, Interim Deputy Superintendent
September 14, 2020**

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

<u>Employee/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Homar Rodriguez 08/10/2020	West Middle School PE Teacher/Coach	Yes	Mike West
2) Susanna Kornegay 08/17/2020	East Middle School 6 th -8 th Engl. Lang Arts	Yes	
3) Ashley Stutts 08/21/2020	East Middle School EC Teacher	Yes	Elise Smith

7) Karen Dozier Retirement	Mont. County Eia. College Student Support Liaison	October 1, 2020
8) Amy Yarboro Resignation	Page Street Elementary 4 th Grade Teacher	August 28, 2020
9) Brenda Livingston Retirement	Montg. Central High (West Campus) Bookkeeper	November 1, 2020

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

<u>Contract/ Effective Date</u>	<u>School/ Assignment</u>	<u>Record Check</u>	<u>Replacing</u>
1) Natalie Smith 08/10/2020	West Middle School 7 th Grade Math/Science	Yes	Ashley Williamson
2) Patrick Wichowski 08/10/2020	Star Elementary School Band/Chorus Teacher	Yes	Erin Ingram
3) Mia Todarello 08/10/2020	Montg. Central High Theater Arts Teacher	Yes	
4) Grant Hinson 08/17/2020	East Middle School 6 th Grade Science Teacher	Yes	Bethany Gordon
5) Helen Mahoney 08/10/2020	Mont. Central High EC Teacher	Yes	April Britt
6) Gaylynn Deaver 08/18/2020	Tray Elementary K-2 Self Contained	Yes	Brenda Tyson
7) Angela Cook 08/17/2020	Mt. Giload Elementary K-5 Teacher	Yes	
8) Teresa Alfred 08/24/2020	West Middle School Health Occupations	Yes	

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Krishna Hansen Resignation	West Middle School P.T EC Teacher Assist.	August 21, 2020
2) Denia Huntley Resignation	Green Ridge Elementary Pre-K Support/Translator	August 3, 2020
3) Ramona Marley Resignation	Candor Elementary Pre-K Teacher	August 6, 2020
4) Cheryl Hudson Retirement	East Montgomery High EC Pre-K Teacher	October 1, 2020
5) Holly Capel Resignation	Green Ridge Elementary Family Engag. Specialist	August 30, 2020
6) Lorena Gonzalez Resignation	Candor Elementary P.T Translator	August 11, 2020

d. 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) Wendi Auman 08/17/2020	Candor Elementary Custodian	Yes	Amy Glover

e. Report of the following transfers:

Transfer/ Effective Date	From	To	Replacing
1) Chelsea Covington 08/10/2020	Green Ridge Elem. 3 rd Grade Teacher	Page Street Elem. 3 rd Grade Teacher	
2) Chris Chappell 08/12/2020	Candor Elementary Teacher Assistant	Troy Elementary Teacher Assistant	
3) April Greene 08/08/2020	Central Office Transportation Clerk	Green Ridge Elem. Pre-K Support	Denia Huntley
4) Elizabeth Templeton 08/31/2020	Candor Elementary 5 th Grade Teacher	Page Street Elem. 4 th Grade Teacher	
5) Selena Valdivinos 08/11/2020	Candor Elementary Pre-K Teacher Assist.	Star Elementary Pre-K Teacher Assist.	
6) Alison Wilson 08/03/2020	Green Ridge Elem. Interim Assist. Prin.	Montg. Central High EL Instructional Liaison	
7) Stacie Cheek 09/21/2020	Troy Elementary STEM Program	CES/GRES/SES IAL Family Eng. Spec.	Holly Capel

h. Upon recommendation, approval of the following administrative contract:

Assistant Principal – Annual 11-month term commencing July 1, 2020 and ending June 30, 2022.

f. Upon recommendation of the superintendent, approval of recommendation for employment of the following personnel:

1) Kathy Wright 09/01/2020	East/West Middle Schools MS-PLTW	Yes	Brandon Britt	<ul style="list-style-type: none"> • Daniel Jones, Montgomery Learning Academy
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g. Upon recommendation, approval of recommendation for employment of the following bus driver, sub driver, and monitors that are not dual employees:

Curleen Lilly – sub driver

MONTGOMERY COUNTY SCHOOLS AUXILARY REPORT SEPTEMBER 14, 2020

Upon recommendation, approval of release from Montgomery County Schools requested for the 2020-2021 school year.

Montgomery County Schools to Asheboro City Schools:

Montgomery County Schools to Stanly County Schools:

Montgomery County Schools to Moore County Schools:

Montgomery County Schools to Melchin Academy (Home School ID#125032):

Montgomery County Schools to Haywood Academy (Home School ID#189865)

Montgomery County Schools to Thompson Academy (Home School ID#191195)

Montgomery County Schools to Home School (ID# 142620)

Montgomery County Schools to Home School (ID# 139412)

Montgomery County Schools to Home School (ID# 66956)

Montgomery County Schools to Home School (ID# 182695)

BUDGET RESOLUTION 2020-2021

Montgomery County Schools

BE IT RESOLVED by the Board of Education of the Montgomery County School Administrative Unit:

Section 1 – The following amounts are hereby appropriated for the operation of the school administrative unit in the State Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021:

State Funds - Expenses		
5000	Instructional Services	23,257,698.76
6000	System-Wide Support Services	3,842,654.89
7000	Non-Programmed Charges	256,868.35
Total State Expenses		27,357,222.00

Section 2 – The following revenues are estimated to be available to the State Fund for fiscal year beginning July 1, 2020 and ending June 30, 2021:

State Funds- Revenues		
3000	State Revenues	27,357,222.00
Total State Revenues		27,357,222.00

Section 3 – The following amounts are hereby appropriated for the operation of the school administrative unit in the Local Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021:

Local Funds-Expenses		
5000	Instructional Services	2,971,925.34
6000	System-Wide Support Services	3,647,090.66
7000	Ancillary Funds	2,000.00
8000	Non-Programmed Charges	0.00
Total Local Expenses		6,621,016.00

Section 4 – The following revenues are estimated to be available to the Local Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021:

Local Funds- Revenues		
4000	Local Revenues	6,621,016.00
Total Local Revenues		6,621,016.00



**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: September 14th, 2020
Subject: Agenda Item (Section – Consent Agenda)

Attached you will find the 2020 – 2021 Budget Resolution listing the expenses and revenues budgeted for Montgomery County Schools for the upcoming year for your consideration.

I will be available to answer any questions you may have.
This amendment is an action item and will require a vote.

Section 5 – The following amounts are hereby appropriated for the operation of the school administrative unit in the Federal Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021:

Federal Funds- Expenses		
5000	Instructional Services	2,227,945.93
6000	System-Wide Support Services	56,108.10
7000	Ancillary Funds	0
8000	Non-Programmed Charges	58,400.83
Total Federal Expenses		2,342,454.86

Section 6 – The following revenues are estimated to be available to the Federal Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021:

Federal Funds- Revenues		
3000	Federal Revenues	2,342,454.86

Section 7 – The following amounts are hereby appropriated for the operation of the school administrative unit in the Capital Outlay Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021:

Capital Outlay- Expenses		
6000	System-Wide Support Services	0
8000	System-Wide Support Services	107,300.00
Total Cap Outlay Expenses		107,300.00

Section 8 – The following revenues are estimated to be available to the Capital Outlay Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021:

Capital Outlay- Revenues		
4000	Capital Outlay Revenues	107,300.00
Total Cap Outlay Revenues		107,300.00

Section 9 – The following amounts are hereby appropriated for the operation of the school administrative unit in the Child Nutrition Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021:

Child Nutrition- Expenses		
7000	Ancillary Funds	3,061,460.00
8000	Non-Programmed Charges	240,000.00
Total Child Nutrition Expenses		3,301,460.00

- D. Amounts may not be transferred which would result in elimination of currently staffed positions and/or existing programs without board of education approval. NOTE: This condition does not preclude any budgetary decisions and/or recommendations not intended to alter the current educational offerings or levels of supporting services(s), such as, but not limited to site-based conversions of positions (i.e. converting teaching positions to/from teacher assistant positions); and /or restricting, downsizing or reallocating vacant positions.
- E. For the purpose of year-end closeout only, the board of education agrees to suspend the restrictions/provisions of this resolution given that summary of all such transfers must be reported no later than July 31, 2021. And any such transfers resulting from extraordinary/unusual occurrences/circumstances must be noted and explained.

Section 15 – Copies of the Budget Resolution shall be immediately furnished to the superintendent and school finance officer for direction in carrying out their duties.

Adopted the 14th day of September 2020.

Chairman – Board of Education

Secretary – Board of Education

Section 10 – The following revenues are estimated to be available to the Capital Outlay Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021:

Child Nutrition- Revenues		
3000	State & Federal Revenues	2,297,000.00
4000	Local Revenues	1,004,460.00
Total Child Nutrition Revenues		3,301,460.00

Section 11 – The following amounts are hereby appropriated for the operation of the school administrative unit in the Special Grants Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021:

Special Grants Fund 8- Expenses		
5000	Instructional Services	2,316,768.87
6000	System-Wide Support Services	385,645.55
7000	Ancillary Funds	0.00
8000	Non-Programmed Expenses	201,232.26
Total Special Grants Expenses		2,903,446.68

Section 12 – The following revenues are estimated to be available to the Special Grants Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021:

Special Grants Fund 8- Revenues		
3000	State & Federal Revenues	2,529,078.33
4000	Local Revenues	374,368.35
Total Special Grants Revenues		2,903,446.68

Total of all Revenues	42,632,899.54
Total of all Expenses	42,632,899.54

Section 13 – All appropriations shall be paid first from revenue restricted as to use and second from general unrestricted revenues.

Section 14 – The Superintendent is hereby authorized to transfer appropriations within a fund under the conditions as follows:

- A. Amounts may be transferred between functions within a purpose without limitations and without a report to the board of education being required.
- B. Amounts may not be transferred between purpose codes or funds nor from any costsharing appropriation with a fund without board of education approval.
- C. Amounts may be transferred in state or federal projects upon prior approval of the appropriate funding agency. If such transfers require board of education approval under other provisions of this resolution, approval must be obtained prior to the transfers being made.

After closed session, Chairman DeBerry asked for a motion to adjourn the meeting. With a motion by Shirley Threadgill and a second by Bryan Dozier, the meeting was duly adjourned.

The next regular meeting will be held Monday, October 5, 2020 at 6:30 pm at the Joseph Reese Blair Career and Technical Education Center.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary

2) Personnel and Auxiliary Reports as follows:

**MONTGOMERY COUNTY SCHOOLS
PERSONNEL REPORT
Tracy Grit, Interim Deputy Superintendent
October 5, 2020**

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

<u>Resignation/Retirement</u>	<u>School/Assignment</u>	<u>Effective Date</u>
1) Ashley Stutts Resignation	East Middle School EC Teacher	October 21, 2020
2) Jessica Horton Resignation	Candor Elementary Guidance Counselor	October 10, 2020
3) Jennifer Snotherly Resignation	Green Ridge Elementary Speech Lang. Pathologist	September 10, 2020
4) Ashley Williamson Retirement	West Middle School 7 th Grade Math	July 16, 2020

b. Report of the following transfers:

<u>Transfer/ Effective Date</u>	<u>From</u>	<u>To</u>	<u>Replacing</u>
1) Alicia Lineberry 10/26/2020	Mont Central EC Inclusion	East Middle EC Inclusion	Ashley Stutts

c. Upon recommendation, approval of the following coaches for the 2020-2021 school year:

Montgomery Central High School
Kenny Young – Head JV Girls Basketball
Tanesha Bowden – Assistant JV Girls Basketball
Dunasia Dumas – Assistant JV Girls Basketball
Cody Williams – Soccer

**MONTGOMERY COUNTY SCHOOLS
AUXILIARY REPORT
OCTOBER 5, 2020**

Upon recommendation, approval of release from Montgomery County Schools requested for the 2020-2021 school year.

Montgomery County Schools to Home School (ID# 195678):

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: October 5th 2020
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 # 1

State Funds

1) A net increase of \$57,974.00 to the State Budget Fund (Fund 1):

\$57,974.00 increase in PRC 073 (School Connectivity Fund) – Yearly planned allotment for the School Connectivity Fund. These funds support our school wide internet network.

Local Funds

2) A net increase of \$222,501.13 to the Local Fund Budget (Fund 2)

\$222,501.13 increase in PRC 128 – to maximize internet connectivity to Montgomery County School students during the pandemic, the county provided CARES funding to the school district so that hotspots can be provided to those students who are without an internet connection at home.

Federal Funds

3) A net increase of \$1,032,215.17 to the Federal Budget Fund (Fund 3):

\$1,031,438.59 increase to PRC 163 (Federal Cares Funding) – This represents the CARES funding received during the 2019-2020 school year that was carried over into the 2020-2021 school year.

\$776.58 increase to PRC 111 (Language Acquisition funding) – This represents the Language Acquisition funding received during the 2019-2020 school year that was carried over into the 2020-2021 school year.

Capital Outlay Funds

4) A net increase of \$540,281.86 to the Capital Outlay Budget Fund (Fund 4)

\$540,281.86 increase in PRC 002 – this is the annual repayment from the county to the school district for the construction expenses of the wing addition at East Middle School in which the district's fund balance was originally used to pay this cost.

Child Nutrition

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

Special Local Fund 8

6) A net increase of \$269,829 to the Fund 8 Budget Fund (Fund 8)

\$269,829.00 increase to PRC 133 (ELISS Grant with CIS) – this represents the funding from the State ELISS grant received by Communities in Schools with Montgomery County Schools named as the fiscal agent. The grant will fund the district's middle school Metal Program through the end of December 2020.

7) Overall, these adjustments resulted in an increase of \$2,122,801.16 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 # 1

Montgomery County Administration Unit

The Montgomery County Board of Education at a meeting on the 5th day of October 2020, passed the following resolution:

Be it resolved that the following amendments be made to the Budget Resolution for the fiscal year ending June 30, 2021.

Expense Code	Description of Code	Increase	Decrease
STATE FUNDS			
Revenues			
1.3100.000.	State Rev 16 PRC 073	\$57,974.00	
	Net Change in State Revenues	\$57,974.00	
Expenses			
1.6000.073	School Connectivity	\$57,974.00	
	Net Change in State Expenses	\$57,974.00	
	Net Change in State Budget	\$57,974.00	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget			\$27,357,222.00
Amount of Increase			\$57,974.00
Total Appropriation in Current Amended Budget			\$27,415,196.00

Budget Amendment # 1

Expense Code	Description of Code	Increase	Decrease
LOCAL FUNDS			
Revenues			
2.4110.128	CARES Funding from County	222,501.13	
Expenses			
2.5000.128	WIFI - Hotspot for students	222,501.13	
	Net Change in Local Budget	\$222,501.13	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget			\$6,621,016.00
Amount of Increase			\$222,501.13
Total Appropriation in Current Amended Budget			\$6,843,517.13

Budget Amendment # 1

Expense Code	Description of Code	Increase	Decrease
CAPITAL OUTLAY FUND			
Revenues			
4.4110.800	County allotment for EM wing	540,281.86	
	Net Change in Capital Outlay Revenues	540,281.86	
Expenses			
4.8400.002	County allotment for EM wing	540,281.86	
	Net Change in Capital Outlay Expenses	540,281.86	
	Net Change in Capital Outlay Budget	\$540,281.86	
Explanation: Adjustments made for actual revenues and expenditures.			
Total Appropriation in Current Budget			\$107,300.00
Amount of Increase			\$540,281.86
Total Appropriation in Current Amended Budget			\$647,581.86

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 # 1

Expense Code	Description of Code	Increase	Decrease																		
LOCAL FUND 8																					
Revenues																					
8.4000.133	ELISS Grant with CIS	269,829.00																			
	Total Changes in Fund 8 Revenues	\$269,829.00																			
Expenses																					
8.5000.133	ELISS Grant with CIS - Metal	180,090.00																			
8.6000.133	ELISS Grant with CIS-Metal	89,739.00																			
	Total Change in Fund 8 Expenses	\$269,829.00																			
	Net Change in Local Fund 8 Budget	\$269,829.00																			
<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;">\$2,903,446.68</td> </tr> <tr> <td>Amount of Increase</td> <td style="text-align: right;">\$269,829.00</td> </tr> <tr> <td>Total Appropriation in Current Amended Budget</td> <td style="text-align: right;">\$3,173,275.68</td> </tr> </table>				Total Appropriation in Current Budget	\$2,903,446.68	Amount of Increase	\$269,829.00	Total Appropriation in Current Amended Budget	\$3,173,275.68												
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Current Budget	\$44,755,700.70																				
<p>Passed by majority vote by the Board of Education of Montgomery County on the 5th day of October 2020.</p>																					
<p>_____ Chairman, Board of Education</p>		<p>_____ Secretary, Board of Education</p>																			

- 4) Graduation Dates
- 5) School Improvement Plan
- 6) Application to Withdraw Funds from the Public School Building Capital Funds NC Education Lottery

After closed session, Chairman DeBerry asked for a motion to adjourn the meeting. With a motion by Bryan Dozier and a second by Shirley Threadgill, the meeting was duly adjourned.

The next regular meeting will be held Monday, November 2, 2020 at 6:30 pm at the Montgomery Central High School Auditorium.

Steven W. DeBerry, Chairman

Dale Ellis, Ed. D., Secretary